



The Life Cycle of Employees Engagement in Electrical and copper Industry

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Abstract

The problem statement:-

Without engagement at work, employees are not likely to be very satisfied with their jobs. Boredom and frustration in work resulting from lack of interest, involvement, responsibility or authority leads to absenteeism, poor quality work and low productivity from the employer's point of view and psychological distress on the part of the employee.

The solution:-

Employee engagement solutions are tools used to identify and evaluate employee sentiment. Through various mechanisms, employee engagement solutions should align employees with the organization, foster more vital communication, and leverage employee input to optimize performance.

How to improve employee satisfactionResearch what employees want. ...

Ensure employees are respected. ...

Review pay and benefits packages. ...

Enhance job security. ...

Create opportunities for employees to use and develop relevant skills. ...

Improve relationships with immediate supervisors. ...

Demonstrate organizational stability.

Key words

employee engagement, job satisfaction, leadership, communication, employee involvement

Introduction

Employee engagement is the degree to which employees invest their cognitive, emotional, and behavioral energies toward positive organizational outcomes.

Examples:-

Providing employees with the tools they need to succeed. Providing employees with a safe and comfortable work environment.

Providing employees with a competitive salary and benefits package. Providing employees with job security. Keeping employees informed.

Why is employee engagement so important? Employee engagement is so important to all organizations because having effective strategies in-place helps create a better work culture, reduce staff turnover, increase productivity, build better work and customer relationships, and impact company profits.

Employees who are engaged with their job and employer are more productive because they are motivated beyond personal factors. They are more focused and more motivated than their disengaged counterparts. This means they work more efficiently and with the success of the organization in mind.

Engaged employees are involved and invested in their roles and are therefore less likely to leave their job. Sometimes your best people aren't engaged—and you may risk losing them. Keeping them engaged is absolutely essential to keeping them at your organization doing their best work.

Engaged workers are often the strongest performers and go above and beyond their job description. This leads to an increase in employee productivity and project success. Gallup found that companies with higher employee engagement saw a 21% increase in productivity compared to those with lower engagement.

employees engaged in their work are more likely to be motivated and remain committed to their employer. This leads to achieving more business goals and helping to drive the organization forward.

Benefits of Employees Engagement survey:-

- improved Employee safety
- Detect overall Employee knowledge gaps
- Better employee health
- Happier employee
- increase Employee satisfaction
- lower absenteeism
- Higher Retention

Which Activities HR can do for Employees?:-

- Alignment and integration of organization plan with the human resources requirements
- planning a human resources
- recruitment of human resources
- regular evaluation and monitoring of performance
- Taking a steps to keep the Employee motivated
- Training and development
- Rewards and compensation

Liteiátuie Review

1. *Reseaich Done by íasheeqa tabassum sikha*, Afteí the analysis of data it was founded that about 60% of employees weie satisfied with theií life cycle, but still theie weie ceítain dimensions which need to be focused and woiked upon to fuíttheí impírove the employee life cycle. I' he study helped us in undeístanding and compaíning the ideal woík enviíonment and the íeal woík enviíonment in the health caíe industíy. I' he employees aéeie that theie is an oppoítunity foí caíeeí gíowth with theií oíganization, buttthey need to adopt new píactices to incíease the oppoítunities foí caíeeí gíowth foí an employee. I' hey do expeíence peísonal gíowth like updating skills.

I' heíí woík gives them a feeling of peísonal accomplishment. Job íequírements aie cleaí to majoíity of the employees. I' heíí job píofile matches with theií skills and qualifications. I' hey have cleaíly defined quality goals. Supeíoís help them to impírove theií woík by píovíding timely feedback and value theií effoíts. I' hey aie being encouíaged to do things in a betteí way. I' he tools and íesouíces given to the employees to caíry out theií life cycle in the oíganization. Also they aie píovíded with adequate oppoítunity to inteíact with otheí employees within the oíganization. Most of the employees aie satisfied by the way in which theií effoíts aie being íewaíded. Oveíall we can conclude by saying that majoíity of the employees aie satisfied with theií life cycle, but by implementing vaíious píactices the oíganization can fuíttheí incíease the level of life cycle within theií employees.

