

A Study On Employee Engagement At Treffer Pharmaceuticals

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Abstract

The term employee engagement is one who is fully involved in enthusiastic about their work. Employee engagement is also called work engagement or worker engagement. Thus it will act in a way that furthers their organization interest. The research purpose is to determine the study on employee engagement. According to surveys employee engagement is measureable attachment to their job, in organization which profoundly influences their willingness to learn the work. Thus engagement is distinctively different from satisfaction, motivation, culture, climate and opinion and very difficult to measure. The descriptive research method such as survey and questionnaire method was used to collect data. Non-probability and convenience sampling method was adopted with the sample size of 100 respondents. To analyze the employee engagement measures and satisfaction towards it frequency analysis and cross tabulation tools were used. The study shows that the organization is essential for the organization to motivation their employees to work hard for achieving the organizational goals and objectives.

Keywords:Employee engagement, financial services, offshoring, organizational culture, thematic analysis.

Introduction:

Employee engagement is the emotional commitment the employee has to the organization and its goals. This emotional commitment means engaged employees actually care about their work and their company. Employee engagement is defined as the emotional investment employees make in their organizations. It is the passion, involvement, and motivation they bring to work, which they use to guide their work. Engaged employees identify with the goals of the organization and align their own goals with the organization's goals. An employee engagement is one who is fully involved in, and enthusiastic about their work. Hence it is essential for the organization to motivation their employees to work hard for achieving the organizational goals and objectives.

Literature review

Roheel Jain and Dr. Balu.L (2018) studied the employee engagement on job satisfaction at Ultratech cement limited. Satisfaction in a manufacturing unit. The company chosen for the analysis was Ultratech Cement Ltd. For the purpose of research primary data was collected wherein two questionnaires based on employee engagement and job satisfaction were distributed for the same. The study concluded that the employee engagement has a significant impact on job satisfaction of employees. This also proves that employee engagement plays a very crucial role in manufacturing company so as to achieve high job satisfaction level among employees which in turn may result in better performance and commitment towards organization.

Onesmus Kamau and Muathe Sma (PHD) (2016) studied the employee engagement on a critical review of literature on employee engagement concept. From the reviewed literature it has noted that conceptualizations of employee engagement vary depending on the perspective that one is taking. A proper conceptualization is necessary to enable appropriate interventions in order to boost levels of employee engagement in organizations. Since factor affecting employee engagement may be different from one organization/ industry to the other and from one country to the other it is important that specific studies are conducted in those contexts in order to provide tailored solutions. It is also evident that some factors may

affect engagement directly or indirectly and therefore making it necessary for studies geared towards identifying direct and indirect effects are done in order to ensure right interventions are undertaken.

Asst. Prof. Dr. Alaa Amin Hassan Omar (2016) studied the employee engagement on a review of the recent empirical literature employee engagement has gained much popularity in recent years. Though there is increasing contributions of few empirical research on the concept of employee engagement yet, there is a remain room for more rigorous research. This paper contributes to employee engagement literature as more tractable recent empirical research for further. This review highlighted much of the known scholarly literature on employee engagement and provide preliminary information needed to being theoretical or framework development and to encourage more rigorous. Research on the concept of employee engagement we believe that significant research opportunities exist with employee engagement and we provide researchers and practitioners with guidance for extending research in this important area.

Manish Gupta, Shirshendu Ganguli and Abhilash Ponnampalnam (2015) studied the employee engagement on factors affecting employee engagement in India: a study on off shoring of financial services. This study is to explore factors that affect employee engagement in financial offshore organizations in India. Sixty employees involved in offshoring financial services were interviewed. Thematic analysis was used to analyze data collected in the study. First, the factors will encourage employees to make more employee friendly policies, and second, by resolving the employees issues raised in this paper, it is anticipated that the employers will be able to enhance the overall efficiency of their workforce and improve the employer-employee relationship. Keywords: employee engagement, financial services, offshoring, thematic analysis.

