

A Study of Impact on Employee Engagement at Fedrus Consultancy LLP Ltd, Chennai

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ABSTRACT

Employee plays a vital role in each and every organisation, that the interest of employee will help to achieve the organisation objectives. It is the degree to which a worker is dedicated to and involved with the organization and its principles. This study focuses on various factors which level to employee engagement and what company do to make the employees engaged. This efforts their altitude towards both their colleagues and company client and improves customer satisfaction and service level. Here the primary data for the study is collected through questionnaire directly from employees to know their opinion and thought towards organisation and from results were analyzed and suggestion where provided to organisation. This will help the organisation to identify and improve engagement of employees. Successful employee engagement strategy creates a community at work place and not just a work force. When the employees are effectively and positively engaged with organisation they form an emotional connection with company. An engaged employee is aware of business context and works with company, and works with colleagues to improve performance within job for organisation. Employee engagement develops positive altitude among the employee towards the organisation. The project also includes study of the worker Engagement policies of the corporate and the way they will be improved or modified so on increase the extent of Employee Engagement within the organization. "More the worker engagement better is that the performance of the organization". The major objective of the project is to seek out the worker Engagement status in FEDRUS, Chennai and therefore the Improvements required for improving the already implemented Policies. In general, controlling discretionary effort—that is, allowing employees to act in a way that advances their interests—is how employee engagement is understood. enhances their organization's interests.

Also, another objective is to research the feedbacks received and supported the analysis suggesting solutions and providing recommendations in order to enhance the worker engagement level. In essence, motivated workers have a strong emotional connection to the company they work for. Since the research employed individual analysis and the findings validated the researchers' conclusions and intuitions, it falls under the category of exploratory research using descriptive methodology. It would be my sincere pleasure to, if this project can help the organization to realize its goal higher

CHAPTER I INTRODUCTION

1.1 INTRODUCTION

The concept of employee engagement in HR refers to how enthusiastic and committed a worker is about their work. Engaged employees care about their work and about the performance of company and feel that their efforts make a difference. And engaged employee is in more than a paycheck and may consist by

ider their well being linked to their performance and thus instrumental to company success. Employee engagement can be critical to company success given its clear links to job satisfaction and morale communication is a critical part of creating and maintaining employee engagement. Engaged employees are more likely to productive and higher performing. They also frequently exhibit a stronger dedication to the products and company values.

Employee can encourage employee engagement in many ways including communicating expectation clearly offering a rewards and promotion for excellent work keeping employees informed about the company performance and providing regular Other tactics for feedback include trying to give staff members a sense of respect and value as well as a sense that their opinions are being heard and understood. Employees that are engaged feel that their work matters, that their managers support and value them, and that they are responsible for the company's success.

Employee engagement is defined as “ the emotional involvement investment employee makes in their organisations. It is passion involvement and motivation they bring to work which they use to guide their work. Engaged employees directly identify with the goals of the organisation and align their own goals with organisation goals”. The emphasis on employee engagement is growing on a worldwide scale and is no longer limited to the HR department of a company. It's a business issue that has to be given careful thought. In this piece we discuss that employee engagement means why it is critical to bottom line of organisation, effective technology enabled employee engagement and examples of employee engagement in action. Employee engagement is defined as employee emotional investment in their work interiors of passion that put into their work and motivation they feed to do job well

1. Simon sinek the author of “Start with why” describes employee engagement is the simplest of terms. “People desire a return on their financial investments”. When people are emotionally invested they want to contribute”.
2. “An emergent and work condition as a positive cognitive emotional and behavioural state directed toward organisational outcomes” Michael Shuck and Karen Wallard
3. The emotional commitment the employees has to be organisation and its goals, Kevin Kruse Forbes contributor and NY Times best selling author
4. “The art of getting people to believe what you want them to believe”- Tim white hurst CEO of RED HAT
5. Employee engagement theory is the formal idea that by challenging suspecting and inspiring employees organisation increase the satisfaction and maximize the output of staff. According to theory companies with high levels of worker motivation and loyalty enjoy employee engagement benefits work on such as lower turnover and less absenteeism higher customer satisfaction bigger bottom lines and increased creativity and innovation
6. This theory is closely related to employee engagement best practices frameworks and employee engagement strategies. Numerous employee engagement software platforms, employee engagement programs, and employee engagement activities are built upon the theories.

1.2 INDUSTRY PROFILE

Fedrus is leading ISO 9001:2015 certified Consultancy based out of India and having operations in US, Singapore & Malaysia pioneering in the Field of Consulting, Engineering Services, Staffing and Retail Warehousing. We are Driven by our Mission to provide Technical solutions to our customers with highest quality.

Automotive Division : Pool of OEM experienced Testing and Validation Engineers, Pan Indian Testing expertise, Dedicated Automotive Workshop with latest technology instrumentations, Proven record of 15 Lakh + Km on Road Testing, Advanced level Electrical Vehicle Testing and Maintenance Training Certifications, Highest Level of Confidentiality through Industry leading Process and Audits.

Our Mission : is to deliver precise and simplified technical solutions that are time-bound, cost-effective, and of the highest quality to our customers.

Vission : To become leading Customer Centric Organization in All Sectors, where Consulting, Engineering services, Testing Solutions & Outsourcing are made Finest and Simplified.

Our services : Reliability / Endurance Testing (ICE + BEV + HYBRID), Real Road Data Acquisition (RLDA), Instrumentation for Data collection and Testing, Weighment & Measurements, Drive Profile And Specialized Drive Cycle Creation, Vehicle BSR and NVH, Media Car Preparation, Stickers and Camouflage, Benchmarking / Tear Down Market Survey and Analysis, Pre Homologation and Homologation Services, Testing Facility Setup, Consulting and Rental.

Our facilities : Automotive Testing Workshop (Pappambakkam, Chennai) [4000 Sq.Ft Fully Operational Work Space 2000 Sq.Ft Office space: 30 Seater (Air-Conditioned and WIFI) 24*7 CCTV / Security Surveillance for Confidential Testing].

Key facilities : Service bay with Two Poster and Master Tool Sets, Ground Clearance / Weighment Bay (+/-1mm Tol), Tear Down Bay / Display Area, Inspection / Instrumentation, Measuring Gauges / Weighment / Test Weight mannequin, Data Loggers / Dash Cams / GPS.

Staffing : Specialized in both Technical and Non Technical Staffs across different industries, Manufacturing, Automotive Testing, Logistics, FMCG, Supply chain Management, Detailed

Automotive Highlights: Fedrus in house 13 Automotive Testing Engineers -(Avg Exp 9+), 6 Design Engineers -(Avg Exp 7+), 12 Technicians / Assistants -(Avg Exp 5+), 28 Testing Drivers with Commercial License -(Avg Exp 8+), Automotive Highlights. Client Deputation – On Shore Model 17 Automotive Testing Engineers (9 Sr + 8 Jr), 14 Design Engineers, 17 Technicians / Assistants, 22 Testing Drivers with Commercial License.

Automotive Specialization : Testing Drivers for Special Categories - Proving Grounds, Remote locations (High Altitude/Low Temperatures), Vehicle Logistics / India Driving, Vehicle Inspection / Customer Verbatim Collection.

Technicians / Technical Assistants : Expertise in R&D , Service, Quality, Key Domain Expertise : Mechanical, Electrical, Powertrain, Electric Battery / Powertrain, Body/Trims, Skilled Subjective Evaluation and Root Cause Identification.

Engineers : Development & Validation, Design and Analysis, Specialization: CAE, NVH, Durability, Service, Production, Field Quality.

Other Domains : Customer Relations, Accounting/Auditing, Administration / Facility management, Staffing/HR/Payroll.

IT Consulting : 10K+ Database of Talent pools across different domain expertise, Equipped with team of Experienced recruiters, Advanced technological tools for hiring, We support different Working models Offshore, Onshore & Hybrid Models, Fastest Turn around Time among competitors, Proven Track record in niche Technology Skillset.

Engineering services : Expertise in Automotive, Robotics, Heavy Engineering Aerospace, Well Trained and Skilled Engineers, Dedicated Engineer / Engineering Team, Direct Staffing Management, Outsourcing and Turn Key Services, Training and Certification Programs ensuring competitiveness and Simplified

solutions, Regional centres at Chennai and Pune to meet customer needs.

Retail Warehousing : We support in Sourcing as per client needs and provide complete solutions till the final delivery, 2000 Sq.Ft Dedicated Warehouse and can be expanded based on project needs, Partnered with all established logistics networks including clearance & Documentation, Experienced in Smart phones, Electronic Accessories, Automotive components, FMCG and Solar Panels & Accessories, Pan India Operation.

1.3 COMPANY PROFILE

Fedrus Consulting LLP emerges as a dynamic and forward-thinking consultancy firm, dedicated to providing bespoke solutions to businesses grappling with the intricate dynamics of the contemporary global market. Founded on a steadfast commitment to excellence and client satisfaction, Fedrus Consulting amalgamates a consortium of seasoned professionals boasting diverse expertise across a spectrum of industries

Background and Overview: Established in 2023, Fedrus Consulting LLP came to fruition through the collective vision of a cadre of astute professionals impassioned by the pursuit of organizational triumph through strategic counsel and pragmatic insights. Headquartered in Chennai the firm swiftly garnered acclaim for its client-centric ethos and prowess in delivering tangible outcomes.

Mission: The core mission of Fedrus Consulting epitomizes clarity: to embolden businesses in their pursuit of objectives by furnishing innovative solutions, unparalleled acumen, and steadfast support. The firm aspires to be a confided ally to its clients, shepherding them through tribulations and triumphs with integrity, professionalism, and an unwavering commitment to excellence.

Core Values: Fedrus Consulting espouses a set of core values that serve as the lodestar for its operations Client-Centricity Prioritizing the exigencies and aspirations of clients, ensuring that every intervention is meticulously tailored to their idiosyncratic requisites and circumstances.

Excellence: Pledging to deliver outstanding results through scrupulous attention to detail, perpetual learning, and an unyielding dedication to excellence in all endeavors.

Integrity: Conducting business affairs with the utmost integrity, honesty, and transparency, thereby cultivating trust and esteem among clients, partners, and peers alike.

Innovation: Embracing innovation and ingenuity as catalysts for success, perpetually exploring novel avenues to solve problems and augment value for clients.

Collaboration: Championing the ethos of collaboration, both internally amongst team members and externally with clients and collaborators, recognizing the potency of diverse perspectives and collective expertise in crafting optimal solutions.

Services offered: Fedrus Consulting extends a comprehensive suite of consultancy services

Strategy and Planning: Assisting clients in formulating and executing strategic blueprints to foster growth, enhance efficiency, and attain enduring success.

Operations and Process Improvement: Optimizing operations, streamlining processes, and bolstering productivity to maximize operational efficacy and profitability.

Market Research and Analysis: Furnishing invaluable insights and market intelligence to inform decision-making, identify opportunities, and mitigate risks in a dynamic marketplace.

Organizational Development: Aiding clients in cultivating high-performance teams, nurturing cultures of innovation and excellence, and adeptly managing transitions and transformations.

Technology and Digital Transformation: Harnessing cutting-edge technology and digital solutions to

fortify competitiveness, refine customer experiences, and catalyze organizational metamorphosis.

Theoretical background: Finding the right people for a job is really important for any company. This involves a process called recruitment, which means looking for and hiring new employees. But it's not just about finding anyone – it's about finding the right fit for the company. One way companies do this is by looking for people who match their values and goals. This is called the Person-Organization Fit theory. It's like making sure the puzzle piece fits in the right spot if the person's values and goals match the company's, they're more likely to be happy and do well there. Another important theory is the Attraction-Selection-Attrition framework. This theory says that over time, companies tend to attract and keep people who are similar to each other. So, if a company has a certain type of culture, they'll likely look for people who fit in with that culture when hiring. When it comes to talent acquisition which is about finding and keeping the best people companies use theories like the Resource-Based View. This theory says that having great people can give a company a big advantage. It's like having a secret weapon if you have the best team, you're more likely to succeed. Another theory, Social Exchange Theory, talks about the relationship between companies and employees. It's like a give-and-take. Employees want good pay, benefits, and opportunities, while companies want hardworking and loyal employees. When both sides feel like they're getting something good out of the deal, it's a win-win. In short, recruitment and talent acquisition are about finding the right people for the job and making sure they stick around. By using theories like Person

CHAPTER II DEVELOPMENT OF MAIN THEME

2.1 NEED OF THE STUDY

- The need of the study is to improve the level of employee engagement. Engaged employees will stay with company even during the difficult times and contribute to bottom line of the business success.
- There is a significant link between engaged employees and non engaged employee in organization.
- It will prevent workers from switching to a different business.

2.2 OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE :

- To understand the impact of employee engagement in Fedrusconsultancy LLP

SECONDARY OBJECTIVES :

- To study the major factors influencing the employee engagement
- To study the perception of employee towards employee engagement
- To study the steps adopted by the organisation to increase employee engagement
- To provide recommendations for staff members based on the study

2.3 SCOPE OF THE STUDY

- This study concentrates only on factors affecting employee engagement. This study helps to create and nature working environment for organisation where employees feel best able to perform their job to high standard. This project gives the ample scope to know about various aspects of HR especially regarding employee engagement.
- The scope of project is applicable to all employee working in organisation at middle management level.

