

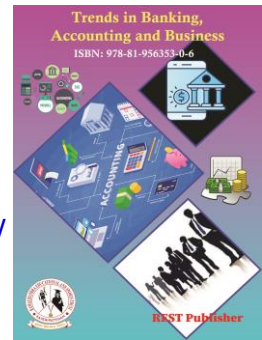


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A Study on Employee Engagement of Avtar Automotive Components LLP at Hosur

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Abstract. Employee engagement is an inevitable function in an organization towards which the employees are more sensitive. So, a right system in place is inevitable for any organization. For the employees a right engagement system is the one which they perceive as unbiased and a true metric to measure their performance and the one which would reward them fairly without inequity. The study is intended find out the employees' opinion and perception towards the engagement system in place. This study is aimed to determine the acceptability of the current system through which they are monitored on. The study is done obtaining response from 120 employees of avtar automotive components llp. The response is got through a structured questionnaire. The results were validated through the use of statistical tools

1. INTRODUCTION

In today's business, engagement is distinctively different from employee satisfaction, motivation, and organizational culture. The well-being of the employees and their happiness must be the priority of every successful enterprise in order to satisfy the customers and achieve the best results. In other terms, happy staff results in happy customers and lots of happy customer results in happy shareholders. Worker engagement; emotionally or intellectually is very essential to the success of the organization. The positive feelings that employees experience about their business and employers affect certainly the customer satisfaction in terms of service, loyalty and engagement. Furthermore, engagement can give every employee the feeling to perform in the best way, by learning new skills and completing all the work with innovative suggestions. Meaning of employee engagement: Employee engagement is the level of commitment and involvement an employee has towards their 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. It is a positive attitude held by the employees towards the organization and its values. The paper focuses on how employee engagement is an antecedent of job involvement and what should company do to make the employees engaged. The paper also looks at the gallup 12 point questionnaire, twelve-question survey that identifies strong feelings of employee engagement and the steps which shows how to drive an engaged employee. Benefits of employee engagement: Before we delve into the many benefits that high employee engagement provides, we need to understand the concept. There is no agreed-upon standard definition of 'employee engagement' out there. Several practitioners and researchers have developed their own working definitions, which can lead to some confusion.

2. OBJECTIVES OF THE STUDY

Primary objective: A Study on Employees Engagement towards Avtar automotive components llp with special reference to Hosur. Secondary objective: To identify general practices that organizations use to engaged and select employees. To determine which employee engagement are most effective. To study the employee performances and attitudes engage to the industry. To study the Employee Engagement practices in a well-established for cut Power industry. To evaluate the effectiveness of the Employee Engagement. To find out the satisfaction levels of the Employees with the current system. Scope of the study: The study has planning for future reference and scope of scheduled prevents. The study has contempt in future reference to advantage resemble order. The study is focus each and every employee and their engage make an efficiency of skills and knowledge for future planning to awareness. The study must be safety for employee engage to the right job. Limitations of the study: Time is the major constraint in collecting the data from the employees. The data collection is conducted only in hosur. Hence, utmost care is to be taken while

generalizing the result. This study is confined to the employee's details only. Some of the respondents are not responding for replay the schedule.

