



INVESTIGATION AND ANALYSIS AND THE IMPACT OF EMPLOYEE ENGAGEMENT ON ORGANIZATIONAL DEVELOPMENT AT THE HALLEY'S BLUE COMPANY, BELLARI.

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Abstract:

Employee engagement plays a pivotal role in the success of any organization, as it directly impacts employee morale, productivity, and overall business performance. This abstract provides an overview of the strategies and initiatives undertaken by Halley's Blue Bellary, a fictional company in the hospitality industry, to enhance employee engagement. Halley's Blue Bellary recognizes the significance of engaged employees in delivering exceptional guest experiences and sustaining a competitive edge. To achieve this, the organization has implemented several key strategies: Effective Communication: Halley's Blue Bellary places a strong emphasis on transparent and open communication. Regular team meetings, one-on-one sessions, and anonymous feedback channels have been established to ensure that employees' voices are heard and valued. Professional Development: The company is committed to nurturing talent from within. It offers a range of training and development programs to help employees acquire new skills, grow within their roles, and advance their careers. Recognition and Rewards: Halley's Blue Bellary has established a robust rewards and recognition program to celebrate employees' achievements and hard work. This includes bonuses, awards, and acknowledgment in front of peers. Work-Life Balance: The organization understands the importance of work-life balance and has implemented policies and practices to support it. Flexible working hours, remote work options, and wellness programs contribute to employees' well-being. Employee Well-being: Halley's Blue Bellary is committed to the physical and mental well-being of its staff. It provides access to healthcare facilities, counseling services, and wellness initiatives to help employees maintain a healthy lifestyle. Employee Involvement: The company actively involves employees in decision-making processes and encourages them to contribute ideas for continuous improvement. Cross-functional teams are formed to address challenges and brainstorm innovative solutions. Diversity and Inclusion: Halley's Blue Bellary values diversity and inclusion and fosters a culture of respect and equality. Employee resource groups and diversity training programs are in place to promote a diverse and inclusive workplace. By implementing these strategies, Halley's Blue Bellary aims to create an environment where employees are not just satisfied with their work but are truly engaged and motivated to contribute their best efforts. This abstract provides a glimpse into the organization's commitment to employee engagement, ultimately resulting in enhanced guest satisfaction and sustainable growth in the competitive hospitality industry.

Index Terms – Employee Engagement, Recognition and Rewards, Workplace, Employee Wellbeing, Diversity characteristics.

I. INTRODUCTION

"Employee engagement" (E.E) is a vital concept in business management, where a fully committed employee is deeply enthusiastic about their work and actively contributes to their organization's success. It differs from employee satisfaction, motivation, and organizational culture. E.E is the harnessing of employees' full selves in their job roles, involving physical actions, cognitive thinking, and emotional responses. Surveys are commonly used to quantify E.E, measuring an employee's connection or disconnection to their work, colleagues, and institution. This greatly influences their willingness to acquire new knowledge and excel in their job. Flow is another related concept, described as the holistic sensation individuals experience when fully engaged in an activity. Flow occurs when there is minimal separation between an individual and their environment, and they require little voluntary control over their actions. Job involvement and flow are strongly linked to engagement. Job involvement is the degree to which a person's identity is tied to their job situation, influenced by the salience of their desires and the job's ability to meet them. Duty engagement, on the other hand, stems from a cognitive assessment of a job's ability to fulfill demands and varies from work performance as it focuses on how an individual engages during performance. Human resources specialists believe that employees' perceptions of their work experience, including how they are treated within the company, significantly impact engagement. Emotions play a crucial role, affecting a company's bottom-line performance. While some employees may never give their best effort, most want to connect with and contribute to something meaningful within an organization. Global research identifies three fundamental elements of E.E: the individual employee's unique psychological makeup and experiences, the employer's ability to create engaging environments, and interactions among employees of different levels. Ultimately, it falls upon the organization to cultivate a climate and culture that fosters cooperation and mutually beneficial outcomes..

II. LITERATURE SURVEY

Ashish Waghe: (E.E) variables, which are Engagement, Employee Enablement, Employee Empowerment, Innovation & Technology Drive, Manager Relationship, Performance Management, Resources and Structure, Reward and Recognition, Senior Leadership, and the last variable Talent and staffing, besides statistics influence(E.E).

Mr. A. Prasanth: Employees' friendship in the workplace is defined by mutual trust, support, and a sense of camaraderie. It can have a substantial impact on (E.E), job happiness, and general well-being when appropriately maintained.

Dr D. Divya. (E.E)is critical for any company that wants to retain its valued employees since an employer's ability to manage (E.E) is linked to its ability to deliver enhanced business gains and highest performance.

Dr B S Patil Workforce involvement and institutional civic behaviours (OCB) had a significant relationship. Both OCB and engagement were moderate. Engagement Drivers have an equal impact workforce involvement.

Dr. Jatinder Kaur various (E.E) tactics for new employees, such as induction sessions, rigorous and effective learning and growth programmes, certification programmes, and providing a realistic job preview. Managers will be greater equipped to rethink work and policies based on the principles described in this article, resulting in a happy workforce.