- This helps the researchers to learn the various aspects tool and policies which can be applies for making employees more engaged

2.4 LIMITATIONS OF THE STUDY

- Due to their work commitment some of respondents might have answered without fully comprehending question which some of them could have given biased answers which may affect findings of study.
- Due to time constraint the study was conducted only among few employees
- The study was conducted from 2 Jan 2024 to 30 Apr 2024

2.5 REVIEW OF LITERATURE

1. N. VANITHA'S & DR. SHAILASHRI V. T'S – (2024), Examined some of literature on employee engagement explore work in place culture and work life balance policies and practices followed in industries in order to promote employee industries in order to promote employee engagement in organisation to increase their employees productivity and retain them work life balance is key driven of employee satisfaction

2. VIJAY KUMAR.P (2024), In this research papers have been discussed of engagements which are at macro at organisational level and micro level at individual level these variations in factors may arise due to difference in individual and job characteristics greater diversity ethnic diversity etc. The findings of their study will be useful to any organisation irrespective of type of business Create a robust policy for employee involvement that incorporates all of these elements.. Managers can redesign the work an policy on basis of factors presented in this paper would lead to happy workforce

3. MANJULA KHULBE (2024), Examined that to provide a comprehensive understanding of relationship between employee engagement and Innovative behaviour through lens of the organisation. To identify and revisit the guiding theories underpinning employee engagement and studies and construct an integrated conceptual framework based on empirically validated factors and relationship so better explicates that dynamics surrounding employee engagement and innovative behaviour

4. HASPUL NASAR (2023), Leadership is one of most studied topics in organisation science and employee engagement one of most recent. Not much research has been done on the connection between employee engagement and leadership.. By retaining developing and engaging employees, Human Resource Development (HRD) professionals are tasked Create leaders with whom you can collaborate to successfully implement those strategies.

5. AHMAD JAUHARI – (2023), This article aims to provide an exploratory study on employee engagement its concepts and definitions as evolved through recent times factors or drivers affecting it its measures and importance for better outcomes in a dynamic environment having linkage with organisation goals and objectives

6. DIYA UDASI - (2023), Focus on need for such employees and how their presence can improve the progress and work efficiency of organisation as a whole. Also focused on challenges faced by HR managers to improve employee engagement for organisational survival

7. KAVITHA A KARKERA (2023), Reinforced the importance of employee communication on success of business. She revealed that organisation should realize the importance of employees more than other variable as most powerful contributor to organisation competitive position

- 8. PAUL ADAMA – (2022)**, Focused on various factors which lead to employee engagement and what should company do to make the employees engaged. An organization's effectiveness will rise with proper focus on engagement techniques, as seen by increased productivity, profits, quality, customer satisfaction, staff retention, and adaptability.
- 9. REEMA BALI – (2022)**, Employee engagement is an important concept for researchers, practitioners and managers for various reasons. First interest in employee engagement emerged with shift in focus in psychology from weakness malfunctioning and damage towards happiness second the needs of business to maximize the inputs of employees have contributed to interest in management and getting organisation outcomes.
- 10. RUDI ALHEMPLS – (2022)**, Stated that employee engagement was a conceptualisation including five dimension initiative loyalty effectiveness identify and commitment also stated that employee engagement of knowledge worker was composed of 5 dimensions organisation identify dedication absorption vigor pleasant harmony.
- 11. NADYA RANA – (2021)**, It is that individuals who feel engaged with their work and have a higher sense and involvement in activities in their organisation will produce a good job performance and importance for better outcomes in dynamic environment having linkage with organisation goals and objectives.
- 12. DR. LEELA M.H – (2020)**, Consistent communication within the organisation is able to increase employee engagement so as to provide the best performance at work to maximize the inputs of employees have contributed to interest in management and getting organisation outcomes.
- 13. BHANWAR RATHORE- (2020)**, Defines employee engagement as harnessing of in Covid 19 pandemic period of organisation members solves to their work roles in engagement people employ and express themselves physically cognitively emotionally during role performances. The cognitive aspect of employee engagement concerns employees beliefs about organisation its leaders and working conditions engagement means to be psychologically as well as physically present when occupying and performing an organisation role.
- 14. RUSDIN TAHIR – (2019)**, It states that amount of discretionary effort exhibited by employees in their job although it is acknowledged and accepted that employee engagement is a multi faceted construct define employee engagement simply as passion of work a psychological state which has seen to encompass 3 dimension of engagement discuss by Kohn (1990) and captures common theme running through all these definitions.
- 15. NEHA GUPTA, VANDANA SHARMA (2018)**, Employee engagement strategies implemented by business leaders results in higher levels of employee engagement customer satisfaction, productivity and profit and get better organisational outcomes.
- 16. REON GEORGE- (2017)**, And lower levels of employees accidents and turnovers (Barrick Thurgovd, Smith and Courtright 2014) business leaders adopts the concept of maximize the usage of employees to get higher production and adopt and enable employee to hold the positive attitude towards organisation.
- 17. SAPNA POPLI, IRFAN A. RIZVI (2016)**, Suggested there is opportunity for employees autonomy employee can influence those around them. This influence transcends to benefits of intrinsic rewards meaningful work will allow for an increase in employees participation however it does not guarantee that employee will be engaged. The need for autonomy intrinsic rewards and influence require to achieve employee engagement.

18. V. KUMAR AND ANITA PANSARI – (2015), Engaged employees work vigorously feeling dedicated and mentally absorbed in work much in known about kinds of job and work environments that stimulate employee engagement yet levels of disengagement remain high in many organisation. To provide fresh in how to increase engagement we draw on theory and research in social educational and organisational psychology to illuminate how mindsets are a personal resource that may influence employees engagements conceptual of effort focus of attention, perception setback, and interpersonal interactions and sustaining a growth mindset with respond to challengers they encounter at work.

19. CHANDRA SEKHAR PATRO – (2013), This model and to find the impact of employee engagement an employee engagement this concluded that enhancing working environment in all aspects including physical and emotional environment effective leadership coworker relationship results in employees having a healthy engagement with their work and there by his/her performance also increases.

CHAPTER III DATA ANALYSIS AND INTERPRETATION

RESEARCH METHODOLOGY

RESEARCH METHODOLOGY

Research methodology refers to the systematic process of designing, conducting, and analyzing research studies to answer specific questions, test hypotheses, or investigate phenomena. It involves a structured approach to gathering, interpreting, and evaluating data to achieve valid and reliable results.

RESEARCH DESIGN

A research design is the setup of parameters for data collection and analysis with the goal of balancing procedural economy with relevance to the research question. What needs to be done, how it will be done, and how the data will be analyzed are all outlined in this methodical approach. In essence, research design offers a blueprint for the procedures and techniques that will be employed during the study. A research design is a comprehensive strategy that outlines the goals of the study and offers instructions on how to achieve them. It is a plan structured and strategy of investigation of answering the research question.

DESCRIPTIVE RESEARCH DESIGN

I have used descriptive research design. Descriptive research design is a type of research methodology used to describe or characterize a phenomenon or population without necessarily aiming to establish causal relationships or determine the reasons behind the observed outcomes. Instead, its primary goal is to provide a detailed and accurate account of the characteristics, behaviours, attitudes, or conditions of the subject of study.

DATA COLLECTION METHOD

Once a research problem has been identified and a study plan has been established, the job of gathering data begins. While deciding about the method of data collection to be two types of data—primary and secondary—were employed in the study.

PRIMARY DATA

Primary data was collected from respondents through well-structured questionnaire.

SECONDARY DATA

Secondary data was collected from the Fedrus company websites.

SAMPLING

Sampling is the process of selecting a subset of individual from a larger population to study. Sampling allows research to test hypothesis about population characteristics can be faster and cheaper than recording data from the entire population.

SAMPLING TECHNIQUES

Sampling is a technique of selecting individual members or a subset of the population to make statistical inferences from them and estimate the characteristics of the whole population the process of conducting a population research through the collection and analysis of data

CONVENIENCE SAMPLING

As a non-probability sampling technique, convenience sampling chooses units for the sample based on those are most convenient for the researcher to reach. This may be the result of factors like close proximity to one another, availability at a specific moment, or interest in taking part in the study.

SAMPLE SIZE

The population in the FEDRUS CONSULTING LLP is 380 employees. According to the Morgan's table if population $N=380$ then the sample size $s=191$ (i.e) 191 respondents.

STATISTICAL TOOLS

The SPSS [Statistical package for social sciences] tools were used in the research

STATISTICAL TESTS USED NORMALITY TEST

To ascertain if sample data was taken from a regularly distributed population (within a certain tolerance), a normality test is utilized. It is typically carried out to confirm that the research's data have a normal distribution.

CORRELATION

A statistical measure that characterizes how much two variables change together is called correlation. It measures the correlation between two data sets.

MANN WHITNEY U TEST

The non-parametric alternative to the independent sample t-test is the Mann Whitney U Test. This non-parametric test establishes whether two sample means from the same population are equal by comparing them. When the t-test assumptions are not met or the data are ordinal, the Mann-Whitney U test is typically employed.

$$U = n_1 n_2 + \frac{n_2(n_2 + 1)}{2} - \sum_{i=n_1+1}^{n_2} R_i$$

Where, U=Mann-Whitney U test

R_i is the sample size's rank.

n₁ = sample size one

n₂= Sample size two

KRUSKAL WALLIS H TEST

A technique for comparing the medians of more than two groups to determine whether or not the samples have the same group source as an origin is known as the Kruskal Wallis H Test. It is applicable to the distribution of a non-parametric or less than two unique data samples of similar size when comparing them. The null hypothesis, according to which the median values of "k" samples taken from the same population were the same, is tested in this test. It shows the stochastically dominance of one sample of the variable over the other.

$$H = \left\{ \frac{12}{n(n+1)} \sum_{i=1}^k \frac{R_j}{n_i} \right\} - 3(n+1)$$

Where, **H** represents the Kruskal-Wallis test statistic.

The total number of observations (for all groups combined) is **N**

Σ represents the sum over all groups.

The total rank for the i-th group is denoted by **R_i**.

The number of observations in the i-th group is denoted by **n_i**.

Where, **H** represents the Kruskal-Wallis test statistic.

The total number of observations (for all groups combined) is **N** **Σ** represents the sum over all groups.

The total rank for the i-th group is denoted by **R_i**.

The number of observations in the i-th group is denoted by **n_i**.

RUN TEST

A "run test" typically refers to a statistical test used to analyze whether a sequence of data points is random or exhibits a pattern. The run test is a statistical test used to analyze the presence of runs or patterns in a sequence of binary data. In the context of yes or no questions, you can use the run test to

determine if there are any unusual patterns or sequences of yes or no responses that deviate from what would be expected by chance.

NORMALITY TEST

Null hypothesis (Ho) : The sample data is not significantly different from the normal population

Alternate hypothesis (H1) : The sample data is significantly different from the normal population

Test of normality

	Kolmogorov-Smirnov ^a			Shapiro-Wi		k
	Statistic	df	Sig.	Statistic	df	Sig.
Digital Recruitment Impact	.135	191	.000	.946	191	.000
Fairness Perception Analysis	.211	191	.000	.828	191	.000
Diversity & Inclusion	.204	191	.000	.851	191	.000
Employer Branding & Morale	.313	191	.000	.707	191	.000

a. Lilliefors Significance Correction

Inference:

The significance value of all dimensions is lesser than the P value [0.05] so, the dimensions follows

NON-PARAMETRIC TEST.