3. REVIEW OF LITERATURE

James Keirstead et al (2020) use in cities has attracted significant research in recent years. However such a broad topic inevitably results in number of alternative interpretations of the problem domain and the modelling tools used in its study. This paper seeks to pull together these strands by proposing a theoretical definition of an urban energy system model and then evaluating the state of current practice. Drawing on a review of 219 papers, five key areas of practice were identified – technology design, building design, urban climate, systems design, and policy assessment – each with distinct and incomplete interpretations of the problem domain. We also highlight a sixth field, land use and transportation modelling, which has direct relevance to the use of energy in cities but has been somewhat overlooked by the literature to date. Despite their diversity, these approaches to urban energy system modelling share four common challenges in understanding model complexity, data quality and uncertainty, model integration, and policy relevance.. Satoru Komatsu et al (2020) The objective of this research is to analyse the characteristics of households installing solar photovoltaic (systems or solar home systems) SHS in Bangladesh where rural electrification, improvement of rural livelihoods, and sustainable development constitute the primary development agenda. This article attempts to quantitatively determine the factors that affect user satisfaction with SHS, so that improving user satisfaction can contribute to expanding the coverage of SHS in the long run. The research evaluates the determinants of user satisfaction and households' perceptions of the benefits of SHS, including the quality of SHS equipment and reduction in energy costs. The econometric analysis reveals that previous poor experience of the frequency of battery repairs and replacement in SHS negatively influences the satisfaction of households with SHS. Christian A. Friebe (2021) One of the key challenges of energy access in emerging markets and developing countries is how to reach households and communities that are unlikely to get a grid connection in the long term or those that are connected to the grid but suffer from regular blackouts or low voltage. By surveying entrepreneurs selling Solar Home Systems (SHSs) on a commercial basis in emerging and developing countries, this study is one of the first attempts to quantify the key elements of four potential Product Service Systems (PSSs): Cash, Credit, Leasing and Fee-for-Service. Whereas the Fee-for-Service approach was found to be suitable only under certain conditions, all PSSs share two key elements for successful market deployment: one or more years of maintenance, and customer support in financing these customers' new asset. Moreover, it appears that private sector companies are in principle able to deliver SHSs to households with incomes greater than USD 1000 per year. Kee Kuo Chen (2021) To understand the impact of environmental value, ecological lifestyle, customer innovativeness on customer intention to install Lucas TVS system (SPS) in their private houses, an empirical model was proposed. Customer innovativeness was treated as a second-order construct with two first-order dimensions, with each of the latter being measured by means of reflective indicators. Using structural equation modelling, data collected from 203 customers were tested against the model. We found that environmental value has a positive impact on ecological lifestyle and SPS install intention. Although ecological lifestyle associates positively with SPS install intention, the effect disappears when environmental value is included in the model. The effect of customer innovativeness on SPS install intention results from the tendency of customer novelty seeking, while the impact of customer independent judgment-making on SPS install intention is insignificant.

4. RESEARCH METHODOLOGY

Introduction: research methodology is a systematic way to solve a research problem; it includes various steps that are generally adopted by a researcher in studying the problem along with the logic behind them. The present study a employee engagement towards auto motive industry in hosur. Research design: "a research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with the economy in procedure" period of study: the duration taken by the researcher for the data collection and analysis regarding the employees engage of 3months. Method of collection: it has two types, Primary data, Secondary data Primary data: primary data means data which is fresh collected data. Primary data mainly been collected through personal interviews, surveys etc Secondary data: secondary data means the data that are already available. Generally speaking, secondary data is collected by some organizations or agencies which have already been processed when the researcher utilizes secondary data; the process of secondary data collection and analysis is called desk research. Population: the aggregate elementary units in the survey are referred to as the population. Here it covers the entire employees of auto motive industries at hosur. Sample size: The study based only on the employee engage. Total number of samples taken for the study is 120 respondents. Sampling unit: Sampling unit is in hosur. Sample design: convenience sampling techniques were used for the study. Statistical tools used:the commonly used statistical tools for analysis of collected data are: Simple percentage analysis, Correlation, Weighted average method. Simple percentage analysis. this method is used to compare two or more series of data, to describe the relationship or the distribution of two or more series of data. Percentage analysis test is done to find out the percentage of the response of the response of the

respondent. In this tool various percentage are identified in the analysis and they are presented by the way of bar diagrams in order to have better understanding of the analysis.