III RESEARCH DESIGN AND METHADODOLOGY

Objective of the study:

To thoroughly investigate previous studies on (E.E).To understand the operations and policies of HALLEYSBLUE

Conduct a thorough investigation of existing studies on (E.E).

To provide recommendations to the organisation

Type of Research :Descriptive Research

Sampling Area:HALLEYSBLUE

Sampling Type:Simple random sampling

Data sources:

Primary and secondary data sources-are used to obtain information.

Primary data: are new data acquired from employees via survey using the questionnaire. The questionnaire assists in identifying the employee's perspective of (E.E) and trouble areas.

Secondary Data: Secondary data on employee involvement are gathered from historical records, books, and numerous newspapers, magazines, and so on..

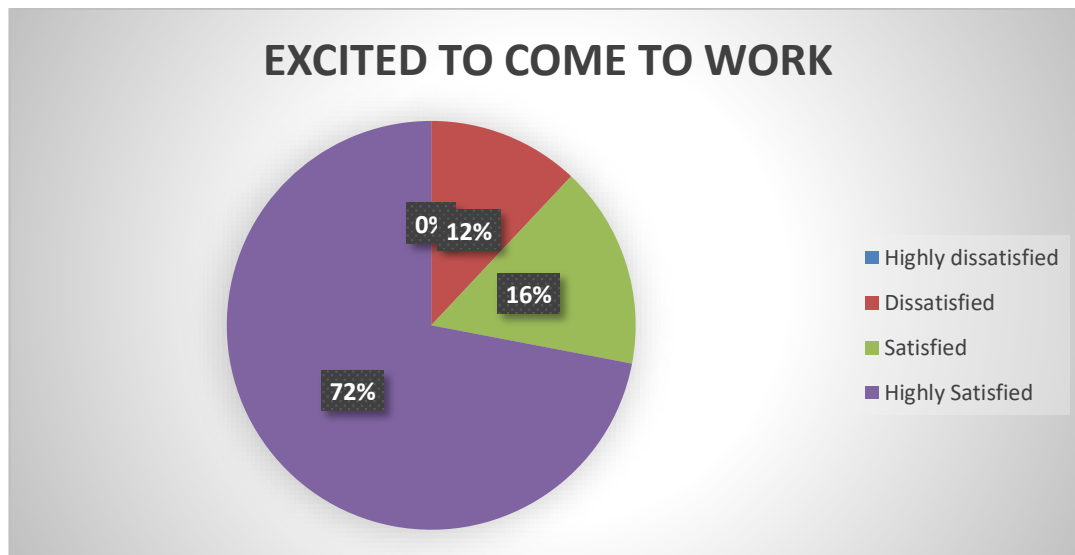
Sample Size : 30 sample i.e.,1/2 of the population of the study to reduce biased results.

ANALYSIS AND INTERPRETATION

The data collected is assorted based on the parameters inculcated in the questioner and the data is interpreted using graphical interpretation a sample of the data interpretation is shown in the below figure representing the employees eagerness to come to work on a scale of 1-10

Interpretation of data collected on how excited employees feel about coming to work?

SCALE	NO OF RESPONSES	PERCENTAGE	RESPONSE
1-2	0	0%	“Highly dissatisfied”
3-5	3	12%	“Dissatisfied”
6-7	4	16%	“Satisfied”
8-10	18	72%	“Highly Satisfied”



IV Results and Discussions

- The analysis reveals that 67%-of responders lie below age of 35, implying that HALLEYSBLUE has a significantly younger workforce.
- The analysis reveals, that women sum up to only 8% of the workforce while remaining are men which sum up to 92%.
- The analysis reveals one-fifth of those polled had a professional degree, while another one-fourth have a diploma qualification (ITI.)
- The analysis shows 93.3%-of the respondents agree that there is satisfaction with work environment safety and 6.6%-of the respondents disagree .
- The analysis evidences 88%-of the employees agree that they have complete excitement to come to work, while 12%-of employees disagree.
- The analysis gives 88%-of the total respondents agree about feeling proud to work, while 12%-of the respondents disagree.
- The inferences of the analysis say 92%-of all respondents agreed or strongly agreed with the benefits and facilities that inspired employees and 8% of employees strongly disagreed.
- The analysis is evident that 92%-of respondents agree with the organization's teamwork dynamics, while 15% disagree.
- The analysis proves 88%-of respondents agree that the organisation has a shared vision, values, and knowledge across the hierarchy. Only 12%-of people strongly disagree with this indicator. 88% strongly agree with the flow of information and share the organization's vision and values

V Conclusion

Employee Engagement thus underlines the necessity of workers communication in a company's success. workers, compared to other variable, should thus be viewed as powerful contributors to an organization's competitive position.

As a result, we conclude that creating and maintaining workers involvement is in the hands of the institution and that designing a successful attempt requires a perfect balance of time, effort, and money..

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