

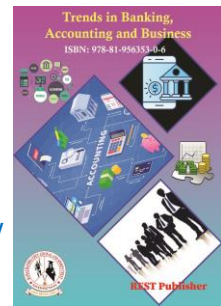


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A Study on Employee Engagement at Tenneco Automotive India Private Limited at Hosur

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Abstract: The main purpose of the present study is to examine whether employees are engaged in the activities organized in their organization (Tenneco Automotive India Pvt Ltd). Since employee's involvement and engagement in organizational activities covers a major part in development of an organization, it should be ensured that involvement of employees in all activities are recognizable. The present study adopted probability sampling design. Total population of employees is 290 and the sample size was calculated and wrapped up to 166. Primary data source was used in the form of structured questionnaire. Cronbach alpha, simple percentage analysis, chi-square test, multiple correlation & factor analysis was used to analyze the collected data. Based on the results, it can be concluded that employee engagement plays a crucial role in organization development. The study also suggests that organization should recognize the significant contribution of their employees.

Key words: Organizational development, Recognizable, Involvement, Employee

1. INTRODUCTION

The term Engagement was coined by "William Khan" in 1990, it has steadily moved up the business agenda. Year on year there has been increasing interest in it, and focus on, employee engagement from businesses. The modern business environment is fraught with concerns of employee engagement, challenges related to head hunting, turnovers and numerous other external threats (Parzefall & Hakanen, 2010). Employee engagement is considered one of the significant attributes among the Fortune 500 companies, making them the best place to work (Markos & Sridevi, 2010). This finds validation in 'social exchange theory', which suggests that mutual respect and appreciation between employer and employee would eventually lead to commitment towards one another (Cropanzano & Mitchell, 2005). In this modern age, organizations are facing new challenges in their efforts to remain competitive. These challenges include high level of performance pressures, fulfilling the needs of diverse workforce, introducing latest technologies and globalization of businesses. Consumers also have changed their consumption patterns and demands. Contemporary consumers demand a high range of variety, reliability, quality, convenience and customization in goods and services. They also set new standards for companies as consumers have the ultimate power.

2. OBJECTIVES OF STUDY

A Study on Employee Engagement at Tenneco Automotive India Private Limited.

To identify the level of commitment and involvement by an employee in Company

To find out the satisfaction level of the Employees towards their work.

To study the satisfaction level of the employee towards the decision-making process in organization

To evaluate physical and emotional feelings of employees about their role and performances.

3. SCOPE OF THE STUDY

The study will help the organization to know the current levels of engagement of their employees, and will allow them to take necessary actions to motivate them to perform better and enhance their satisfaction and intension to stay in the organization.

4. REVIEW OF LITERATURE

Sarah Pass and Maranda Ridgway (2022), “An Informed Discussion on the Impact of Covid-19 and enforced remote working on Employee Engagement” in this they have studied that, with remote working becoming the 'new normal' it is vital to consider its impact on employee engagement and the role of HRD in ensuring employees and managers have the skills, knowledge and abilities to engage with the organization, teams and each other. The constant threat of future variants means we must learn from our experiences and embed these lessons. We explore these unprecedented changes in employee engagement through an informed discussion by reviewing academic and practitioner literature. Consequently, we offer three propositions reflective of the pandemic and 'enforced' remote working. First, include employees in discussions about the organization's future purpose, with a renewed focus on skills realigned to enhance resilience. Secondly, toffer customized practices that focus on flexibility and inclusivity. Finally, increase employees' autonomy to allow accountability for their engagement (Pass & Ridgway , 2022).

S. Pavani and Dr. Srinivasa Rao (2021), “Employee Engagement: Issues and Concerns”. Studied that Employee engagement is the level of commitment and involvement an employee has towards their organisation 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 and its values. The article focuses on how employee engagement is an antecedent of job involvement and what should company do to make the employees engaged. It is concluded that raising and maintaining employee engagement lies in the hands of an organisation and requires a perfect blend of time, effort, commitment, and investment to craft a successful endeavour (Pavani & Rao, 2021).