TOOLS FOR ANALYSIS

- Correlation
- Kruskal wallis H test
- Run test

3.2 DATA ANALYSIS AND INTERPRETATION

3.2.1 TABLE SHOWING AGE OF THE RESPONDENTS

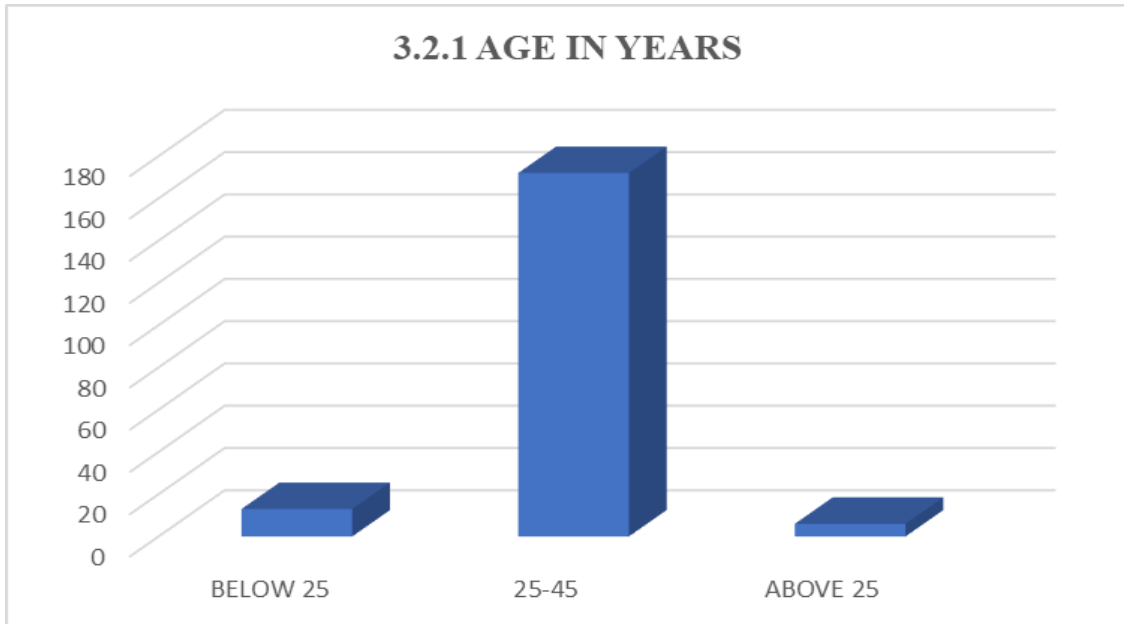
SNO	AGE	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	BELOW 25	13	7
2	25-45	172	90
3	ABOVE 45	6	3
4	TOTAL	191	100

Findings:

From the above table shows that **90%** respondents are belonging to age group **25-45**, **7%** respondents are belonging to age group of **Below 25**, **3%** respondents are belonging to age group of **Above 45**

Inference: It is inferred that the Majority of the Employees belongs to **25-45** age group

3.2.1 CHART SHOWING AGE OF RESPONDENTS



3.2.2 TABLE SHOWING GENDER OF THE RESPONDENTS

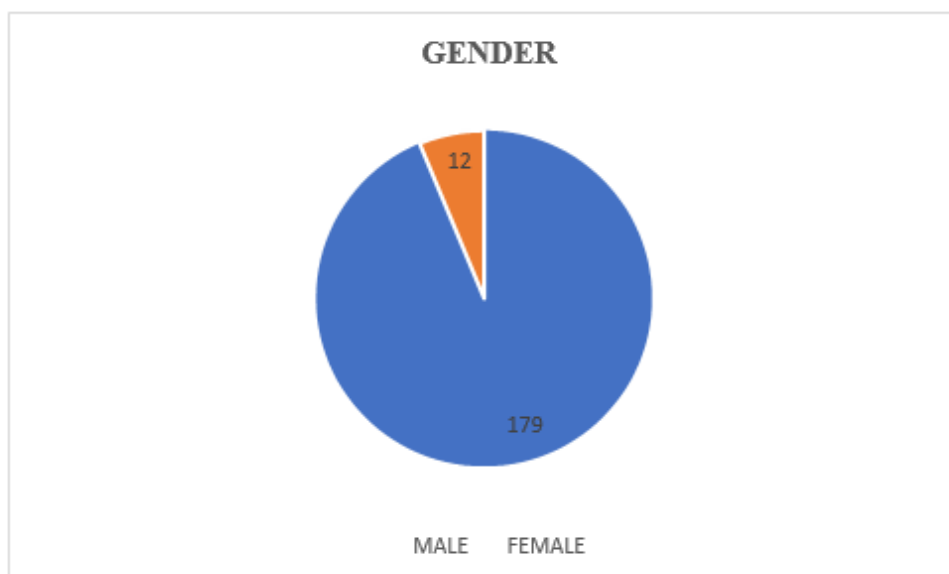
SNO	GENDER	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Male	179	94
2	Female	12	6
3	TOTAL	191	100

Findings :

From the above table it is found that **94%** respondents are male and **6%** respondents are female

Inference : It is inferred that Majority of the respondents are male as **94%**

3.2.2 CHART SHOWS GENDER OF RESPONDENTS



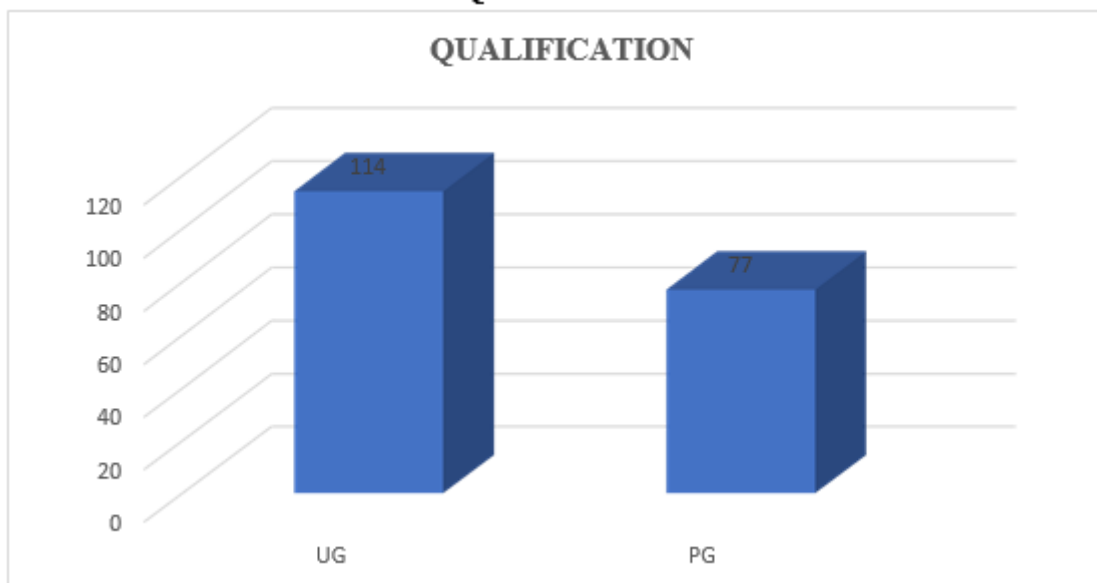
3.2.3 TABLE SHOWING QUALIFICATION

SNO	QUALIFICATION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	UG	114	60
2	PG	77	40
3	TOTAL	191	100

Findings :

From the above shows that **60%** respondents were **UG**, **40%** respondents were **PG**
Inference : It is inferred that the Majority of the respondents were **UG 60%**

3.2.3 CHART SHOWING THAT QUALIFICATION



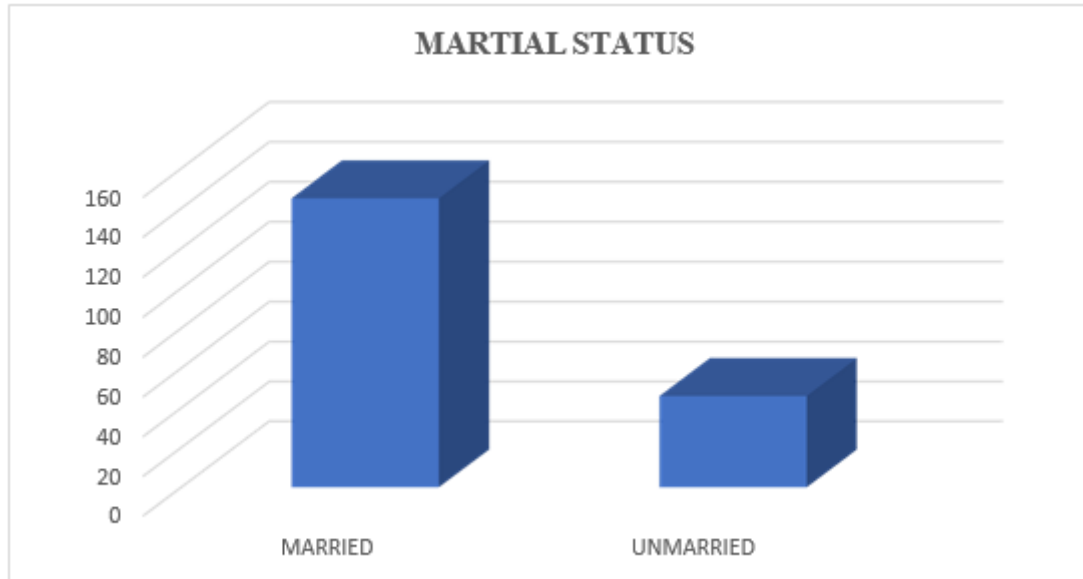
3.2.4 TABLE SHOWING THAT MARTIAL STATUS

SNO	MARTIALSTATUS	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Married	145	76
2	Unmarried	46	24
3	TOTAL	191	100

Findings :

From the above table shows that **76%** respondents were married, **24%** respondents wereunmarried
Inference : It is inferred that the Majority of the respondents were married **76%**

3.2.4 CHART SHOWING THAT MARTIAL STATUS



3.2.5 TABLE SHOWING THAT DESIGNATION

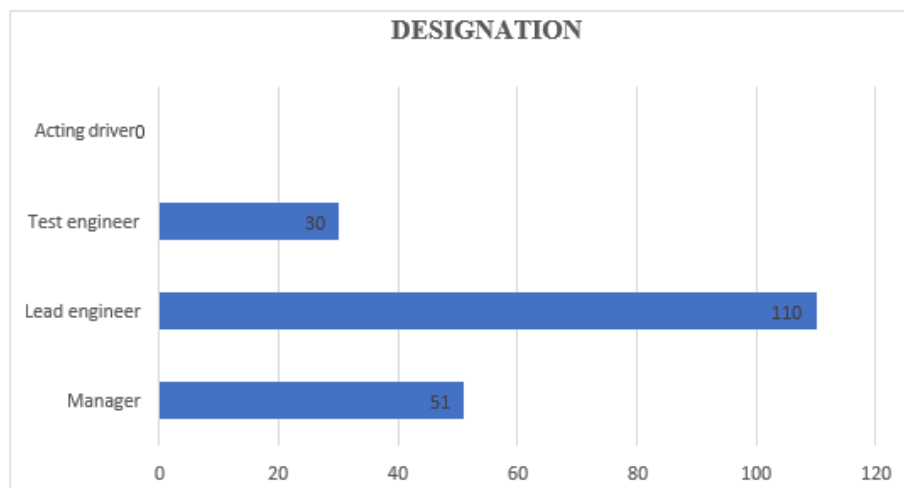
SNO	DESIGNATION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Manager	51	27
2	Lead engineer	110	57
3	Test drivers	30	16
4	Acting drivers	0	0
5	TOTAL	191	100

Findings :

From the above table shows that **57%** respondents were Lead engineer, **27%** respondents weremanager, **16%** respondents were test drivers, **0%** respondents were Acting drivers

Inference : It is inferred that the Majority of the respondents were Lead engineer **57%**

3.2.5 CHART SHOWS THAT DESIGNATION



3.2.6 TABLE SHOWING ANNUAL INCOME

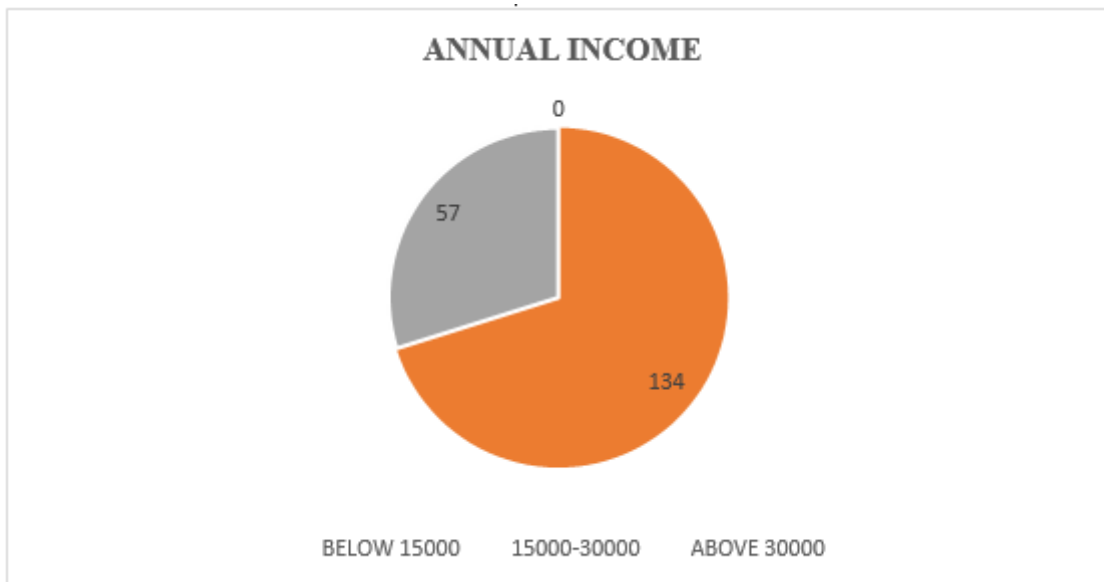
SNO	ANNUAL INCOME	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Below 15000	0	0
2	15000-30000	134	70
3	Above 30000	57	30
4	TOTAL	191	100