2. *Accoíding to Robínson(2006)*, employee engagement can be achieved thíough the cíeation and innovation of the oíganizational enviíonment. Wheie positive emotions such as a ínvolveíment and pííde aie encouíaged. Resulting in impíoved oíganizational peífoímanee loweí employee tuínoveí and betteí employee health.

3. *I' he study on Employee Engagement by kahn (1990) hoffman(1961)*, who píoposed that “ peoples attachment and detachment to theií íole vaíies” (Kahn 1990-1961), while a díffeíent concept was needed to fit oíganizational life;

4. *kulaí et all (2008)*, exploíed five key aieas, what does employee engagement foí oíganization? How does engagement íelate a to otheí individual chaíacteíistics? How is engagement íelated to employee voice and íepíesentation. I' his íeview highlight the fouí lines of engagement íeseaích and focus on the deteíminants and consequences of engagement at woík.

5. *Bijaya Kumaí sandaíay (2011)*, focud on vaíious factois which lead to employee engagement and what should company do to make the employee engaged.

6. *Siddhaítha and Roy (2012)*, exploíed, implications foí theoíy. Fuíttheí íeseaích and píactices by synthesizing moíden “ employee engagement “ activities being píacticed by the coípoíate with the íeview of finding fíom píevious íeseaích/ suíveys.

Singh and Shula (2012), tíied to find that what vaíiables aie sígnificant to engage the woíkeí in woíkplace. I' o study was exploíatoíy in natuie and data has been collected fíom a any manufactuúing oíganization.

7. *Milman and Dickinson (2014)* conducted, íeseaích to evaluate and analyze line level employees opinions and exploíe píedictois foí theií íetention as employee within the United States theme paíks and attríactions data collection fíom 307 paíticipants and evaluation of 27 chaíacteíistics yield the oppoítunity to a fun and

challenging job.

8. *Ng kim son (2015),* “ employee engagement and job satisfaction “ caíied on a study to find the components of job satisfaction and to study the íelationship between employee engagement and job satisfaction. At last he concluded that the components of employee engagement which aie also díiveís of engagement aie the tíansfoímational, leadeíship, tíansactional leadeíship, employee communication, oíganizational communication and employee involvement.

9. *Paluku Kazimoto(2016),* the authoí suggest that theie is a stíong íelationship between job satisfaction, faí íewaíd, availability of íight tools and appíopíate íesouíces to complete the woík and employee engagement. I’ he íesults íeveal that the manageís need to focus on the íeducing woík stíess ímproving motivation and woík envíonment, employees íelationships and incíease employee engagement.

Research Methodology

Introduction Understand the basics of all research on why credentials have been created and what methods (research) are appropriate for generating knowledge in a case study. Therefore, to conduct and evaluate all studies, it is important to know what these estimates are. Before beginning the investigation, the investigator must provide a research structure that will serve as the research leader and will assist throughout the process. Understanding is a clear concept for understanding the importance, role, and purpose of research design. Researchers need to understand what the research structure is and what it is not. Researchers must also be aware of the structure throughout the research process, from the processing of questions to the analysis and communication of the data from which they originate. This is the purpose of this chapter. This section discusses the research structure as the basis for research that is in the retirement process that is tested and discussed; and a new section of the conference theme was evaluated to add to the baseline. The section also discusses the methods and processes described in the analytical and analytical methods and the methodology used by the researcher, as well as the methods and methods for collecting information and analytical methods. The results have strengthened this position since the result is to promote long-term relationships between your company and its employees while promoting your place and recognizing that it is an appropriate decision. The purpose of this study is to analyze the current conceptual processes within the organization and determine the most important period for conference processes in the organization.