$$\text{Simple percentage} = \frac{\text{no. Of respondents}}{\text{Total no. Of respondent's correlation}} \times 100$$

correlation is computed into what is known as the correlation coefficient, which ranges between -1 and +1. Perfect positive correlation (a correlation co-efficient of +1) implies that as one security moves, either up or down, the other security will move in lockstep, in the same direction.

$$r = \frac{\sum xy}{\sqrt{(\sum X^2) (\sum Y^2)}}$$

TABLE 1. Age group of the respondents

S.no	Age	No. of respondents	Percentage
1	Below 25	41	34%
2	26-35	46	38%
3	36-50	22	19%
4	Above 50	11	9%
	Total	120	100%

Source: Primary data

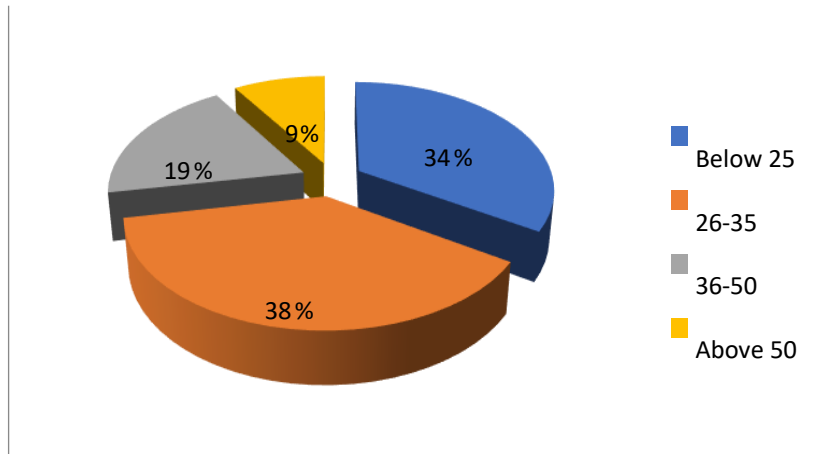


FIGURE 1. Age Group of The Respondents

Interpretation: The above table shows that age group of the respondents, 34% of the respondents are the age group below 25, 38% of the respondents are the age group 26-35, 19% of the respondents are the age group 36-50 and 9% of the respondents are the age group above 50. Majority 38% of the respondents are the age group 26-35.

TABLE 2. Gender of the Respondents

S.no	Gender	No.of respondents	Percentage
1	Male	78	65%
2	Female	42	35%
	Total	120	100%