Findings :

From the above table it is found that **70%** respondents are 15000-30000 annual income , **30%** Respondents are Above 30000 annual income, **0%** respondents were Below 15000 annual income

Inference : It is inferred that Majority of the respondents were 15000-30000 annual income as **70%**

3.2.6 CHART SHOWING ANNUAL INCOME



3.2.7 TABLE SHOWS PROPER TRAINING

SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly disagree	13	7
2	Disagree	6	4
3	Neutral	27	14
4	Agree	106	55
5	Strongly agree	39	20
6	TOTAL	191	100

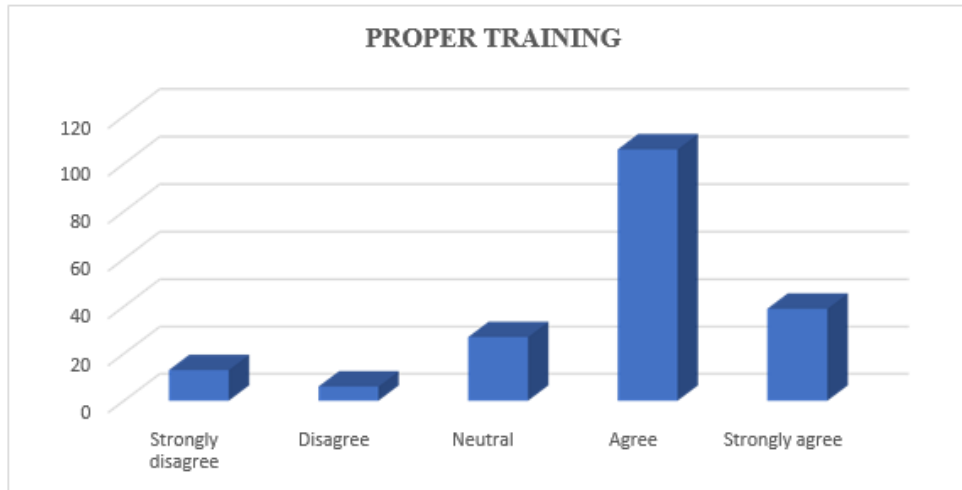
Findings :

From the above table shows that **55%** respondents are belonging Agree, **20%** respondents were Strongly agree, **14%** respondents were Neutral, **7%** respondents were Strongly disagree, **4%** respondents were disagree

Inference : It is inferred that the Majority of the respondents were Agree **55%** of proper training

introduced to new system, tools, software

3.2.7 CHART SHOWING PROPER TRAINING



3.2.8 TABLES SHOWING THAT GOOD OPPURTUNITIES AT ORGANISATION

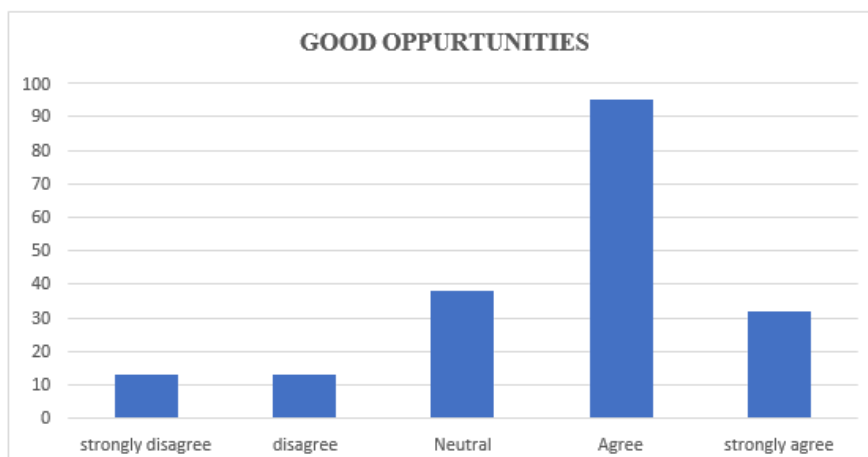
SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly disagree	13	7
2	Disagree	13	7
3	Neutral	38	20
4	Agree	95	49
5	Strongly agree	32	17
6	TOTAL	191	100

Findings :

From the above table shows that 49% respondents were agree, 20% respondents were neutral, 17% respondents were strongly agree, 7% respondents were disagree, 7% respondents were strongly disagree

Inference : It is inferred that the Majority of the respondents were Agree 49% good oppourtunities at organization

3.2.8 CHART SHOWING GOOD OPPURTUNITIES



3.2.9 TABLE SHOWING THAT CAREER ADVANCEMENT

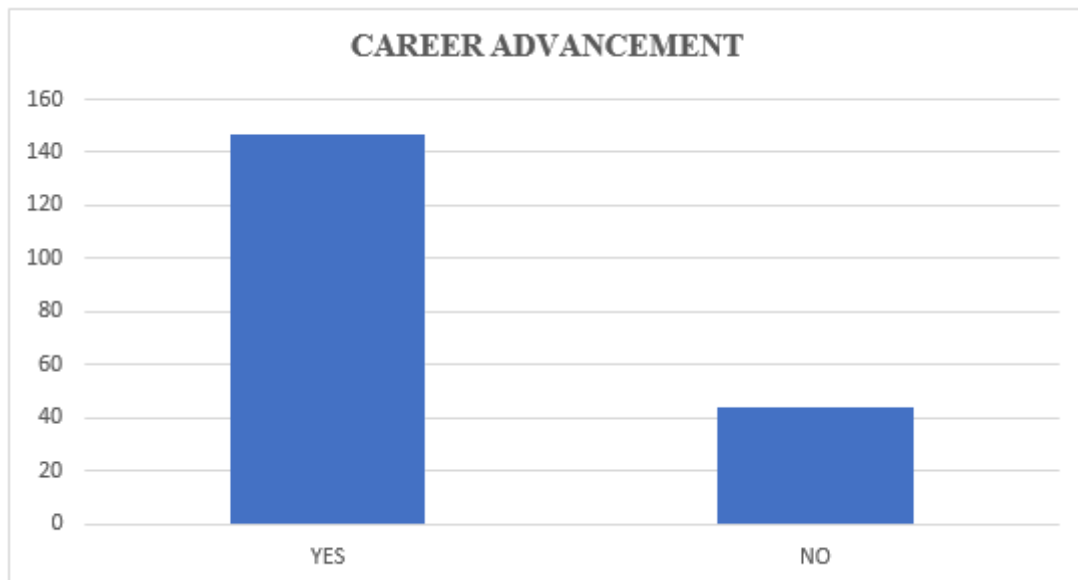
SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Yes	147	77
2	No	44	23
3	TOTAL	191	100

Findings :

From the above shows that **77%** respondents were yes, **23%** respondents were No

Inference : It is inferred that the Majority of the respondents were yes **77%** of career advancement in organization

3.2.9 CHART SHOWING CAREER ADVANCEMENT



3.2.10 TABLE SHOWING THAT SATISFIED WITH WORKING HOURS

SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Yes	173	90
2	No	18	10
3	TOTAL	191	100

Findings :

From the above table shows that **90%** respondents were Yes, **10%** respondents were No

Inference : It is inferred that the Majority of the respondents were Yes **90%**, satisfied with working hours

3.2.10 CHART SHOWING SATISFIED WITH WORKING HOURS

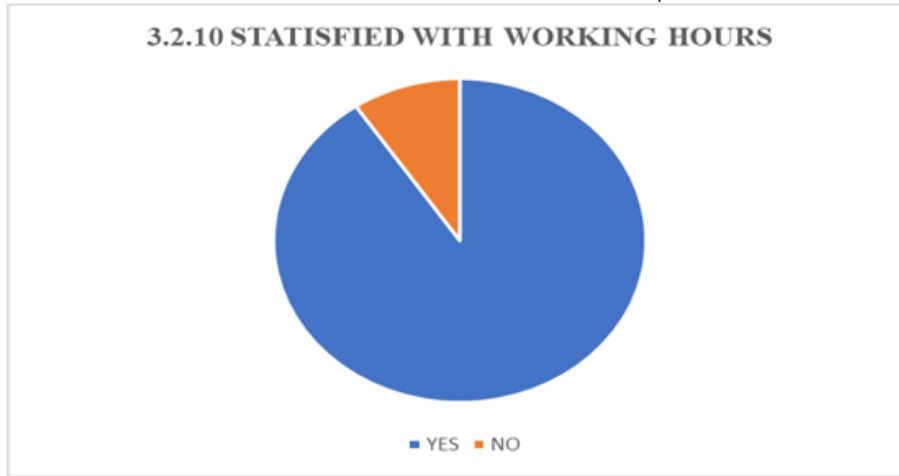


TABLE SHOWING THAT TEAM BUILDING

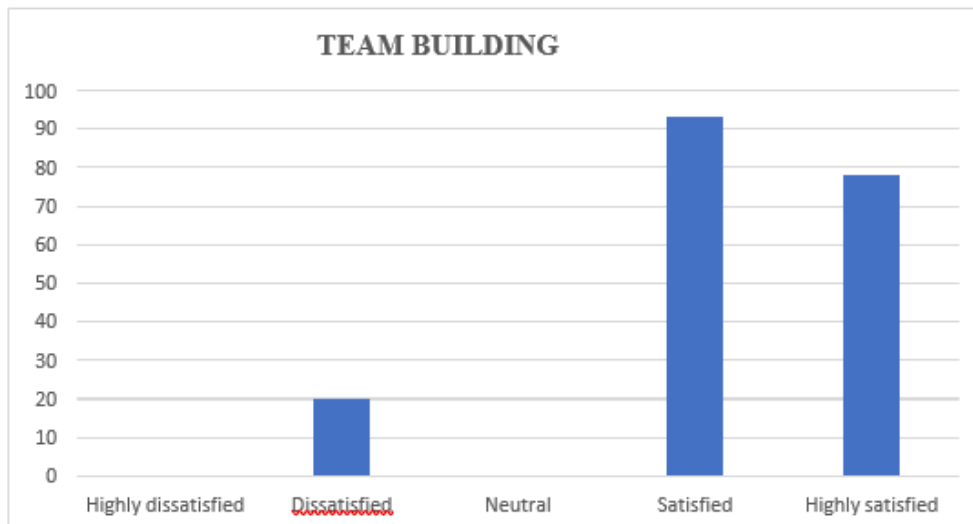
SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Highly dissatisfied	0	0
2	Dissatisfied	20	10
3	Neutral	0	0
4	Satisfied	93	49
5	Highly satisfied	78	41
6	TOTAL	191	100

Findings :

From the above table shows that **49%** respondents were Satisfied, **41%** respondents were Highly satisfied, **10%** respondents were dissatisfied, **0%** respondents were highly dissatisfied, **0%** respondents were dissatisfied

Inference : It is inferred that the Majority of the respondents were Satisfied **49%** of Team building in organization

3.2.11 CHART SHOWING THAT TEAM BUILDING



3.2.12 TABLE SHOWING THAT SALARY

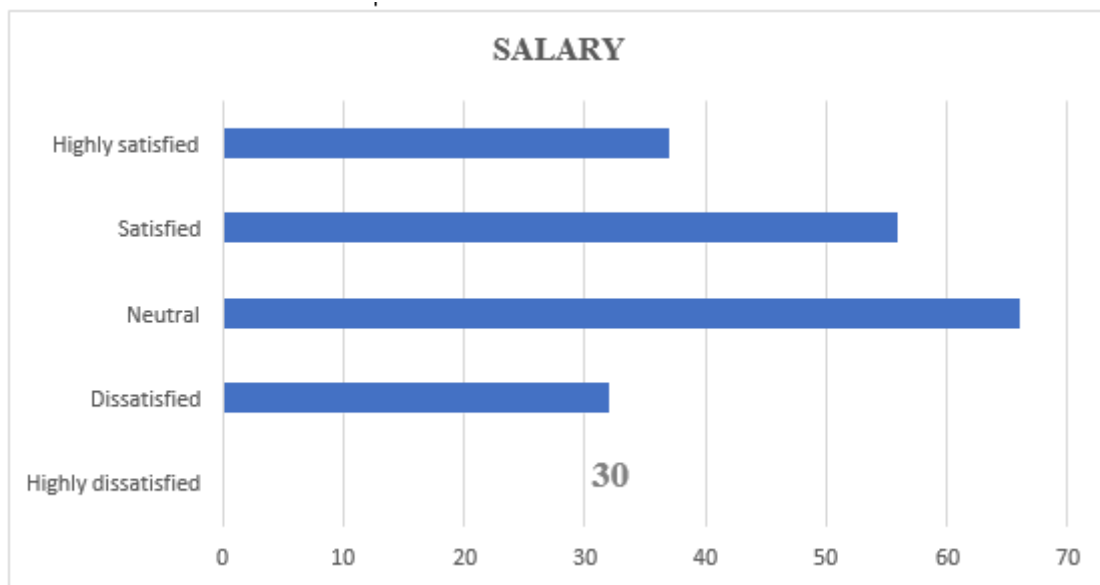
SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Highly dissatisfied	0	0
2	Dissatisfied	32	17
3	Neutral	66	35
4	Satisfied	56	29
5	Highly satisfied	37	19
6	TOTAL	191	100

Findings :

From the above table shows that **35%** respondents were Neutral, **29%** respondents were satisfied, **19%** respondents were Highly satisfied, **17%** respondents were Dissatisfied, **0%** respondents were Highly dissatisfied.