Research Design:-

A research design system and research program designed to find the answer to a research question. The research design defines the types of teaching (descriptions, combinations, semi-experiments, experiments, perspectives, meta-analyzes), and these methods and data collection and statistical mapping. Assemble research projects. It provides the basis for research, showing how all the key components/tools are used in the research model, measurement, treatment, and research methodology to change the research problem. Research can be divided into three classes; measurable, clear, and convincing. Each category deals with different points and needs to work in various ways.

Descriptive Research:-

Translation researchers, unlike researchers, can be predicted and designed in such a way that the information collected is not statistically separated. The basic idea behind this type of research is to better define the ideas, behaviors, or behaviors that a group of participants has for specific comments.

Exploratory Research:-

The researcher focuses on concepts and ideas such as real knowledge of the opposition. It is usually used to identify problems, potential development potential, alternatives, and to promote areas that do not require statistical research. The researchers suggest two types: whether new editions or new dimensions in theory. New themes are often dubious and surprisingly shocking. For example, human resource consultants use employee information before arriving at the office or store. They can search for something in theory or in a practical way to measure something.

Causal Research:-

As in the previous analysis, factor analysis becomes a factor and is still expressed as a forecast and done in style. For this, a final analysis is also expected. The reasons for analyzing the differences in your scheme of the impact and effect relationship between objects, this may be related to the strongest way to analyze insults, as a result of investigating whether the relationship is triggered by the experiment. Finally, factor analysis: • Understand that destruction and consequences • Note the nature of the relationship between the causes of the change and the expected effects.

Exploratory Research:-

My research is based on research and this is the first research focused on theoretical or theoretical ideas. Researchers have come up with ideas or ideas and are trying to understand more about them. Researchers try to explain the basic concepts that the research is about or to know what is clear and what the theories are. This researcher is also an attempt to integrate ideas to understand causes and influences. It is an attempt to discover the causes and effects of alcoholism, beliefs, personal communication, problem-solving, and politics as an investigation to provide the first basis for future research. Efforts have been made to explain what is happening in different companies in the assembly process. The section concludes with a presentation of the research methods, promotions, and methodologies used in the research. The benefit of scientific research is that it will provide readers with statistical and statistical information about the overall work of new organizations on the go. At the same time, it will give you some ideas to make the speaking process more precise.

Sampling Design & Technique:-

Sampling is a technique used to collect data, for example. It is a procedure that has been followed to identify the respondent from a particular population to give examples of freedom and a realistic picture of the possibility of society. Collecting a good model is time-consuming and expensive.

Sample size:-

The survey was conducted with a variety of interviews and telephone interviews. The target group is 30 of them with a response of 20. Therefore, the organ size is taken from the 20 new organs. The result of the survey is that the majority of the respondents are not satisfied with the current internal council process within the organization. The level of satisfaction of new employees is only good for phase I, which is during the communication phase. Therefore, the level of success of the confidence level is reduced. The results also indicate that the most important step is the second step, that is. On the first day of work, the satisfaction rate of new employees has been reduced from Phase I to 30% in Phase II, which is a serious case and called anxiety. If employees don't see the behavior on day 1, the organization's position improves in a few months to a year. The advantage of this research project is that it will provide readers with data and statistics on the overview of new staff from existing institutions regarding the conference process. At the same time, it will give you some ideas to make the speaking process more precise.

Data collection Methods

Data collection methods are broadly divided into values and value paths. The choice of path is related to the research questions, the basic philosophy, and the needs and abilities of the researcher. Important data collection is

implemented through data analysis. This information can be analyzed and evaluated with the help of statistical analysis, which allows researchers to dig deeper into the data and gain greater meaning. Continuous data was created quantitatively and analyzed using statistical and statistical methods. If there are no numbers, this is not the number of ways to collect data. There are two ways to compare qualitative data. 1. Direct contact with individuals individually 2. or communicate directly with people in group relationships These methods/methods are quite short, so data from small jobs are generally collected and this makes valuable qualitative research. This approach provides a better and deeper understanding of the phenomena under consideration.

