



# FACTORS INFLUENCING EMPLOYEE ENGAGEMENT IN KARNATAKA SOAP AND DETERGENT LTM MYSURU.

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## Abstract

The role of employee engagement had gained lot of attention in government sector. Employee engagement impact has spread lots of fruitful impact on the employee. Keeping employee full engaged is very much essential. Engaged employee will be more beneficial for the company. In this paper factors influencing employee engagement in Karnataka Soap and detergent LTD Mysuru is taken for the study. Fifty samples were taken for the study. Threety seven attribute were taken for analysis. Only ten factors have strong influence on employee engagement.

Key words: Employee engagement, salary, communication, Job Resources, Growth and Development.

Government organizations all over the nation are feeling the squeezed to keep up and improve execution and administration conveyance, while likewise accomplishing more with less. One demonstrated reaction to this test is to improve the degree of worker engagement. The individuals who work in government are locked in number of issues and perform well, the administration establishments take care to give best productivity.

All type of organization like government and private organization look out for the better ways to keep the employee engaged in the organization. In most of the private organizations have taken lots of interest in conducting the employee engagement programs, activities and surveys. When compared to private organization fewer initiatives are taken by government organizations. But both the government and private organization are very interested to understand what are the factors which influence employee engagement.

In the paper employee engagement in government organization is taken. In government organization employee is commitment to organization for long term up to his retirement stage. So it is very interesting to know when an employee works for single organization.it is very important to know about what are the factors which influence the employee engagement. Many changes take place in the organization like technology changes, employees get more experienced in the work. Going through the changes from recruitment to retirement the sandalwood oil factory employees were taken to understand about employee engagement.

The government sandalwood oil factory was established by the Maharaja of Mysuru his highness Nalwadi Krishna Raja Wodeyar and Diwan Sir M. Vishveshwaraiah, during the year 1916 at Mysuru, to extract sandalwood oil from sandalwood. The Maharaja of Mysuru was keen to propel Mysuru state on the global map, by introducing "the world's best natural sandalwood oil" and make it as a "fragrance ambassador of India". The first experiment for extraction of sandalwood oil from sandalwood was successfully conducted at Indian Institute of Science, Bengaluru.The high quality sandalwood oil with British pharmacopeia was introduced to the world by the government soap factory, Mysuru

## **OBJECTIVE OF THE STUDY**

To identify the factors influencing employee engagement.

## **RESEARCH METHODS**

Both subjective and quantitative technique was utilized in the paper

Dependent variable: Employee engagement.

Independent variable: Ten components

## **RESEARCH DESIGN**

The research design used in the paper is descriptive, using the survey method. Descriptive research accurately and systematically describes the characteristics or behaviour of an observed phenomenon or a particular population

Total Variance Explained						
Comp onent	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	9.989	26.997	26.997	9.989	26.997	26.997
2	5.025	13.580	40.577	5.025	13.580	40.577
3	4.005	10.825	51.402	4.005	10.825	51.402
4	3.036	8.205	59.607	3.036	8.205	59.607
5	2.476	6.692	66.300	2.476	6.692	66.300
6	1.843	4.981	71.280	1.843	4.981	71.280
7	1.564	4.227	75.507	1.564	4.227	75.507
8	1.502	4.059	79.566	1.502	4.059	79.566
9	1.206	3.259	82.825	1.206	3.259	82.825
10	1.100	2.973	85.798	1.100	2.973	85.798
11	.965	2.607	88.405			
12	.911	2.463	90.868			
13	.656	1.774	92.642			
14	.613	1.657	94.299			
15	.465	1.257	95.556			
16	.433	1.169	96.725			
17	.322	.870	97.596			
18	.215	.580	98.176			
19	.159	.430	98.606			
20	.127	.344	98.950			
21	.112	.302	99.252			
22	.103	.279	99.532			
23	.072	.195	99.727			
24	.048	.129	99.856			
25	.031	.083	99.939			
26	.022	.059	99.998			
27	.001	.002	100.000			
28	1.291E-15	3.488E-15	100.000			
29	8.708E-16	2.354E-15	100.000			

30	6.348E-16	1.716E-15	100.000			
31	3.695E-16	9.986E-16	100.000			
32	6.556E-17	1.772E-16	100.000			
33	1.065E-17	2.880E-17	100.000			
34	- 3.560E-16	-9.622E-16	100.000			
35	- 7.635E-16	-2.064E-15	100.000			
36	- 8.987E-16	-2.429E-15	100.000			
37	- 1.179E-15	-3.186E-15	100.000			
Extraction Method: Principal Component Analysis.						

## SAMPLE DESIGN

Non parametric. That is convenient sampling was used for the study.

## SAMPLING UNIT

Sampling unit implies which part of the basics of the objective population is picked for the examination. Karnataka Soap and Detergent LTD Mysuru. Employees in Mysuru were the examining units utilized in this examination.

## Sample Size

Fifty convenient sampling from Karnataka Soap and Detergent LTD Mysuru, from Mysuru region of Karnataka. Study population comprised of KSDL workers.

Data collection method: Both primary and secondary data are used in the paper

Factors influencing employee engagement.

- 1) Compensation.
- 2) Training and Development.
- 3) Work equipment.
- 4) Communication.
- 5) Work life balance.
- 6) Supervisor.
- 7) Motivation.
- 8) Decision making.
- 9) Openness.
- 10) Feedback.

We see that the money is the most and essential need of the people. All the employees who have experience or no experience. Any age group they always want a job which help them to fullfill their needs it is only the compensation which fulfills them.

Once the employee is full filled with the compensation the employees will be looking for training and development in the job they are doing. Most of the employee who join the organization or even later look out for the proper training and development. If they are given it will lead to good employee engagement

Work equipment as it is a manufacturing company employees will be more active when they have raw materials available for production.

Communication: the communication channel is the life line of any job. Employee consider good communication channel will lead to employee engagement.

Work life balance: Both men and women need work life balance in the job. Higher the work life balance more will be the engagement in the work

Supervisor: Most of the manufacturing organization is managed by the supervisor. He is held responsible to keep the employees in the right path. If the employees are happy with the supervisor then employees will have high amount of employee engagement.

Motivation is found in both monetary and non-monetary rewards. If monetary rewards are given employee engagement will increase

Decision making: Giving the opportunity to the employees to involve will lead to increase employee engagement

Openness: All the employees needs the openness in the organization which helps them to increase the employee engagement.

Feedback: the positive feedback will always help the employees to develop in a long run.

## CONCLUSION

The concept of employee engagement has more relevant for all the employees in the organization. In the manufacturing organization it is very much essential for us to focus on Compensation, Training and Development , Work equipment, Communication, Work life balance, Supervisor Motivation, Decision making, openness and Feedback to keep them engaged. It is found that company which has been existing from more than 100 years needs to focus more on the Research and Development, marketing and publicity for many more years to be number one in oil manufacturing Business.

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