Inference : It is inferred that the Majority of the respondents were Neutral **35%** of salary in organisation

3.2.12 CHART SHOWING SALARY



3.2.13 TABLE SHOWING THAT MORALE

SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Highly dissatisfied	14	7
2	Dissatisfied	44	23
3	Neutral	52	27
4	Satisfied	50	26
5	Highly satisfied	31	17
6	TOTAL	191	100

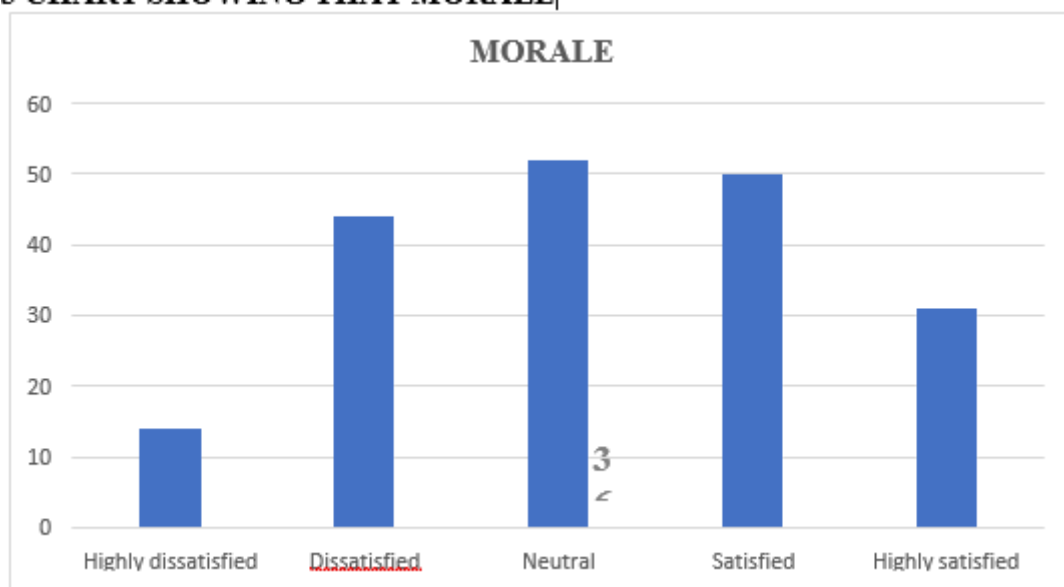
Findings :

From the above table shows that **27%** respondents were Neutral, **26%** respondents were Satisfied, **23%**

respondents were Dissatisfied, 17% respondents were Highly satisfied, 7% respondents were Highly dissatisfied.

Inference : It is inferred that the Majority of the respondents were Neutral 27% of Morale in organization

3.2.14 CHART SHOWING THAT MORALE



3.1.14 TABLE SHOWING THAT WORKLIFE BALANCE

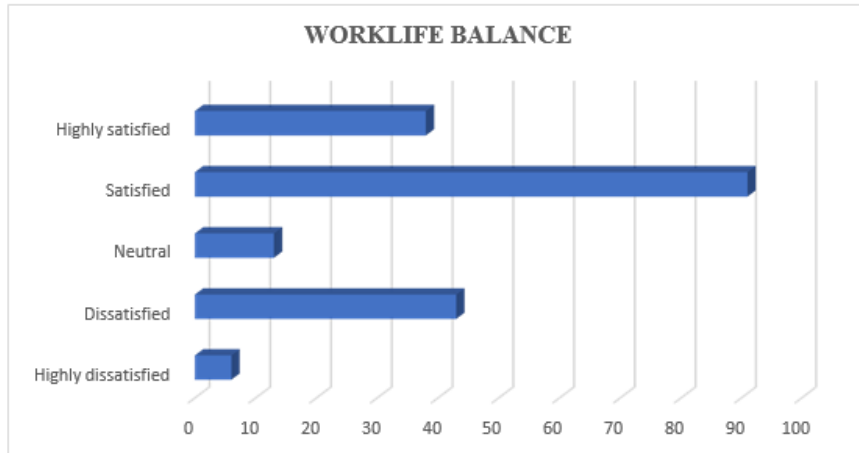
SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Highly dissatisfied	6	3
2	Dissatisfied	43	22
3	Neutral	13	7
4	Satisfied	91	48
5	Highly satisfied	38	20
6	TOTAL	191	100

Findings:

From the above shows that 48% respondents were Satisfied, 22% respondents were Dissatisfied, 20% respondents were highly satisfied, 7% respondents were Neutral, 3% respondents were Highly dissatisfied

Inference : It is inferred that the Majority of the respondents were satisfied 48% of Morale in organization

3.2.14 CHART SHOWING THAT WORKLIFE BALANCE



3.2.15 TABLE SHOWING THAT LOYALTY

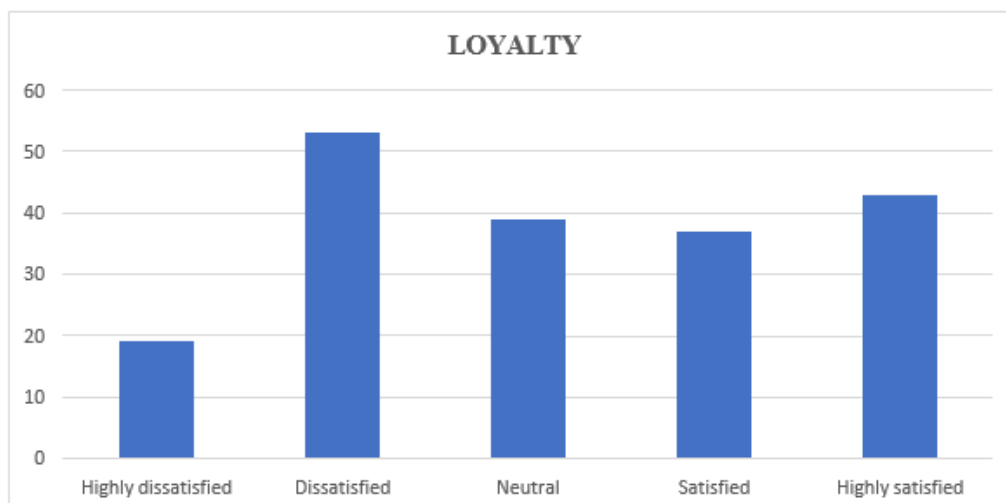
SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Highly dissatisfied	19	10
2	Dissatisfied	53	28
3	Neutral	39	20
4	Satisfied	37	19
5	Highly satisfied	43	23
6	TOTAL	191	100

Findings :

From the above table shows that **28%** respondents were Dissatisfied, **23%** respondents were Highly satisfied, **20%** respondents were Neutral, **19%** respondents were satisfied, **10%** respondents were Highly dissatisfied

Inference : It is inferred that the Majority of the respondents were 28% Dissatisfied of loyalty in organization

3.2.15 CHART SHOWING THAT LOYALTY



3.2.16 TABLE SHOWING THAT COMPENSATION AND BENEFITS

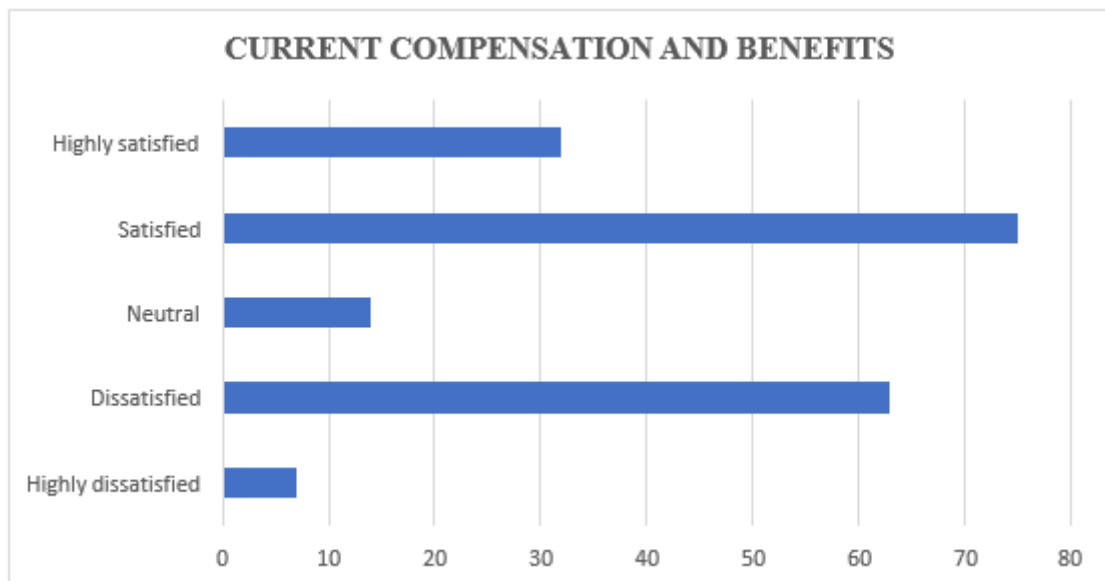
SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly disagree	7	4
2	Disagree	63	33
3	Neutral	14	7
4	Agree	75	39
5	Strongly Agree	32	17
6	TOTAL	191	100

Findings :

From the above table shows that **39%** respondents were Satisfied, **33%** respondents were Dissatisfied, **17%** respondents were Highly Satisfied, **7%** respondents were Neutral, **4%** respondents were Highly dissatisfied

Inference : It is inferred that the Majority of the respondents were Satisfied **39%** of compensation and benefits in organization

3.2.16 CHART SHOWING THAT COMPENSATION AND BENEFITS



3.2.17 TABLE SHOWING THAT POLICIES ON REWARD AND RECOGNITION

SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly disagree	7	4
2	Disagree	39	20
3	Neutral	27	14
4	Agree	92	48
5	Strongly Agree	26	14
6	TOTAL	191	100

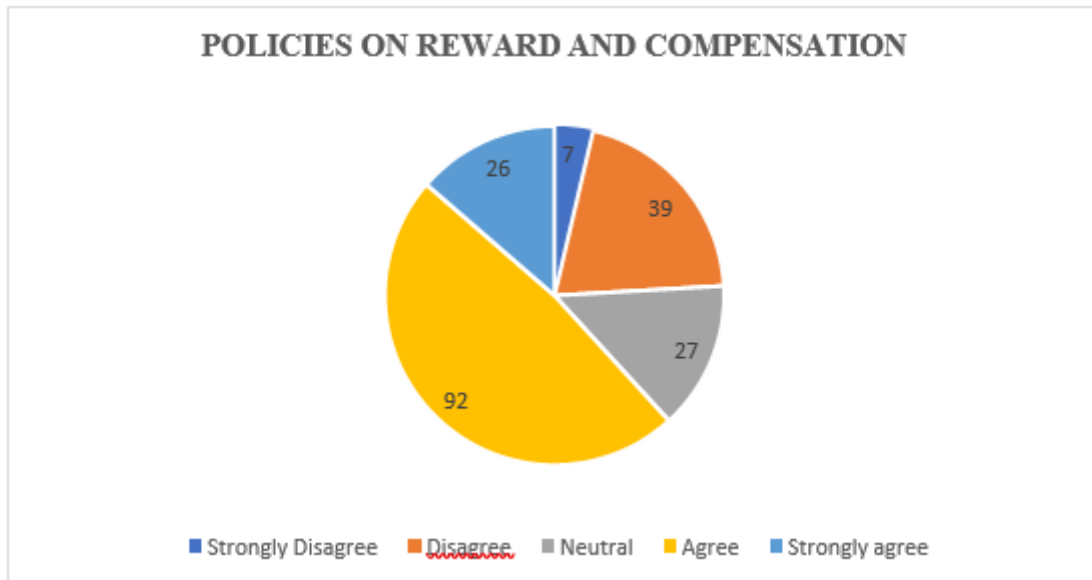
Findings :

From the above table shows that **48%** respondents were Agree, **20%** respondents were Disagree, **14%**

respondents were Neutral and, 14% respondents were Strongly agree, 4% respondents were Strongly disagree

Inference : It is inferred that the Majority of the Respondents were Agree 48% policies on reward and compensation