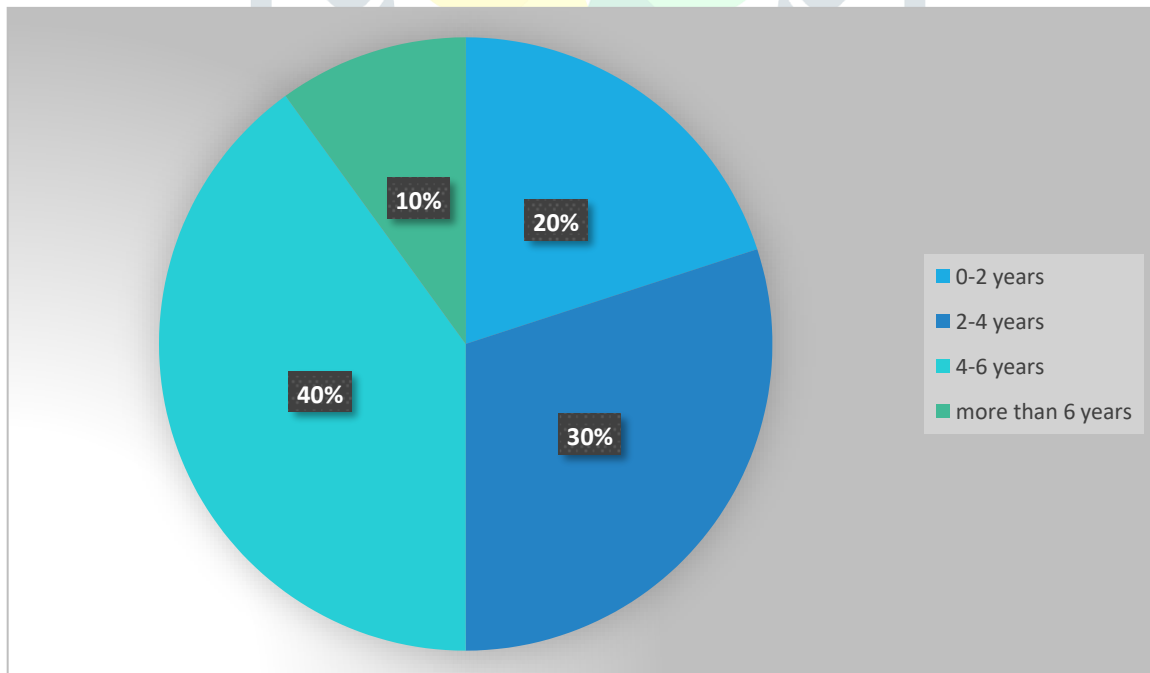
The main methods for collecting qualitative data are:

1. Individual interviews
2. Focus groups
3. Observations
4. Action Research

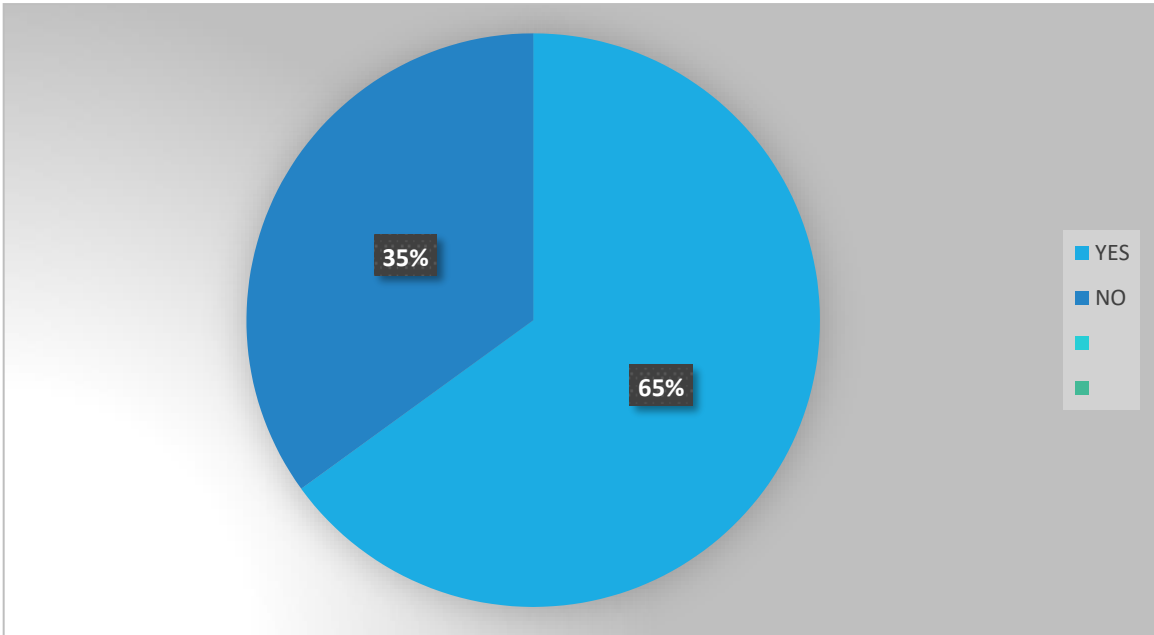
Qualitative and competent approaches provide a balance between depth and depth and between public opinion (sometimes a little). As discussed in the previous section, data was obtained from new members of the organization. Positive pixels related to business interviews with selected new participants. Interviews with respondents answered selected to answer questions at the store's front door before responding to the respondent. The business environment has shown that it is best calculated by the respondent's attention to the lines that are important to them when evaluating the meeting process. After the response was consistent with our proposal, the questionnaire was issued, indicating that a brief interview after the shopping experience indicates satisfaction rather than the quality of service.

DATA ANALYSIS & INTERPRETATION

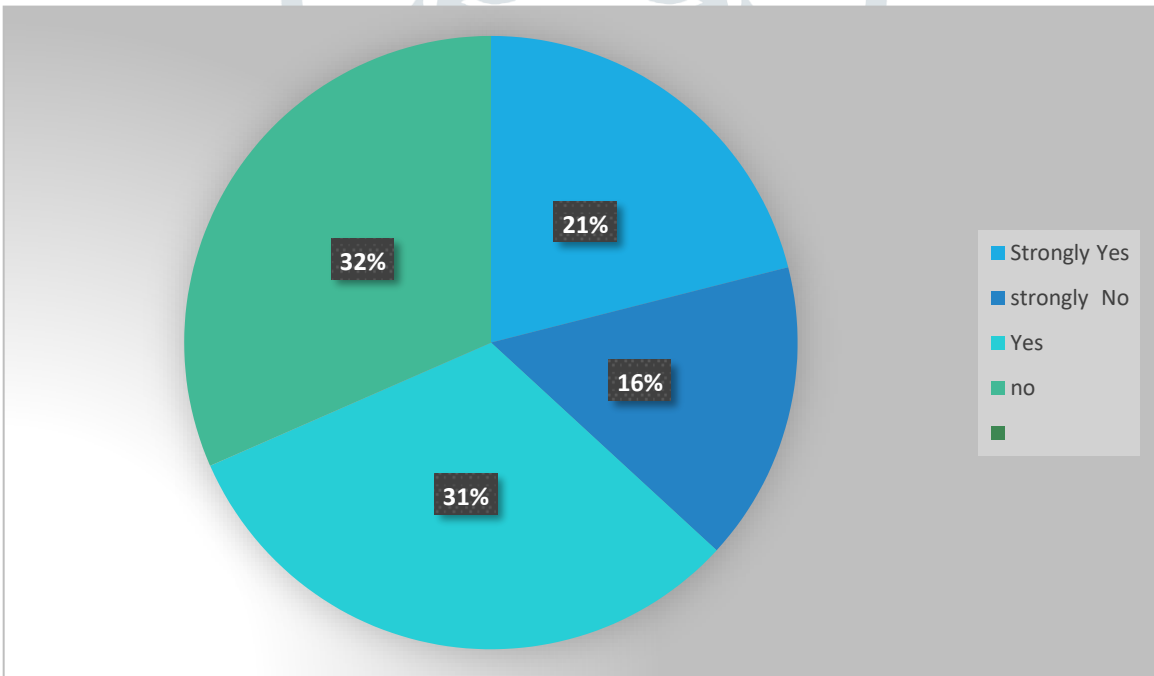
- o How many years have you worked with this organization



