

The Impact of Employee Engagement on Organizational Performance & Effectiveness at Boruka Extrusion Pvt. Ltd, Mysore

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Abstract: Employee engagement is a vital approach to driving change and empowering the hierarchical change of an organization. The main object of this study is to examine the impact of Employee Engagement on Organisational Performance & Effectiveness, & to understand the employee engagement practices at Boruka Extrusion private limited. The researcher felt that cross-sectional descriptive design seemed to be deemed appropriate for this current study. For the Primary data's 70 sample size was taken randomly. For this study 7 factors are taken into consideration. Those are Work activities, People, Opportunities, Rewards and recognitions, Communication, Company practices, Quality of work life. The hypothesis was framed and Statistical tools like statistical package for social science (SPSS) test was deemed appropriate for initial understanding. The findings reveal that all the factors are having a highly significant relationship between them and those are influencing more on Employee Engagement.

Index words: Employee Engagement, Organisation Performance, Effectiveness, engaged, employees, factors, productivity.

I. INTRODUCTION:

Employee engagement is also called worker engagement, It's a huge concept which traces nearly all portions of human-resource-management-phases. The employee engagement is a measurable degree of an employee to know how happy employees are in their respective-jobs, working-environment and how efficient their performance levels are, developing a high-morale among-employees can be-remarkable-advantage to-organization. High-level of Employee engagement happens when employees are involved with,committed-to, enthusiastic,&passionate about-their-work.Employee engagement was a workplace tactic is aimed to make sure that employees are committed to their company objectives & principles motivated to make a contribution to their organizational-success, &at the same time they are capable to enhance their own sense of well-being. Engaged employees deliver greater productivity, better customer-service, superior quality products services and more innovative solutions. An engaged employee will help their company to accomplish company mission, execute its strategy & generate important business-result.

II. NEED FOR THE STUDY:

Most of the organization today realize that satisfied employees are not only necessary for the company, but it is the best employees in terms of Loyalty & Productivity. At present, the volume of such engaged workers is on the decline as the employees keep hopping from one job to another for want of salary and other perks related to the job. The attrition rate is increasing year after year. Therefore, there is a need to study the factors that determine the employee engagement on the job and studies of this kind enable organizations to frame policies to make employees engaged on their jobs and thereby enhance their productivity which ultimately helps in attaining the organizational goals and objectives.

III. OBJECTIVES OF THE STUDY:

- To know and understand the employee engagement practices in Boruka extrusion Pvt Ltd.
- To examine the impact of employee engagement on organizational performance & effectiveness at Boruka Extrusion Pvt Ltd.
- To understand and measure the level of employee engagement in the company.
- To identify the various key factors affecting employee engagement.

IV. STATEMENT OF THE PROBLEM:

In every company effective organisation outcomes are deepened on employees/ workforce. Therefore to identify the dis engaged or burnout employees is very difficult to management. To address this problem, more-research-that-focuses-specifically-on-the engagement-levels-of-works-in human-services-occupations-is-necessary. Empirical-datas-are-needed-so-professionals-can-better-recognize-employee-engagement-and-use-what-they absorb-about-it-to-nurture-managerial-interventions*and*alternative*strategies*that*faster engagement*for*human*service*workers.

V. SCOPE OF THE STUDY:

The scope of this study was to identify understand the factors which are most significantly influence employee engagement at Boruka extrusion private limited. The result of the current study can be used by organizations to develop policies, practices and strategies that would enable a higher level of employee engagement and create greater efficiencies in meeting strategic business objectives.

VI. RESEARCH*METHODOLOGY:

The descriptive methodology was used for this study. Descriptive research is used to design at characteristics of a phenomenon being studied. It does not answer questions about how, when, what, the characteristics occurred.

Data*collection:

- Primary data: Required data is collected through a structured Questionnaire. Personal interviews and personal observation.
- Secondary data: The Secondary data collected by Articles, journals, other related websites, and by the study of other project reports.

Sampling*design:

Sampling technique: Simple random sampling method.

Sampling size: 70 employees are selected randomly out of 270 employees.

Sampling unit: Out of 70 employees 48 are staff, and 22 workers form BEPL.

Data*analysis:

5 point LIKERT scale was the format used in the Questionnaire. Data are evaluated by using the Statistical Package for Social Science (SPSS) test.

