



An Impact of Employee Engagement in It Sector (Special Preference Pumo Technovation India Private Limited)

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ABSTRACT: Employee engagement is that the extent of commitment and involvement an employee has towards their organization and its values. An engaged employee is conscious of business context and works with colleagues to strengthen performance within the work for the advantage of the organization. It's a positive attitude held by the workers towards the organization and its values. The project specializes in how employee engagement is an antecedent i.e. the preceding factor of job involvement and what should company do to form the workers engaged and also involves the steps which shows the way to drive an engaged employee. The project also includes study of the worker Engagement policies of the corporate and the way they will be improved or modified so on increase the extent of Employee Engagement within the organization. "More the worker engagement better is that the performance of the organization". The major objective of the project is to seek out the worker Engagement status in Pumo Technovation Ind Pvt Ltd, Coimbatore. and therefore the Improvements required for improving the already implemented Policies. Basically, Employee engagement may be a concept that's generally viewed as managing discretionary effort, that is, when employees have choices, they're going to act during a way that furthers enhances their organization's interests.

Keywords:

Employee engagement in organization, policies, performance.

I. INTRODUCTION:

Employee engagement is the strength of the mental and emotional connection employees feel toward the work they do, their team, and their organization. Employee engagement describes the process of encouraging a positive attitude amongst employees in order to maximize their performance. Unlike performance-related pay, for example,

initiatives to improve employee engagement are not written in an employee's contract. They instead aim to create an environment where employees can see the overall aim of the business, feel valued by their employers, and feel comfortable to express their own views.

Nurturing this environment is an important task for senior management and HR departments, as a positive attitude amongst staff can increase levels of effort, output, innovation, and positivity, among many other things. However, it is not simply up to them to create this atmosphere, the employees must also be willing to engage with this environment. Employee engagement is one of the powerful tools in the organization. Employee engagement is the level of commitment, involvement, satisfaction & enthusiasm, an employee has towards their work, organization, and its values. An engaged employee is aware of business context and works with colleagues to improve performance within the job for the benefit of the organization by utilizing their natural talents.

II. LITRATURE REVIEW:

Jamie A. Gruman, Alan M. Saks (2020), Many organizations are putting a great deal of efforts to emphasis their Performance Management System with the aim of generating higher levels of job performance. This study suggests that producing performance increments may be best achieved by orienting the performance management system to promote employee engagement. They also provide a new approach to the performance management process that includes employee engagement and the key drivers of employee engagement such as coaching, training, performance management, feedback, engagement appraisal, leadership etc. at each stage.

Karen Kelly Wollard, Brad Shuck (2020), Employee engagement is emerging concept in the HRD literature, with demonstrated organizational



benefits; yet little is known about its antecedents. This article purpose is to explore conceptual and empirically driven antecedents as well as differentiate the two perspectives. Result of a structured literature review method, 42 antecedents were grouped by application at the individual and organizational level.

WilmarSchaufeli & Marisa Salanova (2019), This paper focus on five conceptual issues in order to better catch the exact concept of work engagement: (1) “What's in the name” of engagement? It uses an operational rather than a conceptual definition of engagement and thus it did not make clear “what’s in the name” of work engagement, for instance as distinguished from employee engagement; (2)What is its relationship with burnout? Rather than two sides of the same coin, work engagement and burnout are two different coins (3) How to differentiate work engagement from task engagement? An additional differentiation between work engagement and task engagement seems feasible (4) How to distinguish between collective and individual work engagement? Collective work engagement is more than the sum of individual work engagement (5) What are the dark sides of work engagement? Burnout and not workaholism is the dark side of work engagement This paper has contributed to a better conceptualization of work engagement, not only that it also provides idea and guidelines for other research work.

STATEMENT OF PROBLEM

The intention of the study is to find the impact of employee engagement to determine the improvement of employee’s performance. The study is also to find the improvement of employee’s performance toward their job. Based on the respondent’s perception impact of employee engagement will be determined and implemented.

OBJECTIVES

- To understand the impact of employee engagement in Automotive Industry.
- To study the major factors influencing the employee engagement.
- To study the effectiveness of employee engagement.
- To offer suggestion for employees based on the study.

