

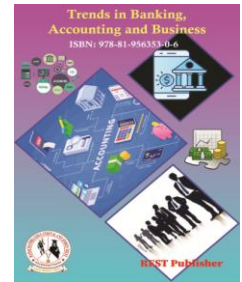


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# A Study on Employee Engagement at N&M Tools

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**Abstract:** Employee engagement is the important drive in an organization to achieve their premier goal. Engagement is an employees' involvement with deep interest in the organization's principles. In business context, employee engagement is referring to work with colleagues to get effective task performance which leads to productivity of the organization. To understand the levels of employee engagement and its impact is the core objectives of this paper and further to examine the various factors influencing the employee engagement.

## 1. INTRODUCTION

Employee Engagement is a fundamental concept in the effort to understand and describe, both qualitatively and quantitatively, the nature of the relationship between an organization and its employees, an "engaged employee" is defined as one who is fully absorbed by and enthusiastic about their work and so takes positive action to further the organization's reputation and interests. An engaged employee has a positive attitude towards the organization and its values.

## 2. OBJECTIVE OF STUDY

An engaged employee has a positive attitude towards the organization and its values. In contrast, a disengaged employee may range from someone doing the bare minimum at work (aka 'coasting'), up to an employee who is actively damaging the company's.

## 3. SCOPE OF THE STUDY

- Highly engaged employees make a substantive contribution to their agency
- May predict organizational success (Saks, 2006).
- But the reverse holds true as well.
- Disengaged employees can be a serious liability.

### Reviews

**T.Suhasini and Dr.K.Kalpana (2018):** The study reveals that Employee Engagement is a comprehensive task and cannot be accomplished by the effective training programs also. Organizations can improve engagement by opportunity thinking, enhancing employee decision making, and commitment. Employee engagement results in reduced turnover intentions and increased innovative work related behavior.

**V. Vijay Anand& C.vijay Banu (2016):** This study explains that Employee Engagement is the key factor for all organizations to sustain. Employee Engagement is positively influenced by job, Rewards and recognition, opportunities, team work and communication. It acts as a Retention tool.

**S.Kiruthika and Dr.V.Kavitha (2015):** According to this study Pay and benefit is the most influencing factor of Employee Engagement. The study describes that there is an association between factors like Role, work-environment, Training and Development, Relationship with supervisor and Employee Engagement of Banks.

#### 4. RESEARCH METHODOLOGY

To examine employee engagement in this study group, a web-based survey was conducted in April 2008 among a group of 186 employees of a statewide public rehabilitation agency located in the mid-west region of the United States. Approval for conducting the project was received from the University of Missouri Campus Institutional Review Board and from the assistant commissioner of the study agency.

#### 5. DATA ANALYSIS

| Status Level      | Number of Respondents | Percentage |
|-------------------|-----------------------|------------|
| Strongly Agree    | 27                    | 36         |
| Agree             | 18                    | 24         |
| Neutral           | 12                    | 16         |
| Disagree          | 10                    | 13         |
| Strongly Disagree | 8                     | 11         |
| Total             | 75                    | 100        |

Source: primary Data Feel proud to work at N&M tools

#### 6. INTERPRETATION

Above the table 3.1: shows there 36 percentage of respondent say Strongly Agree, 24percentage of respondent say Agree, 16percentage of respondent say Neutral, 13percentage of respondent say Disagree ,11percentage of respondent say Strongly disagree, this is showing the diagram