VII. LITERATURE*REVIEW:

Khan. W.A (1990) Psychological conditions of personal engagement and disengagement at work, Psychological presence at work, Academy of management journal. Khan was the 1st researcher who recommend the term engagements the Psychological conditions and presence of the employees when performing his organizational task. He tried to finds the psychological circumstances essential to justify the movement of individual engagement and disengagement at work. He realistic the observation tactics and interviews to complete a qualitative research of individual personal engagement and engagement at work of counselors of a summer camp and employees of an architectural firm.

Abhijitsiddhanta, Debalina Roy (2012) Employee engagement – engaging the 21st-century workforce. This article tosses light on how employee engagement can be increased. This article helps to identify the key drivers of employee engagement, its different attributes together with the way to measure, how to handle disengaged employees and modern employee engagement-practice in business. This research article used literature review method combined with secondary data from various research and corporate practices are employed using a descriptive study technique.

Kular. S, Gatenby. M, Rees. C, Soane. E, and Truss. K (2008), Employee engagement: A literature review. This research article throw light on 5 main parts of employee engagement those are, what does employee engagement mean How can engagement be managed what is the consequence of engagement for organization how does engagement relate to other individual characteristics how is engagement connected to employee opinion and illustration of effective employee engagement.

M.S. Josephine Virginia Sharmila (may 2013), Employee engagement: An approach to organizational excellence, This research article was emphasizing employee engagement, in the organization helps to realize the importance of making their employees feel fully connected and engaged on their job and to make them to be passionate about the job and organizational development. How the employee engagement maximizes work force productivity and elements of employee engagement, factors influencing employee engagement cost which are arrived from the disengaged work force.

Maha Ahmed Zaki Dajani, (2015). The impact of employee engagement on job performance and organisational commitment in the Egyptian banking sector. This research article emphasized the importance of employee engagement and identified the key drivers that have significant effect on employee engagement. This was an exploratory research that aims to identify the key drivers of employee engagement with in the Egyptian context. It also studies the impact of employee engagement on job performance and organisational commitment base on social exchange theory (SET). For this study they used regression analysis to predict and explain the proposed relationships in Egyptian banking sector.

VIII. LIMITATION:

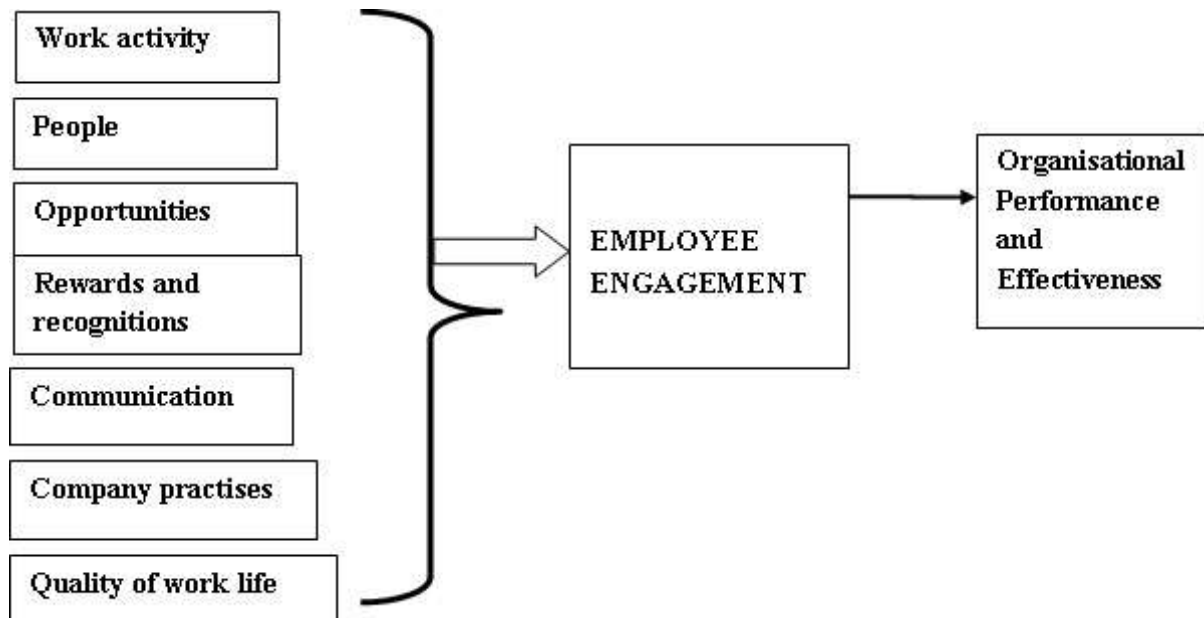
- This study restricted to Bhoruka extrusions private limited, Mysore.
- These study prerequisites be completed within a specified constrained time.
- The sample size is used for this study is limited to 70 Respondents.
- The findings of this study are focus on the opinions and answering the questionnaires of the respondents at Bhoruka extrusions private limited. Mysore.