3.2.17 CHARTS SHOWING THAT POLICIES ON REWARD AND RECOGNITION



3.2.18 TABLE SHOWING THAT SKILLS CAPABILITIES ARE USED IN ORGANISATION

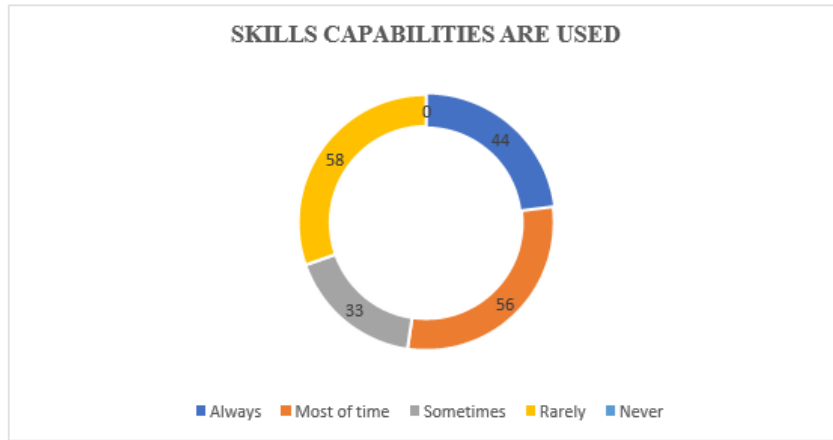
SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Always	44	23
2	Most of time	56	29
3	Sometimes	33	17
4	Rarely	58	31
5	Never	0	0
6	TOTAL	191	100

Findings :

From the above table shows that 31% respondents were Rarely, 29% respondents were Most of time, 23% respondents were Always, 17% respondents were sometimes, 0% respondents were Never

Inference : It is inferred that the Majority of the respondents were Rarely 31% of skills capabilities are used in organization

3.2.18 CHART SHOWING THAT SKILLS CAPABILITIES ARE USED IN ORGANISATION



3.2.19 TABLE SHOWING THAT WORK PROGRESS

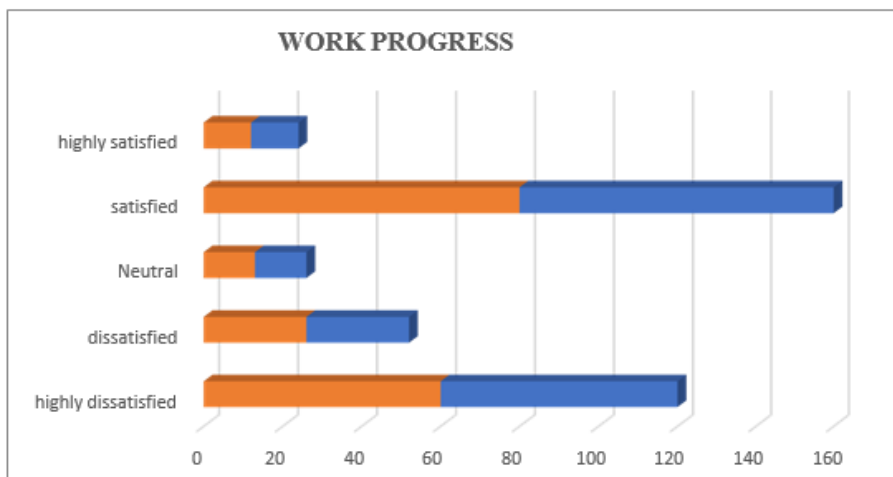
SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Highly dissatisfied	60	31
2	Dissatisfied	26	14
3	Neutral	13	7
4	Satisfied	80	42
5	Highly satisfied	12	6
6	TOTAL	191	100

Findings :

From the above table shows that **42%** respondents were Satisfied, **31%** respondents were Highly dissatisfied, **14%** respondents were Dissatisfied, **7%** respondents were Neutral, **6%** respondents were Highly satisfied

Inference : It is inferred that the Majority of the respondents were satisfied **42%** of work progress in organization

3.2.19 CHART SHOWING THAT WORK PROGRESS



3.2.20 TABLE SHOWS THAT QUALITY OF WORK

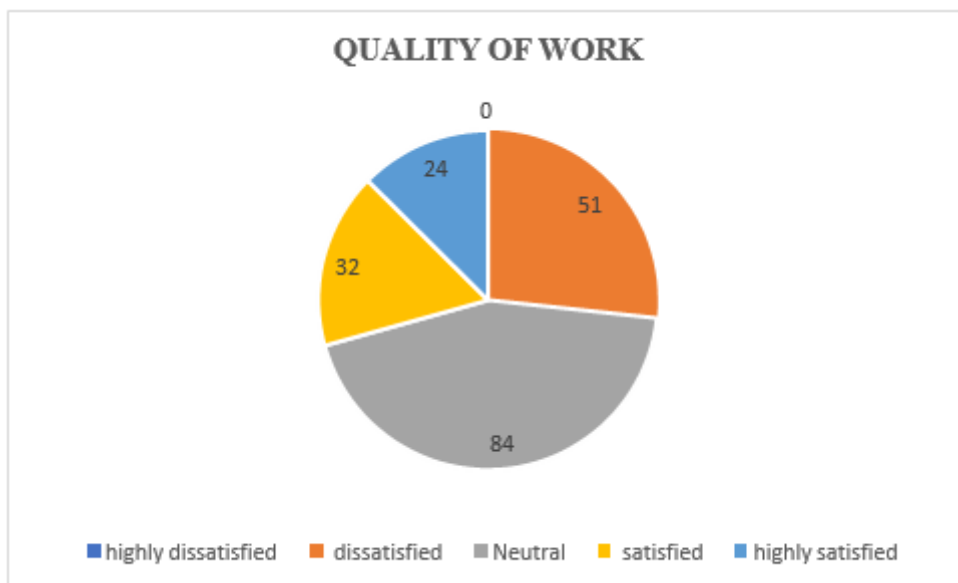
SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Highly dissatisfied	0	0
2	Dissatisfied	51	27
3	Neutral	84	44
4	Satisfied	32	17
5	Highly satisfied	24	12
6	TOTAL	191	100

Findings :

From the above table shows that **44%** respondents were Neutral, **27%** respondents were Dissatisfied, **17%** respondents were satisfied, **12%** respondents were Highly satisfied, **0%** respondents were Highly dissatisfied

Inference : It is inferred that the Majority of the respondents were Neutral **44%** quality of work in organization

3.2.20 CHART SHOWING THAT OVERALL PERFORMANCE



3.2.21 TABLE SHOWING THAT TEAM WORK PROGRESSES

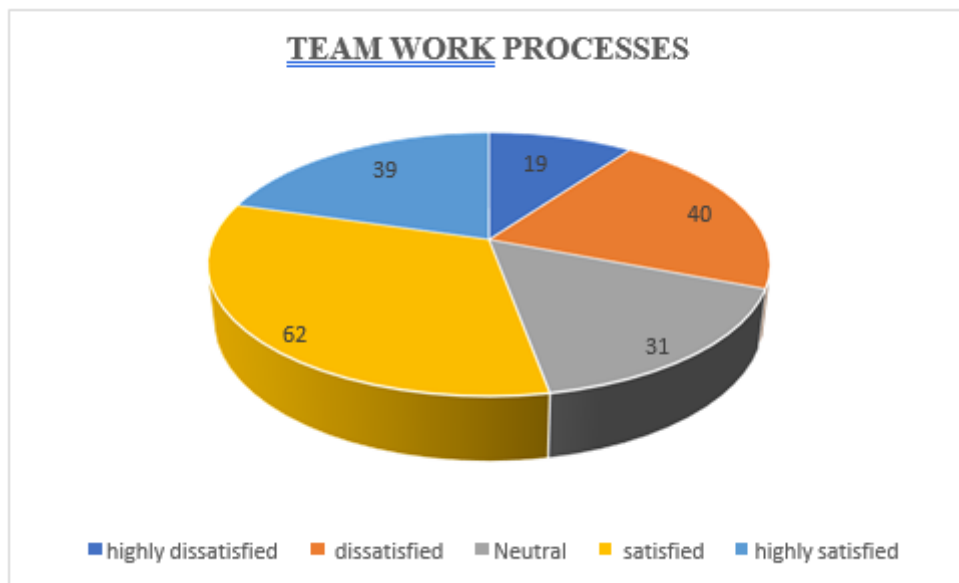
SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Highly dissatisfied	19	10
2	Dissatisfied	40	22
3	Neutral	31	16
4	Satisfied	62	32
5	Highly satisfied	39	20
6	TOTAL	191	100

Findings :

From the above table shows that **32%** respondents were Satisfied, **22%** respondents were Dissatisfied, **20%** respondents were Highly satisfied, **16%** respondents were Neutral, **10%** respondents were Highly dissatisfied

Inference : It is inferred that the Majority of the respondents were Satisfied **32%** team process in organization

3.2.21 CHART SHOWING THAT TEAM WORK PROCESSES



3.2.22 TABLE SHOWING THAT FREQUENCY OF SEMINAR CONDUCTED

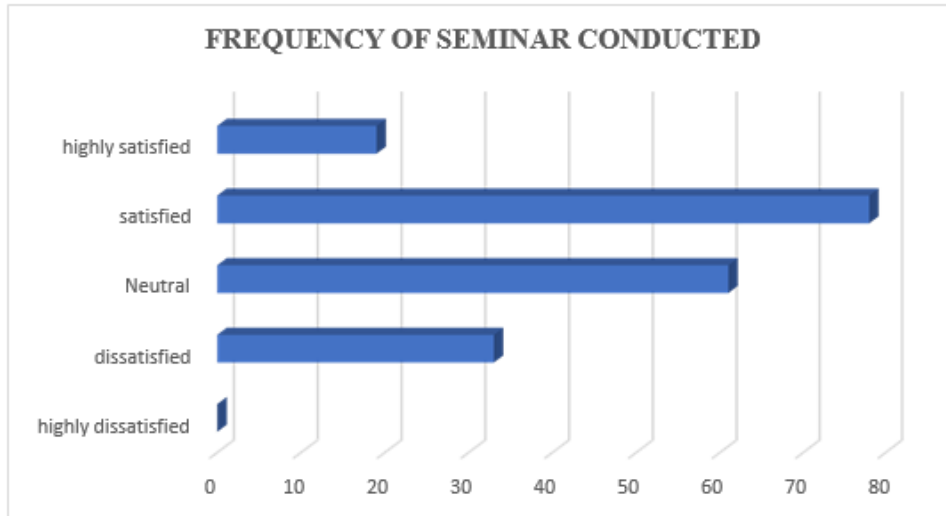
SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Highly dissatisfied	0	0
2	Dissatisfied	33	17
3	Neutral	61	32
4	Satisfied	78	41
5	Highly satisfied	19	10
6	TOTAL	191	100

Findings :

From the above table shows that **41%** respondents were Satisfied, **32%** respondents were Neutral, **17%** respondents were Dissatisfied, **10%** respondents were Highly satisfied, **0%** respondents were Highly dissatisfied

Inference : It is inferred that the Majority of the respondents were Satisfied **41%** of frequency of seminar conducted

3.2.22 CHART SHOWING THAT FREQUENCY OF SEMINAR CONDUCTED



3.2.23 TABLE SHOWING THAT HELPING HAND FROM SENIORS

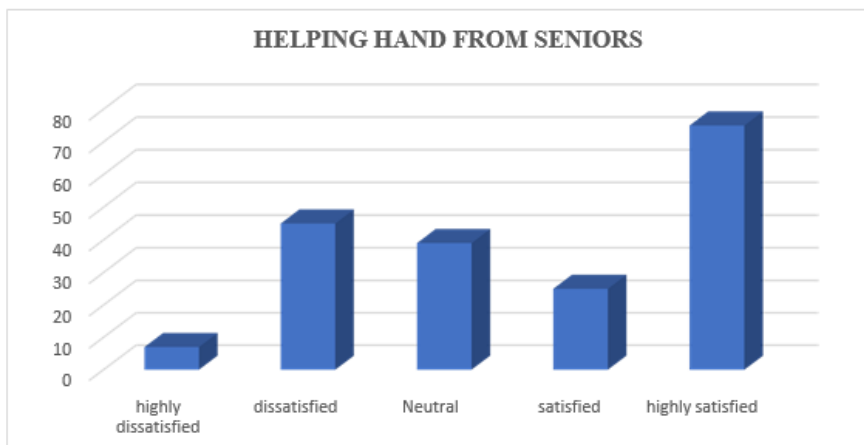
SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Highly dissatisfied	7	4
2	Dissatisfied	45	23
3	Neutral	39	20
4	Satisfied	25	13
5	Highly satisfied	75	39
6	TOTAL	191	100

Findings :

From the above table shows that **39%** respondents were Highly satisfied, **23%** respondents were Dissatisfied, **20%** respondents were Neutral, **13%** respondents were Satisfied, **4%** respondents were Highly dissatisfied

Inference : It is inferred that the Majority of the respondents were Highly satisfied **39%** of helping hand from seniors