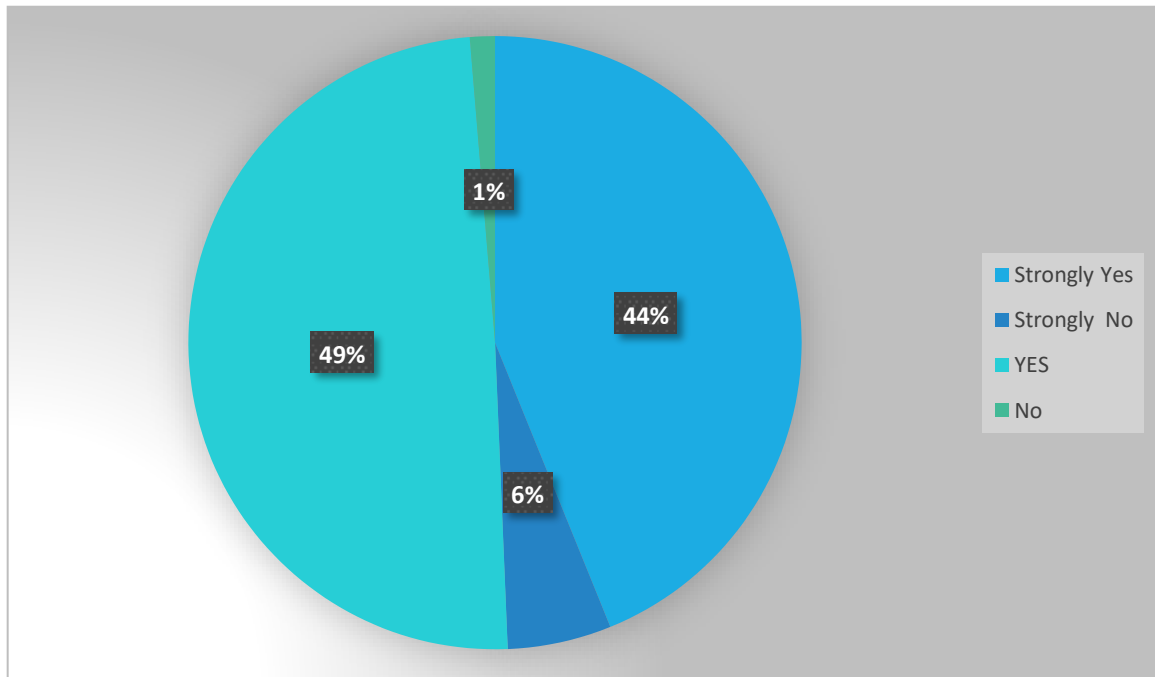
Do you have the authority to do your job effectively?