IX. CONCEPTUAL FRAMEWORK FOR THE STUDY:

The conceptual model is used for this study. These are the below key factors to measure the employee engagement. These 8 are the areas over which management has a great-deal of control, and the action-areas. This Research is designed on Seven key sorts of the work-involvement that includes, Work activities, People, Opportunities, Rewards and recognitions, Communication, Company practices, Quality of work life.

The various variables which are used for this study under the Seven major aspects which leads to effective employee engagement.

The conceptual model is as below,



Hypothesis Design:

The Hypothesis is framed based on the 7 factors which are used in the conceptual model. 7 Hypothesis on 7 factors. Are as follows,

- H₁-H₀-There is no significant relationship between employee engagement & work Activities among the employees.
- H_a- There is no significant relationship between employee engagement & work Activities among the employees.
- H₂-H₀-There is no significant relationship between employee engagement & the People among the employees.
- H_a-There is no significant relationship between employee engagement & the People among the employees.
- H₃-H₀-There is no significant relationship between employee engagement & work Opportunities among the employees.
- H_a-There is no significant relationship between employee engagement & work Opportunities among the employees.
- H₄-H₀-There is no significant relationship between employee engagement & Rewards & Recognition among the employees.
- H₁- There is no significant relationship between employee engagement & Rewards & Recognition among the employees.
- H₅-H₀-There is no significant relationship between employee engagement & Communication among the employees.
- H_a-There is no significant relationship between employee engagement & Communication among the employees.
- H₆-H₀-There is no significant relationship between employee engagement & Company Practices among the employees.
- H_a- There is no significant relationship between employee engagement & Company Practices among the employees.
- H₇-H₀-There is no significant relationship between employee engagement & Quality Of work Life among the employees.
- H_a-There is no significant relationship between employee engagement & Quality Of work Life among the employees.

X. DATA ANALYSIS & INTERPRETATION:

The data analysis and interpretation are done on the basis of information collected through Questionnaire. The Questionnaire contained 32 Questions and 2 open-ended Questions. As the open-ended Questions are on employee’s views, and the opinion and their suggestions for improvement, the responses were given by the respondents is taken as data for 5th Chapter i.e. Findings and suggestions. Rest of the 32 Questions and the Hypothesis are framed for the study and the data are analyzed through the Statistical package for social science (SPSS) testing using one-factor ANOVA, Co-relation Regression Co - Efficient.

Demographic details			
		f	%
Type of job	Employees /staff	048	068.6
	Workers	022	031.4
Years of service with the organization	0-5years	26	37.1
	6-10years	25	35.7
	11-15years	10	14.3
	16-20years	2	2.9
	< 20years	7	10.0
	Male	068	097.1

Genders	Female	02	02.9
Age	20-25years	02	02.9
	25-35years	37	52.9
	35- 45years	18	25.7
	45 -55years	13	18.6

WORK ACTIVITY

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regressions	022.103	04	05.526	19.137	.000 ^b
	Residual	18.768	65	.289		
	Total	40.871	69			

Dependent Variable: Average employee engagement

The regression equation is found to be highly significant. $P = 0.000^b$
 The null hypothesis is rejected Alternative hypothesis is accepted, therefore the association between employee engagement and work activities are significant $P = 0.000^b$ and $F = 19.137$.

PEOPLE

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	22.469	4	5.617	19.840	.000 ^b
	Residual	18.403	65	.283		
	Total	40.871	69			

Dependent Variable: Average employee-engagement

The regression equation is found to be highly significant. $P = 0.000^b$
 Null hypothesis is rejected Alternative hypothesis is accepted, therefore the association between employee engagement and work activities is significant $P = 0.000^b$ and $F = 19.840$.

OPPORTUNITIES

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
01	Regression	29.421	3	09.807	56.524	00.000 ^b
	Residual	11.451	66	.173		
	Total	40.871	69			

Dependent Variable: Average employee engagement

The regression equation is found to be highly significant. $P = 0.000^b$
 Null hypothesis is rejected Alternative hypothesis is accepted, therefore the association between employee engagement and Opportunities is significant $P = 0.000^b$ and $F = 56.524$.

