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The study on “employee engagement “in aavin co-operative milk producers’ union at krishnagiri.

B.N. Sivakumar, Fathima Firdouse. G

Adhiyamaan College of Engineering, Hosur, Tamil Nādu, India.

*Corresponding Author Email: fathimafirdouse0112@gmail.com

Abstract: The research on employee engagement set out to investigate the elements that go into it and how they affect organisational outcomes. Job satisfaction, organisational commitment, leadership, communication, and employee development are some of the major factors that influence employee engagement, according to a thorough literature analysis. The data was analysed using descriptive and inferential statistics after being collected from a sample of workers from different sectors using a quantitative research approach. In this study the descriptive research design is used to know the characteristic features of the respondents and I have used simple random sampling. The primary data collected for this study with the help of a questionnaire. Drawing on a sample of 100 employees from aavin co operative milk producers union at krishnagiri, also collected demographic and job-related information at the beginning of the study. This analysis was done by using statistical tools like chi square, correlation, and one-way Anova in SPSS software. The study's findings showed a significant link between employee engagement and organisational success, including output, revenue, and staff retention. The study also discovered that encouraging employee engagement depended heavily on having strong leadership, communication, and employee development programmes. Overall, the study offers insightful information about the significance of employee engagement as a strategic means of enhancing both organisational success and worker wellbeing.

Keywords: employee engagement, job satisfaction, employee development, organisational commitment, job-related information.

1. INTRODUCTION

Worker engagement is 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.

objective of study

- 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 of the level of employee engagement within an organization, identification of the elements that influence engagement, assessment of the success of current employee engagement efforts, and formulation of suggestions for improving engagement.
- employee engagement would have the goal of giving a full insight of the organization's present employee engagement levels, motivations, and efforts as well as giving suggestions for raising employee engagement.
- Additionally, maintaining worker confidentiality and privacy as well as gaining informed consent for participation in focus groups and interviews should be considered.

2. LITERATURE REVIEWS

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. 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. 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.

3. ANALYSIS AND INTERPRETATION

TABLE 1. Gender Group - Which Type Of Compensation Payment System Do You Prefer

Gender		Do you enjoy working with your team?			Total	Chi-square value	p Value
		very well	sometimes	no indeed			
Female	n	6	0	0	6	2.073a	0.35471
	%	6.12245	0	0	6.12245		
Male	n	68	18	6	92		
	%	69.3878	18.36735	6.12245	93.8776		
Total	n	74	18	6	98		
	%	75.5102	18.36735	6.12245	100		

Interpretation:

- Since the P value is greater than 0.05, reject the by null hypothesis, accepted alternative hypothesis 0.35471, level of significance 5%. Hence there is no significant association between gender of the respondent and Do you enjoy working with your team.

- Based on overall percentage, 6.12245% of female respondents 6.12245% of the respondents are very well, 0% of respondents are sometimes, 0% of respondents are no indeed about their Do you enjoy working with your team.
- From 93.8776% of male respondents, 69.3878% of respondents are very well, 18.36735% of respondents are sometimes, 6.12245% of respondents are no indeed about their Do you enjoy working with your team.

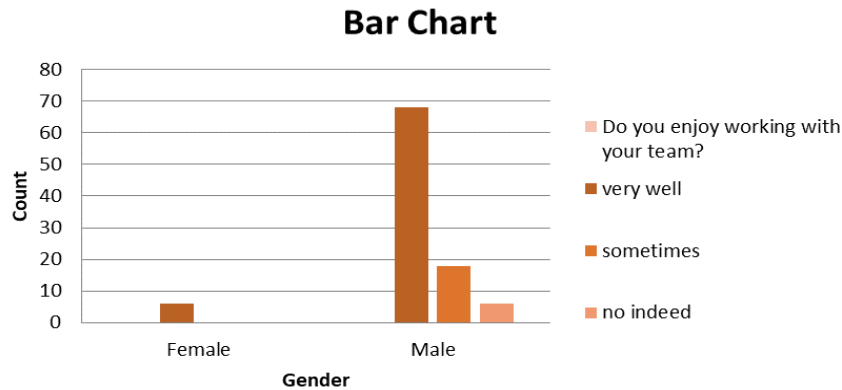


TABLE 2. Pearson Correlation Coefficient Between Gender And Are You Satisfied With Your Current Compensation And Benefits

	Gender	Are you satisfied with your current compensation and benefits
Gender	1	.293**
Are you satisfied with your current compensation and benefits	.293**	1

Interpretation:

The correlation coefficient between gender and satisfied of your current salary is 0.293 which indicates 29.3 percentage positive relationships between gender and Are you satisfied with your current compensation and benefits at 1% level of significance.

TABLE 3. One-way Anova for Significant Difference Among Gender and Do you see yourself working here in a year

Gender and do you see yourself working here in a year					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	0.76	2	0.38	1.823	0.168
Within Groups	16.04	77	0.208		
Total	16.8	79			

Interpretation:

There was no statistical significant difference between the respondents towards Income and Do you see yourself working here in a year company as demonstrated by one-way ANOVA F=1.823, p = 0.168

Finding

- Since the P value is greater than 0.05, reject the by null hypothesis, accepted alternative hypothesis 0.35471, level of significance 5%. Hence there is no significant association between genders of the respondent and do you enjoy working with your team.

- The correlation coefficient between gender and satisfied of your current salary is 0.293 which indicates 29.3 percentage positive relationships between gender and Are you satisfied with your current compensation and benefits at 1% level of significance.
- There was no statistical significant difference between the respondents towards Income and Do you see yourself working here in a year company as demonstrated by one-way ANOVA $F=1.823$, $p = 0.168$

Suggestions

Creating a positive company culture is crucial for engaging employees. This means promoting values such as respect, collaboration, and transparency, and ensuring that employees feel valued and supported. Building strong relationships between managers and employees is essential for engagement. This can be done through regular one-on-one meetings, open communication, and providing constructive feedback. Recognizing and rewarding employees for their achievements is a great way to boost engagement and morale. This can be done through public recognition, bonuses, or promotions.

4. CONCLUSION

employee engagement is crucial for the success of any organization. Engaged employees are more productive, committed, and likely to stay with the company for the long term. By fostering a positive company culture, providing opportunities for employee input, offering professional development opportunities, recognizing and rewarding employee achievements, encouraging work-life balance, and building strong relationships between managers and employees, organizations can create an engaged workforce that is motivated to contribute to the company's success. It is important to remember that engagement is an ongoing process that requires continuous effort and commitment from both management and employees. By prioritizing employee engagement, organizations can create a thriving workplace where employees feel valued, supported, and motivated to perform at their best.

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