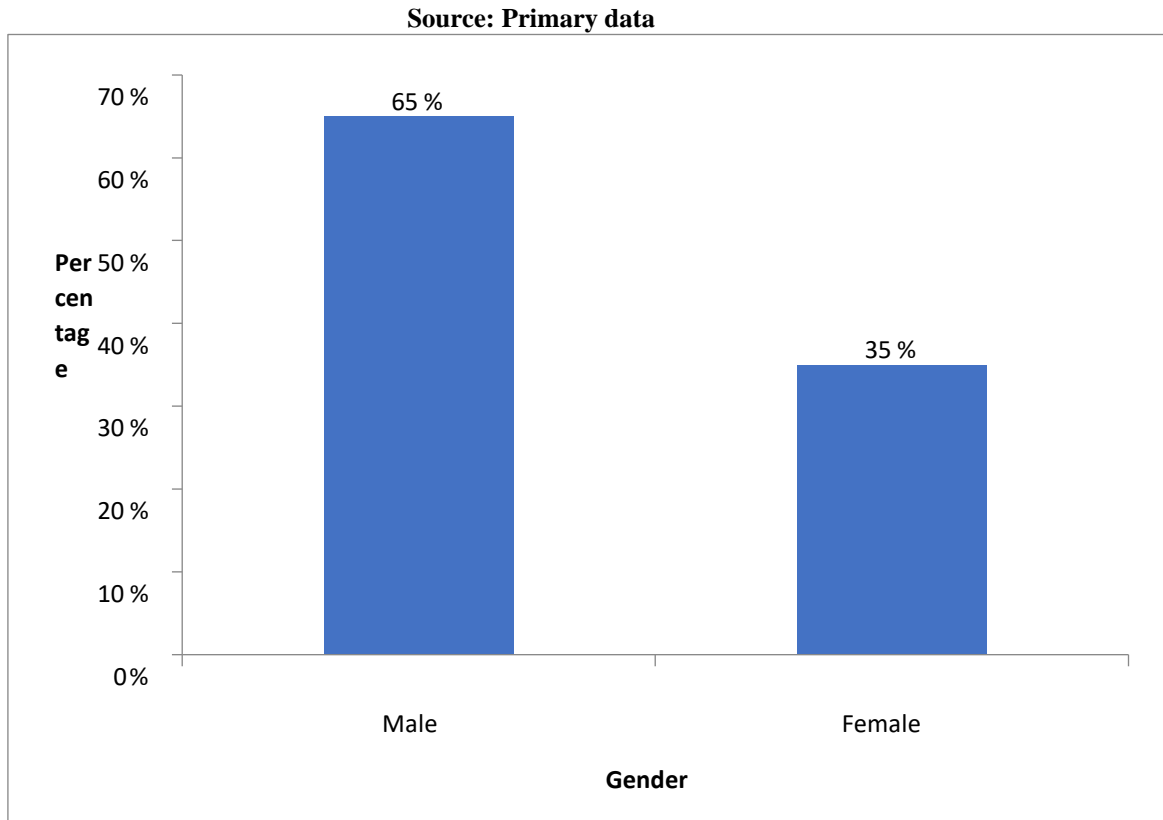


FIGURE 2. Gender of the Respondents

Interpretation: The above table shows that gender of the respondents, 65% of the respondents are male, 35% of the respondents are female. Majority 65% of the respondents are male. Correlation: The table shows that the relationship between education and administration training program.

TABLE 3. Correlation

X	Y	X ²	Y ²	XY
28	23	784	529	644
35	34	1,225	1,156	1,190
50	55	2,500	3,025	2,750
7	8	49	64	56
∑ X = 120	∑ Y = 120	∑ X² = 4, 558	∑ Y² = 4774	∑ XY = 4, 650

∑ XY

$$r = \frac{\sum XY}{\sqrt{(\sum X^2) (\sum Y^2)}}$$

$$r = \frac{4,650}{\sqrt{(4558) (4774)}}$$

r = 4,650

4,664 r =
0.99

Result: This is a positive correlation. There are relationships between education and administration training program
Suggestion: Appraisal reports are to be scrutinized by expert committees at division and corporate levels for correctness as sometimes it is observed that they are being influenced by personal feelings. Though the organization is providing various ways for employee improvement, to promote continuous learning there should be specific mentioning of new skills required and marks should be awarded based on skills acquired, which motivates the employees to learn more. The Appraisal system is to be modified for every five years to make it more effective and in tune with changing times. The

company should make arrangement for performance management committee. If the mode of appreciation method is in award and prizes, employees can be easily motivated. After the performance management by the company, the corrective measures must be taken immediately. It must be revised its appraisal system as to ensure the company to increase its productivity.

5. CONCLUSION

Suggest that the industry have suffered from some of the problems associated with performance management. Attention must be paid to improving the system in terms of training ratters and setting clear goals for the betterment of the employees and the service in general. Performance management motivates employees and influences their productivity and ensures that they are producing at acceptable levels. Performance evaluation system could be linked to company objectives to get better results and good performance of the employees. Effectiveness of any appraisal system depends on how all the users of the system understand the purposes, accept and strive for achieving them. For designing any system, employee and managerial performance should be taken into consideration. From the study, it is found that feedback to the employees is not proper in the organization. Periodical and routine feedback can be given to the employees for their good performance in the work, which motivates the employee to enrich the relationship between the superiors and subordinates.

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