3.2.23 CHART SHOWING THAT HELPING HAND FROM SENIORS



3.2.24 TABLE SHOWING THAT SUPERIORS IN ORGANISATION WELCOMES NEW IDEAS

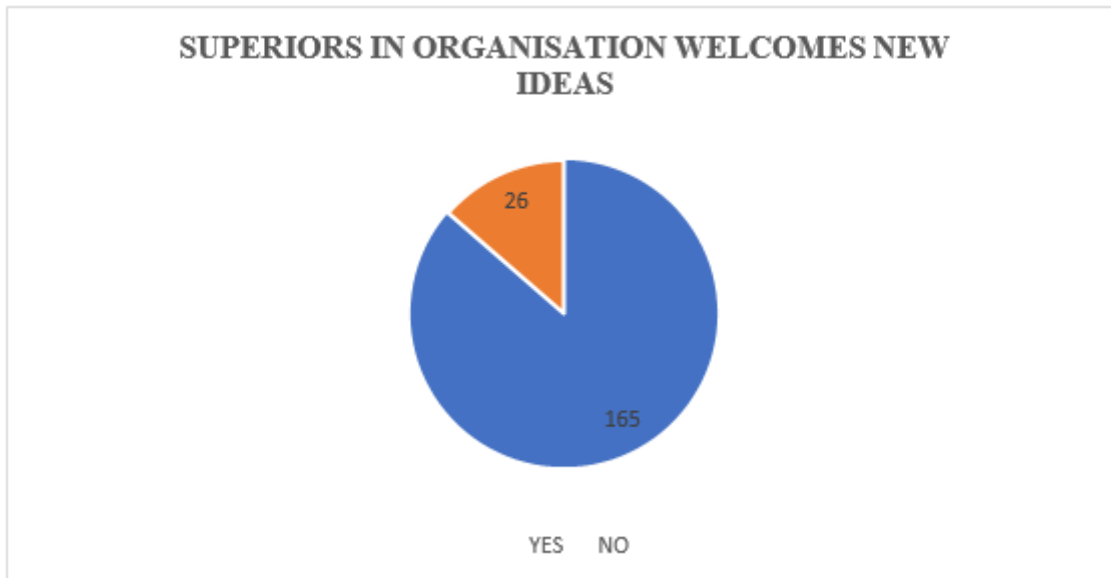
SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Yes	165	87
2	No	26	13
3	TOTAL	191	100

Findings :

From the above table shows that **87%** respondents were Yes, **13%** respondents were No

Inference : It is inferred that the Majority of the respondents were Yes **30%** of that Superiors in organization welcomes new ideas

3.2.24 CHART SHOWING THAT SUPERIORS IN ORGANISATION WELCOMES NEW IDEAS



3.2.25 TABLE SHOWING THAT TO MEASURE JOB SATISFACTION

SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly disagree	79	41
2	Disagree	12	6
3	Neutral	19	10
4	Agree	69	37
5	Strongly Agree	12	6
6	TOTAL	191	100

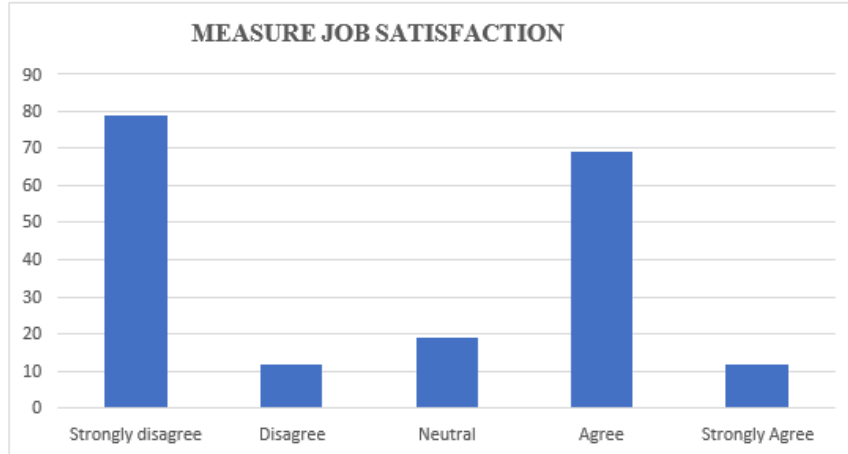
Findings :

From the above table shows that **41%** respondents were Strongly disagree, **37%** respondents were Agree, **10%** respondents were Neutral, **6%** respondents were Strongly agree, **6%** respondents were Disagree

Inference : It is inferred that the Majority of the respondents were **41%** Strongly disagree of to measure

job satisfaction

3.2.25 CHART SHOWING THAT TO MEASURE JOB SATISFACTION



3.2.26 TABLE SHOWING THAT TO ENHANCE PRODUCTIVITY

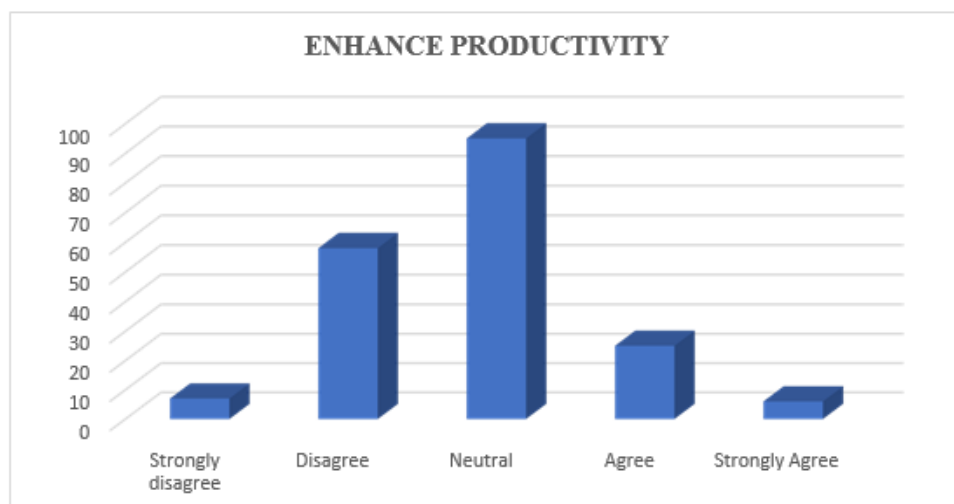
SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly disagree	7	4
2	Disagree	30	15
3	Neutral	50	26
4	Agree	13	7
5	Strongly Agree	3	2
6	TOTAL	191	100

Findings :

From the above table shows that **50%** respondents were Neutral, **30%** respondents were Disagree, **13%** respondents were Agree, **4%** respondents were Strongly disagree, **3%** respondents were Strongly agree

Inference : It is inferred that the Majority of the respondents were **50%** Neutral that to enhance productivity in organization

3.2.26 CHART SHOWING THAT TO ENHANCE PRODUCTIVITY



3.2.27 TABLE SHOWING THAT TO ASSESS WORKPLACE DIVERSITY

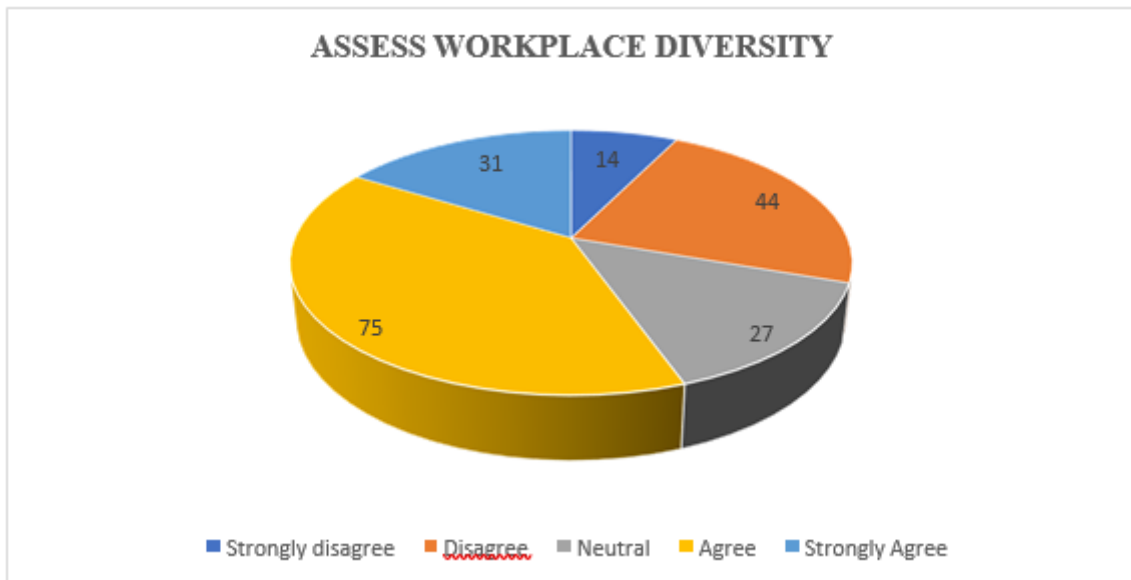
SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly disagree	14	7
2	Disagree	44	23
3	Neutral	27	14
4	Agree	75	39
5	Strongly Agree	31	16
6	TOTAL	191	100

Findings:

From the above table shows that **39%** respondents were Agree, **23%** respondents were Disagree, **16%** respondents were Strongly Agree, **14%** respondents were Neutral, **7%** respondents were Strongly disagree

Inference : It is inferred that the Majority of the respondents were **39%** Agree to assess workplace diversity

3.2.27 CHART SHOWING THAT TO ASSESS WORKPLACE DIVERSITY



3.2.28 TABLE SHOWING THAT TO EVALUATE EMPLOYEE TURNOVER RATE

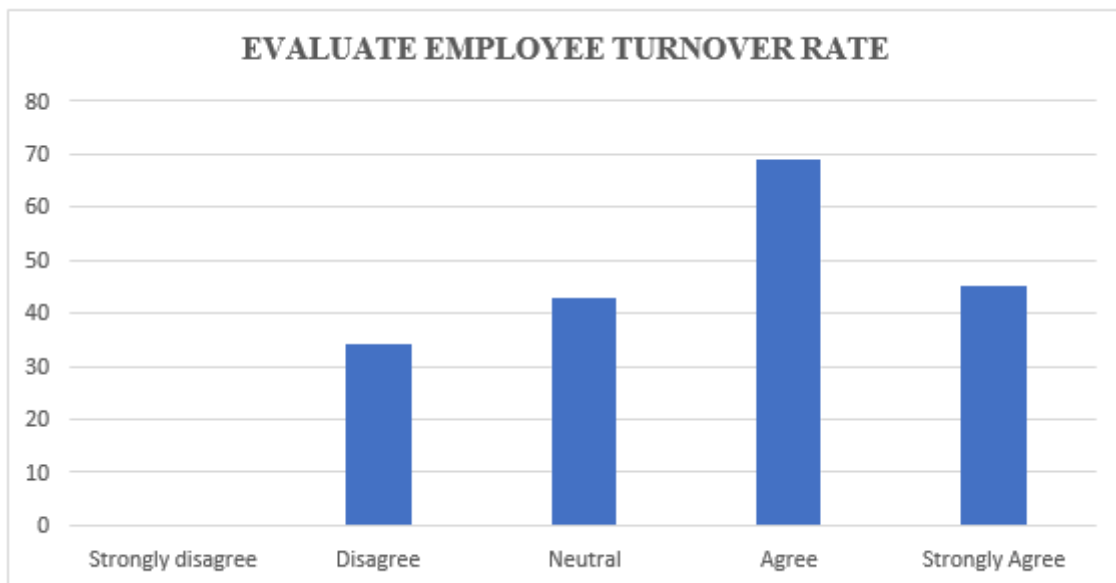
SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly disagree	0	0
2	Disagree	34	18
3	Neutral	43	22
4	Agree	69	36
5	Strongly Agree	45	24
6	TOTAL	191	100

Findings:

From the above table shows that **36%** respondents were Agree, **24%** respondents were Strongly agree, **22%** respondents were Neutral, **18%** respondents were Disagree, **0%** respondents were Strongly disagree

Inference : It is inferred that the Majority of the respondents were **36%** Agree to evaluate employee turnover rate