REWARDS AND RECOGNITION

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	18.384	03	6.128	0017.986	.000 ^b
	Residual	22.487	066	.341		
	Total	40.871	69			

a. Dependent Variable: Average employee engagement

The regression equation is found to be highly significant. $P = 0.000^b$
 Null hypothesis is rejected Alternative hypothesis is accepted, therefore the association between employee engagement and Rewards and Recognition is significant $P = 0.000^b$ and $F = 17.986$.

COMMUNICATION

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	30.916	@4	k7.729	50.460	.000 ^b
	Residual	9.956	65	.153		
	Total	40.871	69			

Dependent Variable: Average employee engagement

The regression equation is found to be highly significant. $P = 0.000^b$

Null hypothesis is rejected Alternative hypothesis is accepted, therefore the association between employee engagement and Communication is significant $P = 0.000^b$ and $F = 50.460$.

COMPANY PRACTICES

~ANOVA ^a ~						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1~	Regression	0031.324	05	06.265	41.994	.000 ^b
	Residual	9.548	64	.149		
	Total	40.871	69			
Dependent Variable: Average employee engagement						

The regression equation is found to be highly significant. $P = 0.000^b$

Null hypothesis is rejected Alternative hypothesis is accepted, therefore the association between employee engagement and Company Practises is significant $P = 0.000^b$ and $F = 41.994$.

QUALITY OF WORK LIFE

#ANOVA ^a #						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	23.296	3	7.765	29.161	.000 ^b
	Residual	17.575	66	.266		
	Total	40.871	69			
Dependent Variable: Average employee engagement						

The regression equation is found to be highly significant. $P = 0.000^b$

Null hypothesis is rejected Alternative hypothesis is accepted, therefore the association between employee engagement and Quality of work life is significant $P = 0.000^b$ and $F = 21.161$.

XI. FINDINGS:

- Majority of the employees in Boruka Extrusion private limited are males.
- Out of 70 sample size, 48 responses were taken by Staff, and the 22 responses were taken by Workers.
- The major respondents belong to the age group of 25 – 35 years is 52.9%.
- From the current study, the researcher found that The Work Activity as a factor is highly significant and influencing more on Employee Engagement. The variable Job design ($_{WA2}$) is highly significant, and Resources ($_{WA1}$) is less significant.
- From the current study, the researcher found that People as a factor is highly significant and influencing more on Employee Engagement. The variable of relationship ($_{P3}$) is highly significant, and senior leadership ($_{P2}$) is less significant.
- From the current study, the researcher found that Opportunities as a factor is highly significant and influencing more on Employee Engagement.
- From the current study, the researcher found that Reward and recognition as a factor are highly significant and influencing more on Employee Engagement.
- From the current study, the researcher found that Communication as a factor is highly significant and influencing more on Employee Engagement.
- From the current study, the researcher found that Company practices as a factor is highly significant and influencing more on Employee Engagement.
- From the current study, the researcher found that Quality of work life as a factor is highly significant and influencing more on Employee Engagement.
- In this current study, the researcher was able to identify that the organization which encourages employees professional and personal growth. Which leads to Employee Engagement.
- From this empirical study, the researcher was able to found that, the organization has a strong supportive culture with career development, which leads to Employee Engagement.
- This study reflects that mutual understanding between the co-workers by helping each other at the work station is very much evident which leads to Employee Engagement.

XII. SUGGESTIONS:

From the current study, the researcher by the favor of her opinion felt that the Organization has to provide the additional resource and technical training at the time of necessary. It is also important for the management to tweak the company policies and practices like promotional policies for the future course of action.

XIII. CONCLUSIONS:

The point of interest in terms of managerial understanding is that Employee Engagement is closely connected through company performance results. Employee Engagement plays a pivotal role in Organisation success. This study emphasized the impact of employee engagement on Organisation performance and effectiveness. For this study 7 factors are taken, In that, all the factors are highly significant and

that influencing more on Employee Engagement. Those are Work activities, People, Opportunities, Rewards and recognitions, Communication, Company practices, Quality of work life. Hence, The Bhoruka extrusion private Limited is succeeding in endorsing these factors in their company to engage their employees and to create a high Employee Engagement. Through that, the company getting a high level of performance and high level of Productivity in return because of their engaged employees and successive in getting a high level of Organisation performance and effectiveness, In turn, company gets effective business result and Organization success.

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