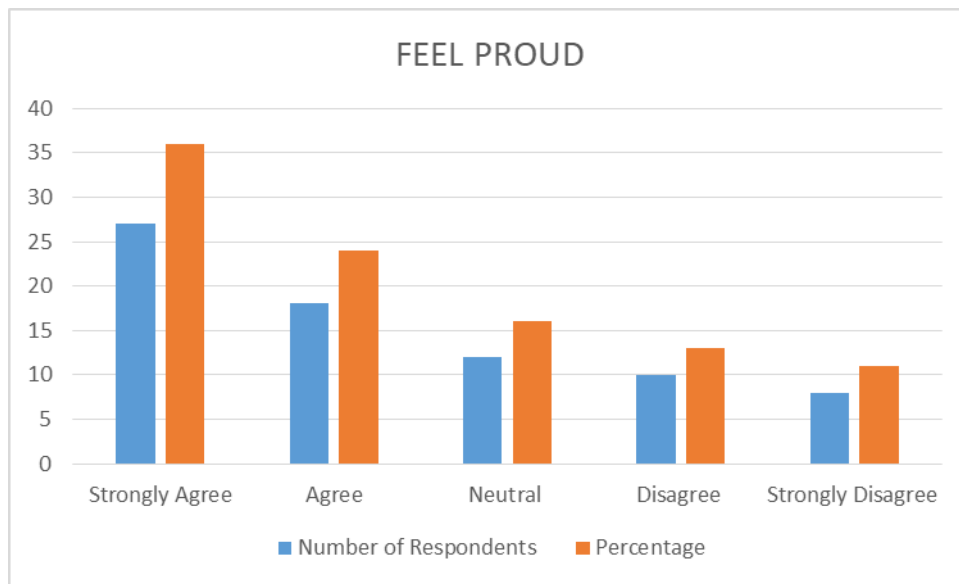


FIGURE 1. I feel proud to work at N&M tools

Table I often tell others regarding good practices in N&M tools

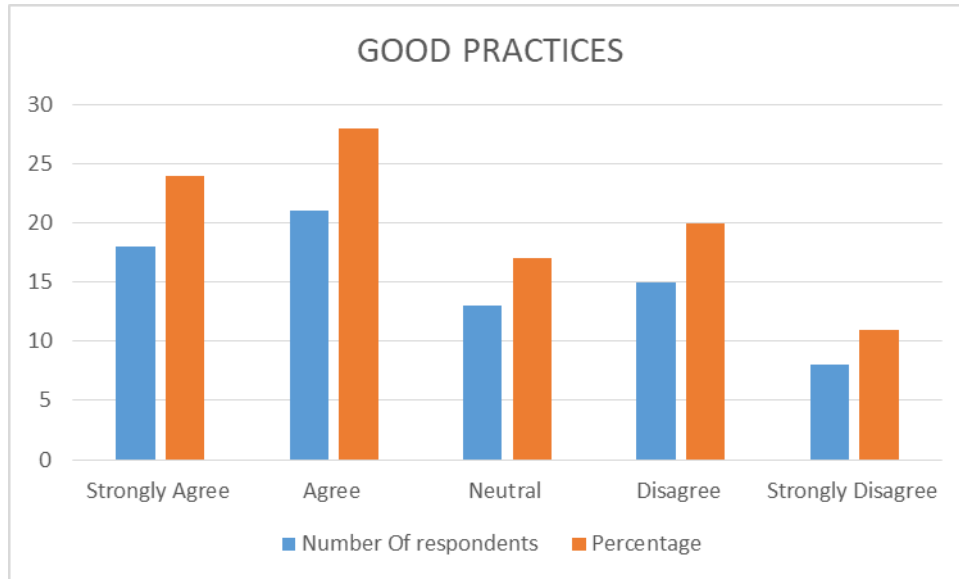
| Status Level      | Number Of respondents | Percentage |
|-------------------|-----------------------|------------|
| Strongly Agree    | 18                    | 24         |
| Agree             | 21                    | 28         |
| Neutral           | 13                    | 17         |
| Disagree          | 15                    | 20         |
| Strongly Disagree | 8                     | 11         |
| Total             | 75                    | 100        |

Source: primary Data

**Interpretation**

Above the table 3.2: shows there 24percentage of respondent say Strongly Agree, 28percentage of respondent say Agree, 17percentage of respondent say Neutral, 20percentage of respondent say Disagree ,11percentage of respondent say Strongly disagree, this is showing the diagram

**I often tell others regarding good practices in N&M tools**



**Chi-Square Test**

|           | <b>STRONGLY AGREE</b> | <b>AGREE</b> | <b>NEUTRAL</b> | <b>DISAGREE</b> | <b>STRONGLY DISAGREE</b> |                 |
|-----------|-----------------------|--------------|----------------|-----------------|--------------------------|-----------------|
| O         | 24                    | 28           | 17             | 20              | 11                       |                 |
| E         | 20                    | 30           | 20             | 20              | 10                       | 100             |
| O-E       | 4                     | 2            | 3              | 0               | 1                        |                 |
| (O-E) 2   | 16                    | 4            | 9              | 0               | 1                        |                 |
| (O-E) 2/E | 0.8                   | 0.13         | 0.45           | 0               | 0.1                      | $\Sigma = 1.48$ |

**Findings**

- Majority of the employees (8895) believe that the company helped them to build their skills sets and providing training and that is valuable to them.
- Employees (93%) believe that their supervisor or someone al work seems to care about them as person.

**Suggestions**

- The Management must motivate employees through various rewards and promotion, appreciation and rewards system must be improved in the organization.
- The management should provide proper training o the employees to improve their skills and talent.

**7. CONCLUSION**

Great managers play favorites and spend most of their time with their most productive people, not because they discriminate, but because they deserve the attention and have so much to reach you. Employee engagement creates greater motivation within employees for the work they do and increase their commitment to the organization.

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