III. RESEARCH METHODOLOGY:

Research methodology is a way to systematically solve research problem. Research methodology is understood as a source of the study how to research is done scientifically. The various steps adopted by a researcher in studying the research problem along with the logic. The project work entitled “impact of employee engagement in it sector special preference pumo technovation private limited”. The Data was taken through primary data and also secondary data. However, institution and product profiles were taken for reference. A structured un-disguised interview schedule was designed to collect data source. The schedule method was opted since the method would help to concise amount of information. The aggregate elementary units in the survey are referred to as the population. Here it covers the entire employee renault Nissan automative private limited coimbatore. Convenience sampling techniques have been used . This includes the list of 147 respondents.

METHODS OF COLLECTION

The Data was taken through primary data and also secondary data. However, institution and product profiles were taken for reference. A structured un- disguised interview schedule was designed to collect data source. The schedule method was opted since the method would help to concise amount of information.

The commonly used statistical tools for analysis of collected data are:

- Simple percentage analysis
- Chi square

SIMPLE PERCENTAGE ANALYSIS Percentage refers to a special kind of ratio. Percentage is used in making comparison between two or more series of data. Percentage is used to describe relationship. Percentage can also use to compare the relationship.

CHI SQUARE

A chi-square (χ^2) statistic is a measure of the difference between the observed and expected frequencies of the outcomes of a set of events or variables. Chi-square is useful for analyzing such differences in categorical variables, especially those nominal in nature.



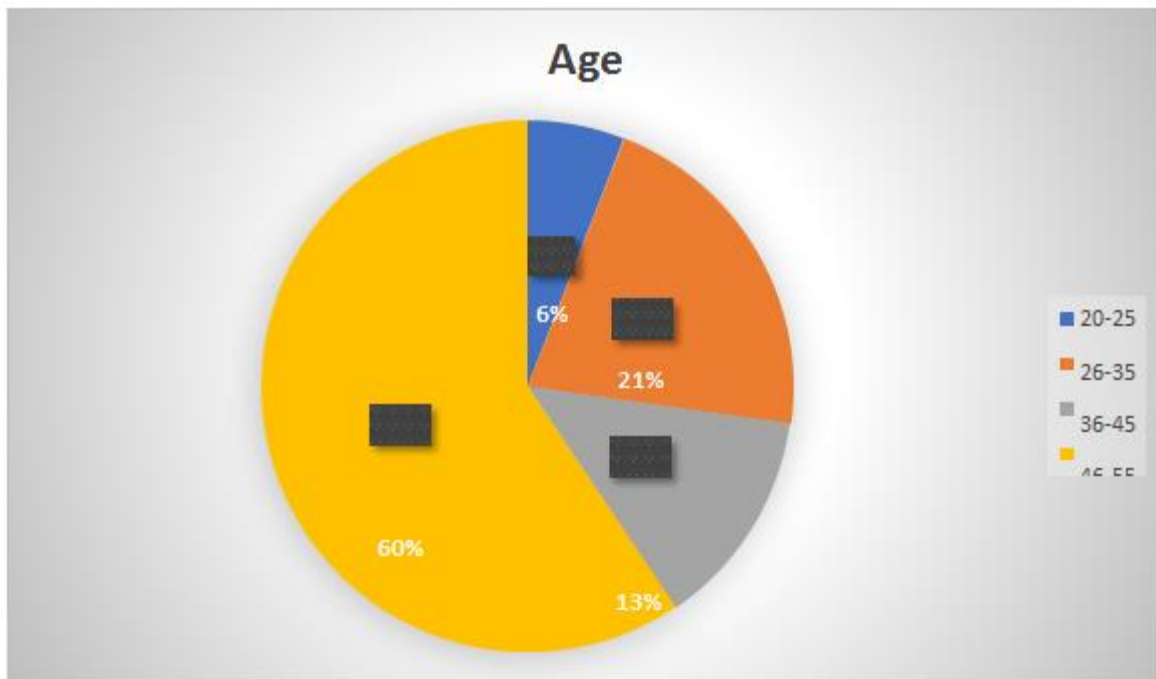
LIMITATIONS

- Only 150 employees from Coimbatore were selected for the study because only the employees with sufficient knowledge about various forms will be able to make a comparison between them.
- Lack of time because of which some of the information could not be collected.
- Unwillingness and bias from the part of respondents limits the coverage of the study.