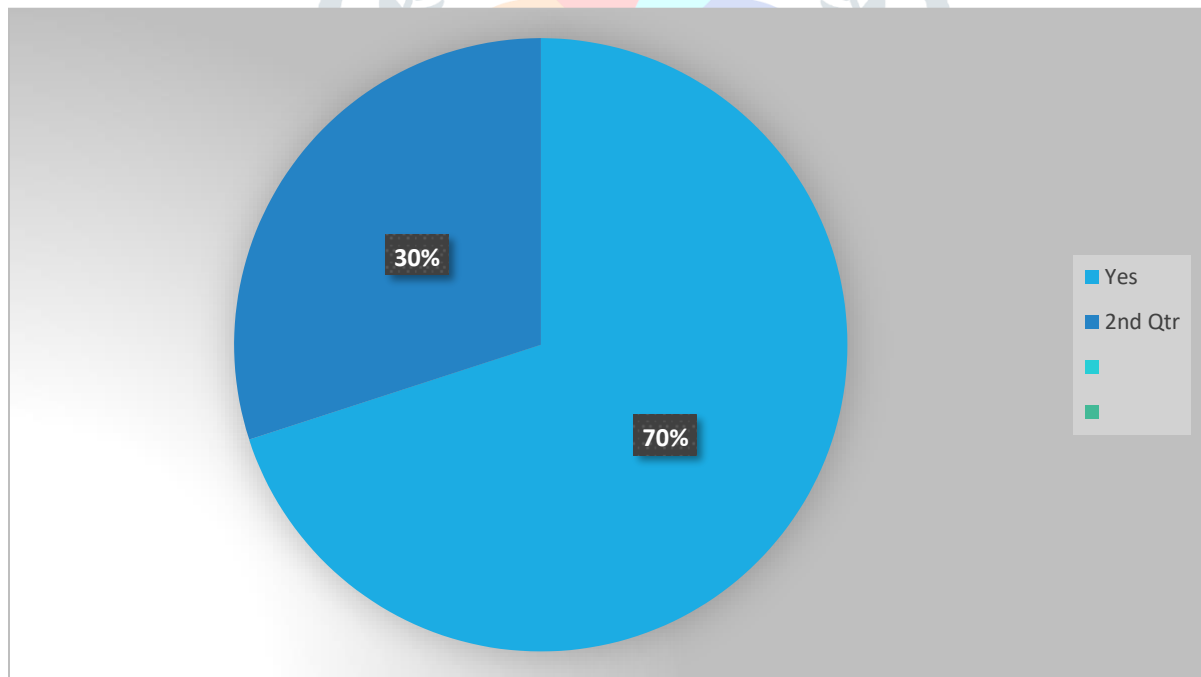
Are You Satisfied With The Policy Of the Company ?



Are You Satisfied Of Leave Policy Of Company ?



Do you feel valued for your contributions?



Finding of The study:-

- The manual process for recording employee information adds time, cost, and community effort.
- During this time of competition, technological innovation in operations was needed to make the loss of Randstad.
- Authorities must manage their businesses effectively.
- 50% of the jobs work from 2 to 4 years.

- It is estimated that 50% of employees work from 2 to 4 years, while 16% work from 0 to 2 years and 34% of organizations work most of them in four years.
- 60% of the work environment can be included.
- It was found that 60% of the organization's work environment is 40% of autonomous participation.

Conclusion:-

It is said that by adopting updated technologies to record the living conditions of employees, it improves efficiency, productivity, and responsibility and makes the organization faster and more efficient. o If they are online, they do not have to submit their participation information to the Commissioner's office, as there is a connection between the programs. o Automation helps the paper industry and helps them save more money. o Document loss methods have also been invented so that they can save a great deal of time and effort. o Information centers must be distributed, filtered, clear, fully compatible, accessible, and responsible in the future when it is not possible to lose data and get confused.

Limitations of study:-

One of the important disadvantage of this study is due to the busy work schedule of the employee's chances are there that responds to the questionnaires may be with lack of full concentration. Insufficient time leading to inadequate focus in all sections is also a disadvantage of this study.

Reference:-

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