Swathi.S (2013) studied the employee engagement on effecting employee engagement factor. It is found that no single or specific type of factor will be suiting the person or the industry. So it is very much important that all factors must be considered in doing the employee engagement. Communication is very much important for development of employee engagement. The human Being are more of subjective in the way they think and execute the work, the change is the only one factor that is constant among the human beings. So all custom made factor is not their which influence the employee engagement. It keeps on changing on time to time and industry to industry.

Research objective

- To know about Engagement of the employee at the work place.
- To study Relationship between employees and employer.
- To study the relationship between employee's productivity.
- To identify impact of employee's engagement on employee's job satisfaction.

Research methodology

Discriptive research design has been used to describe and explain the research objective. Both primary as well secondary sources of data are used for this research. Primary data has been collected through survey techniques and questionnaire method. Sample size for data collection was 100 respondents. Non-probability and convenience sampling techniques was used to get samples. The questionnaires were analyzed by using SPSS software. To analyze the data frequency test and cross-tabulation is used.

Data analysis

Does employee enjoy their work?

	Frequency	Percent
Strongly disagree	1	1.0
Disagree	2	2.0
Agree	75	75.0
Strongly agree	22	22.0
Total	100	100.0

From the above figure, we can say that 1% of the respondents did strongly disagreed about enjoying their work where as 25% disagreed for the same. 75% out of total agreed about enjoying their work, and 22% strongly agreed about the same.

Do employees feel like coming to office regularly?

Cross tabulation

	1-3 years	3-5 years	5 years above	Total
Strongly disagree	0	0	2	2
Disagree	1	1	2	4
Slightly disagree	1	3	6	10
Agree	2	14	43	59
Strongly agree	0	3	22	25
Total	4	21	75	100

Out of total respondents, 2 respondents are strongly disagreed for the desire of coming regularly to office, 4 disagreed, 10 out of 100 respondents are slightly agreed for the same. 59 out of total respondents agreed for the desire to coming office and 25 strongly agreed for same.

How far employees satisfied with the working hours?

	Frequency	Percent
Valid highly satisfied	7	7.00
Satisfied	77	77.0
Neutral	12	12.0
Dissatisfied	2	2.0
Highly dissatisfied	2	2.0
Total	100	100.0

The above figure, we can clearly depicts that, out of 100 respondent, 7% were highly satisfied with their working hours, majority of respondents i.e. 77% were only satisfied. 12 out of total 2% were dissatisfied and highly dissatisfied respectively.

Is there someone at work who encourages your development?

	Frequency	Percent
Yes	86	86.00
No	14	14.00
Total	100	100.0

Out of total respondents 86% of the respondent believed that there is someone at work to encourage their work at development and 14% did not feel the same at the organization.

Findings

A heightened emotional connection that an employee feels for his or her organization, that influences him or her to exert greater discretionary effort to his or her work. The relationship of leadership, communication and loyalty to employee engagement. Employee engagement correlated with workplace satisfaction. Engaged employees are not just committed. They have a line-of-sight on their own further and on the organization's mission goals. The policy of the organization to manufacture quality leadership by delivering the product with complete quality assurance and constant improvements, technological progress and motivated employees. It always been that innovation and investment in research and development as well as exploring new product and new market and constant improvement in quality. According to survey employee engagement is measurable attachment to their job, in organization which profoundly influences their willingness to learn the work. Thus engagement is distinctively different from satisfaction, motivation, culture, climate and opinion and very difficult to measure. The objective of this research is to measure the employee engagement towards different factor. This research may help them in their personal growth and development.

Conclusion

Employee engagement is attracting a great deal of interest from employers across numerous sector. To find ways to increase employee motivation and to win more commitment to the job and the organization. But there is a reason to worry about the lack of rigor that has, to date, often characterized much work in employee engagement. According to the study, it is concluded that the relationship between employees and employer and also the relationship between employees productivity. The company has defined ways of recognizing employee job performance. Thus the research says that most of the respondents are agree about the employee engagement helps to win cooperation and team work.

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