V. DATA ANALYSIS AND INTERPRETATION

PERCENTAGE ANALYSIS

Age of the respondents			
		RESPONDENTS	PERCENTAGE
Valid	20-25yrs	18	12.3%
	26-35yrs	62	42.5%
	36-45yrs	40	27.4%
	46-55yrs	26	17.8%
	Total	146	100%



Age of the respondents

Interpretation:

The above table shows that 43% of the respondents come under the age group 26-35 years, 27% of the respondents come under the age group of 36-45 years, 18% of the respondents come under the age group of 46-55 years, 12.3% of the respondents come under the age group of above 20-25 years.

Thus the mostly 43% of the respondents come under the age group of 26-35 years.



CHI SQUARE

		The employee engagement is improving your work					Total
		Agree	Disagree	Neither Agree	Strongly Agree	Strongly Disagree	
Experience of the respondent	11 to 15 years	31	0	9	11	0	51
	3 to 6Years	20	2	6	5	1	34
	7 to 10 years	33	2	5	7	2	49
	Above 15 years	2	0	0	0	0	2
	Up to 2 Years	6	0	2	2	0	10
Total		92	4	22	25	3	146

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	9.341 ^a	16	.899
Likelihood Ratio	12.390	16	.717
N of Valid Cases	146		

a. 15 cells (60.0%) have expected count less than 5. The minimum expected count is .04.

Interpretation

Since the significant value is less than 0.05. Hence, we accept the alternative hypothesis. Therefore, there is the significance different between experience and employee engagement is helpful in improving employee work.



Age of the respondents * effectiveness of employee engagement Crosstabulation						
Count						
		effectiveness of employee engagement				Total
		Effective	Highly effective	Highly Ineffective	Moderate	
Age of the respondents	20 to 25	12	2	3	1	18
	26 to 35	34	9	0	19	62
	36 to 45	22	4	2	12	40
	46 to 55	10	5	0	11	26
Total		78	20	5	43	146

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	20.324 ^a	9	.016
Likelihood Ratio	20.470	9	.015
N of Valid Cases	146		

a. 6 cells (37.5%) have expected count less than 5. The minimum expected count is 62.
 b. count is 62.

Interpretation

Since the significant value is less than 0.05. hence, we accepted the alternative hypothesis. Therefore, there is the significance different between age and effectiveness of employee engagement.

V. FINDINGS, SUGGESTION AND CONCLUSION

FINDINGS

- Majority of the respondents falls under the age group of 26 to 35 years with the highest percentage of 42.5%.
- The significant value is less than 0.05 we accept the alternative hypothesis. Therefore, there is the significant relationship between experience and employee engagement in helpful in improving employee work.

- The significant value is less than 0.05 we accept the alternative hypothesis. Therefore, there is the significant relationship between age and effectiveness of employee engagement.

SUGGESTION

Employee engagement program are good but still the organization need to enhance it more to improve employee engagement standard. Employee need more appreciation toward their work success. Employees need to participate in various activities which is happening in the



organization. Employees need more opportunities to learn and grow in the organization. Employee engagement should be effective. Make the employee to participate in various activities that would help them to grow and engage better. Special focus is needed on unengaged and actively disengaged employees to raise the engagement levels of those employees.

CONCLUSION

The project specializes in how employee engagement is an antecedent i.e. the preceding factor of job involvement and what should company do to form the workers engaged and involves the steps which shows the way to drive an engaged employee. The project also includes study of the worker Engagement policies of the corporate and the way they will be improved or modified to extend the extent of Employee Engagement within the organization. the main objective of the project is to seek out the Impact of Employee Engagement status in RNAIPL, Chennai and therefore the Improvements required for improving the already implemented Policies. Employee engagement may be a concept that's generally viewed as managing discretionary effort, that is, when employees have choices, they're going to act during a way that furthers enhances their organization's interests. Also, another objective is to research the feedbacks received and supported the analysis suggesting solutions and providing recommendations to enhance the worker engagement level. Basically, engaged employees feel a robust emotional bond to the organization that employs them. The metrology used for the research is categorized as Exploratory Research with Descriptive type because it involved individual analysis with results supported intuitions and judgments. the priority must concentrate more on increasing the entertainment programs & recognize. the study explores the worker engagement activities within the company infers that the workers have an honest will within the organization and therefore the concern has got to specialize in the key areas where the respondent's needs has got to be satisfied to lower the rate of attrition , to supply a high-energy working environment and to enhance the general organizational effectiveness.

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