Dian Bagus Mitreka Satata(2020), “Employee Engagement as An Effort to Improve Work Performance”. Had found that Employee engagement is a physical and psychological condition related to work cognitively, emotionally and behaviour to achieve the goals of the organization. The purpose of writing this review article is to summarize and discuss employee engagement as an effort factor in improving work performance within the organization. The results show that employee engagement influences individual work performance so that organizational goals can be achieved (Satata, 2020).

5. RESEARCH METHODOLOGY

The procedure using which researchers go about their work of describing, explaining and predicting phenomena is called Methodology. Methods compromise the procedures used for generating, collecting and evaluating data. Methods are the ways of obtaining information useful for assessing explanations.

6. DATA ANALYSIS

Reliability Statistics	
Cronbach's Alpha	No of Items
0.840	20

The provided data represents reliability statistics for a set of items using Cronbach's alpha coefficient. Here's an interpretation of the data:

The reported Cronbach's alpha coefficient is 0.840.

A Cronbach's alpha coefficient of 0.840 suggests a high level of internal consistency among the items. It indicates that the items in the set are strongly interrelated or correlated well with each other.

A higher Cronbach's alpha coefficient indicates greater reliability, suggesting that the set of items used in the analysis is reliable for measuring the construct or concept of interest.

Chi Square Analysis

S No	Particulars	Calculated Value	Degrees of Freedom	Asymptotic Significance	Table Value	Remarks
1	Team Encouragement	144.508	16	0.000	32.0	Significant at 1%
2	Well-Being	140.533	16	0.000	32.0	Significant at 1%
3	Work Life Balance	134.991	16	0.000	32.0	Significant at 1%
4	Stress Relief Programs	119.599	16	0.000	32.0	Significant at 1%
5	Learning and Development	127.150	16	0.000	32.0	Significant at 1%
6	Career Growth	97.641	16	0.000	32.0	Significant at 1%
7	Recognition	79.475	16	0.000	32.0	Significant at 1%
8	Information to do a Job	108.90	16	0.000	32.0	Significant at 1%
9	Supportiveness of Superiors	115.75	16	0.000	32.0	Significant at 1%
10	Utilising yourself for Organization	110.13	16	0.000	32.0	Significant at 1%
11	Changes to Compete	130.184	16	0.000	32.0	Significant at 1%
12	Proud to be an Employee	102.85	16	0.000	32.0	Significant at 1%
13	Referring others to Company	18.75	8	0.016	15.5	Significant at 5%

7. FINDINGS

The researcher has been identified the findings of the research from the above data analysis. In this study the researcher has identified Dependent variable as a Job Satisfaction. Independent variables are Age Group, Gender, Department, Marital Status, Educational Qualification, Team Encourages for Completing a Task, Level of Trust on Team, Well-Being of Employees, Healthy Work Life Balance, Stress Relief Program, Learning and Development, Career Growth of Employee, Recognition of Work, Information to do a Job, Supportiveness by Superiors, Utilising Yourself for Organization, Changes to Compete, Proud to be an Employee, referring others to Join.

8. SUGGESTIONS

Employers should trust their employees in order to get trustworthy in the organization. Transparency required in the working environment. Need to adopt Maslow's hierarchy of employee Engagement. Corporate need to have 1:1 with the CEO. Understand the employee problem and support them with suitable guidance. Recognition and rewards to the employees Decision makers have to create empowered team members for effective and efficient performance. Need to create flexible organization policies. Motivate the employees for their uniqueness. Collect feedback from employees and eradicate the gaps in the feedback. Implement the effective feedback survey

9. CONCLUSION

The researcher concludes that employee engagement plays a crucial role in the study area. In general, employee engagement refers to a positive attitude towards the organization or working environment. The findings indicate that the contribution of employees in the workplace has been significant. The consistency of data and the mutual association between the variables were confirmed through the chi-square test and multiple correlation test. The study suggests that organizations should recognize the significant contributions of their employees, as it is a powerful variable that contributes to their competitive position. It has been observed that organizations with higher levels of employee engagement tend to outperform their competitors in terms of profitability.

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