3.2.28 CHART SHOWING THAT TO EVALUATE EMPLOYEE TURNOVER RATE



3.2.29 TABLE SHOWING THAT COMPENSATION AND BENEFITS

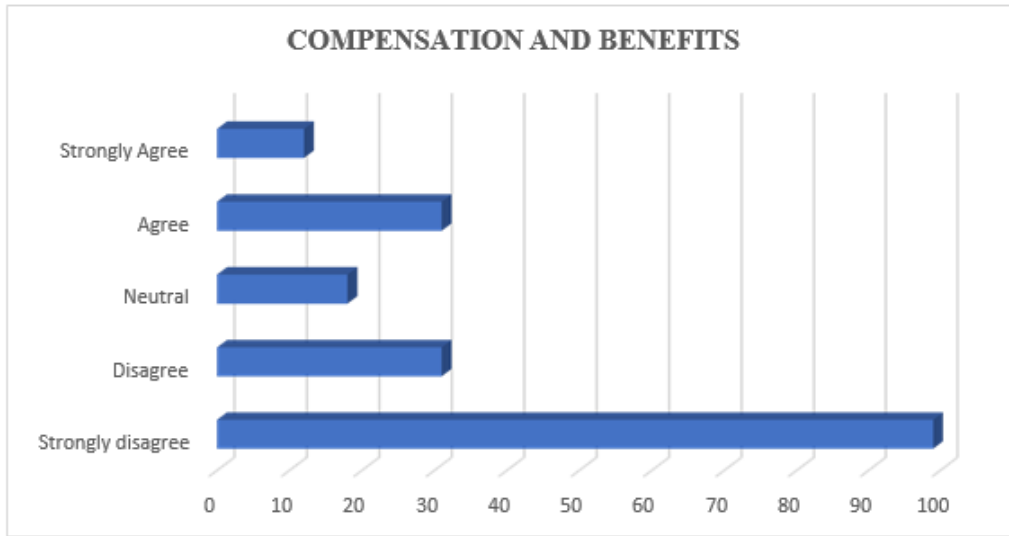
SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly disagree	99	52
2	Disagree	31	16
3	Neutral	18	9
4	Agree	31	16
5	Strongly Agree	12	6
6	TOTAL	191	100

Findings :

From the above table shows that **52%** respondents were Strongly Disagree, **16%** respondents were Disagree, **16%** respondents were Agree, **9%** respondents were Neutral, **6%** respondents were Strongly Agree

Inference : It is inferred that the Majority of the respondents were **52%** highly dissatisfied of compensation and benefits in organization

3.2.29 CHART SHOWING THAT COMPENSATION AND BENEFITS



3.2.30 TABLE SHOWING THAT JOB SECURITY

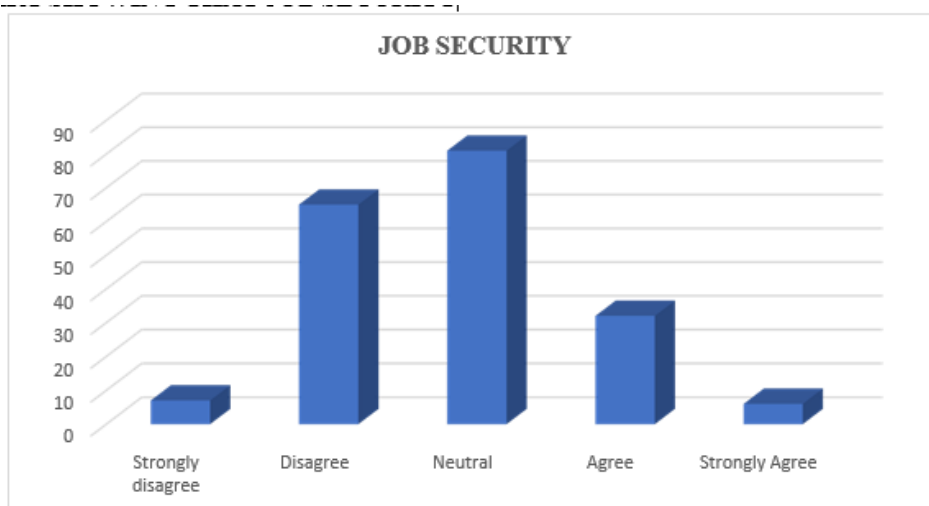
SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly disagree	7	4
2	Disagree	65	34
3	Neutral	81	42
4	Agree	32	17
5	Strongly Agree	6	3
6	TOTAL	191	100

Findings :

From the above table shows that **42%** respondents were Neutral, **34%** respondents were Disagree, **17%** respondents were Agree, **4%** respondents were Strongly disagree, **3%** respondents were Strongly agree

Inference : It is inferred that the Majority of the respondents were **42%** Neutral of job security in organisation

3.2.30 CHART SHOWING THAT JOB SECURITY



3.2.31 TABLE SHOWING THAT OPPURTUNITIES FOR GROWTH AND DEVELOPMENT

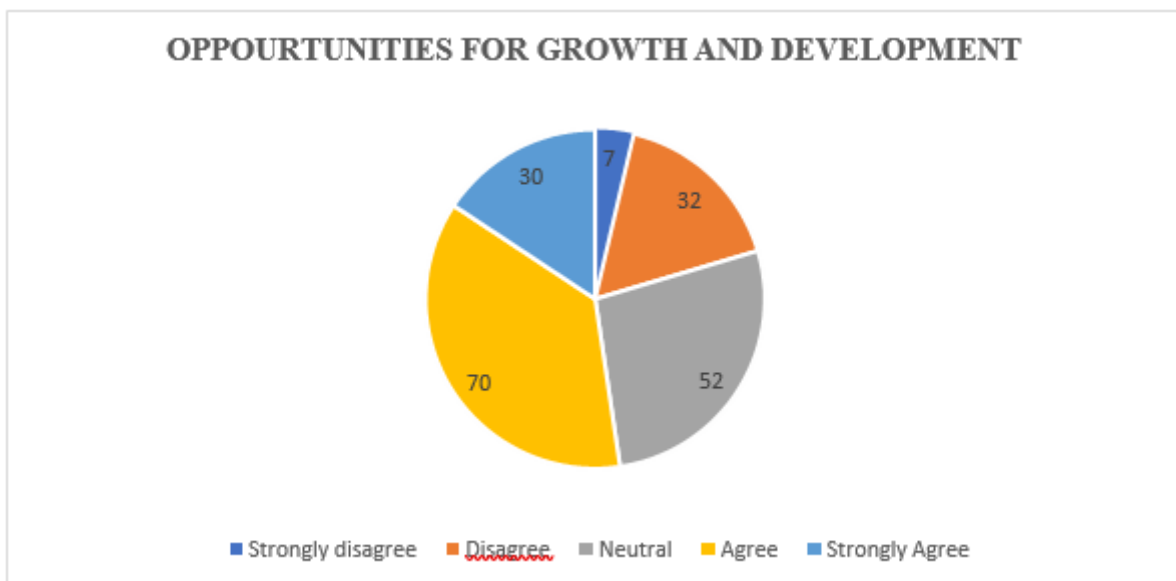
SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly disagree	7	4
2	Disagree	32	17
3	Neutral	52	27
4	Agree	70	36
5	Strongly Agree	30	16
6	TOTAL	191	100

Findings :

From the above table shows that **36%** respondents were Agree, **27%** respondents were Neutral, **17%** respondents were Disagree, **16%** respondents were Strongly Agree, **4%** respondents were Strongly disagree

Inference : It is inferred that the Majority of the respondents were **36%** Agree of oppourtunities for growth and development in organization

3.2.31 CHART SHOWING THAT OPPURTUNITIES FOR GROWTH AND DEVELOPMENT



3.2.32 TABLE SHOWS THAT WORK LIFE BALANCE

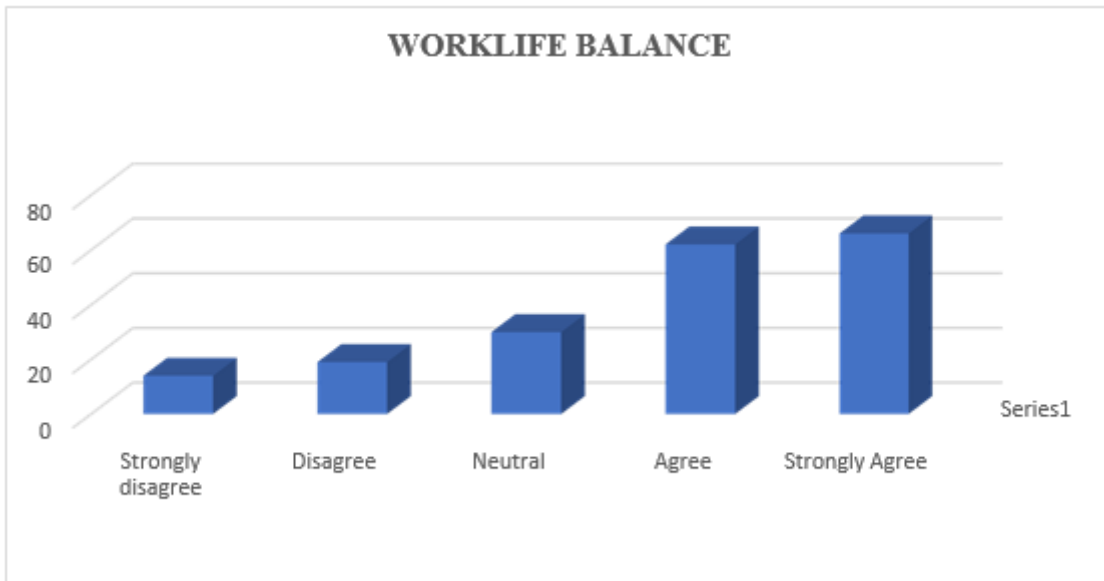
SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly disagree	14	7
2	Disagree	19	10
3	Neutral	30	16
4	Agree	62	32
5	Strongly Agree	66	35
6	TOTAL	191	100

Findings :

From the above table shows that **35%** respondents were Strongly agree, **32%** respondents were Agree, **16%** respondents were Neutral, **10%** respondents were Disagree, **7%** respondents were Strongly disagree.

Inference : It is inferred that the Majority of the respondents were **35%** Strongly agree of work life balance in organization

3.2.32 CHART SHOWING THAT WORK LIFE BALANCE



3.2.33 TABLE SHOWING THAT EMPLOYEES CONTRIBUTE POSITIVELY TO THE COMPANY SUCCESS

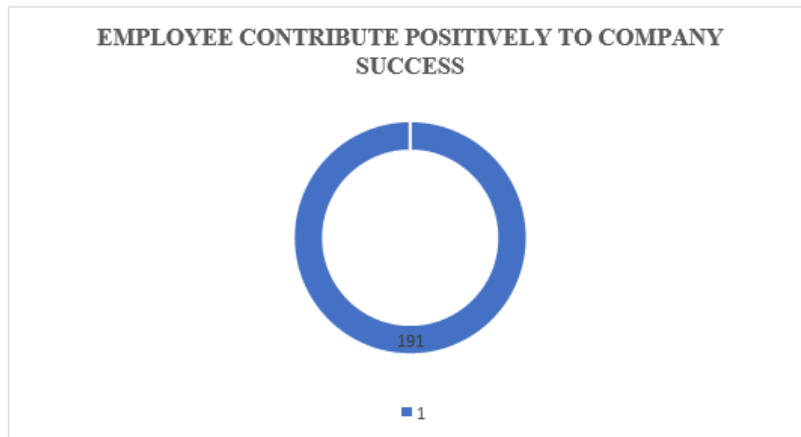
SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Yes	191	100
2	No	0	0
3	TOTAL	191	100

Findings :

From the above table shows that **100%** respondents were Yes, **0%** respondents were No

Inference : It is inferred that the Majority of the respondents were **100%** Yes that employees contribute positively to the company success

3.2.33 CHART SHOWING THAT EMPLOYEES CONTRIBUTE POSITIVELY TO THE COMPANY SUCCESS



3.2.34 TABLE SHOWING THAT OVERALL WORKPLACE MORALE AND PRODUCTIVITY

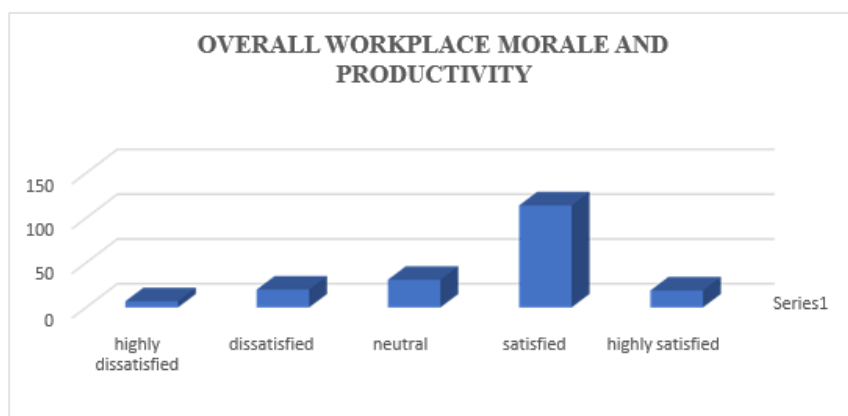
SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly disagree	7	4
2	Disagree	20	10
3	Neutral	31	16
4	Agree	114	60
5	Strongly Agree	19	10
6	TOTAL	191	100

Findings :

From the above table shows that **60%** respondents were Agree, **16%** respondents were Neutral, **10%** respondents were Strongly agree, **10%** respondents were Disagree, **4%** respondents were Strongly disagree

Inference : It is inferred that the Majority of the respondents were **60%** Agree of overall workplace Morale and Productivity

3.2.34 CHART SHOWING THAT OVERALL WORKPLACE MORALE AND PRODUCTIVITY



3.2.35 TABLE SHOWING THAT SUGGESTION WILL BE CONSIDERED WHILE MAIKNG DECISION

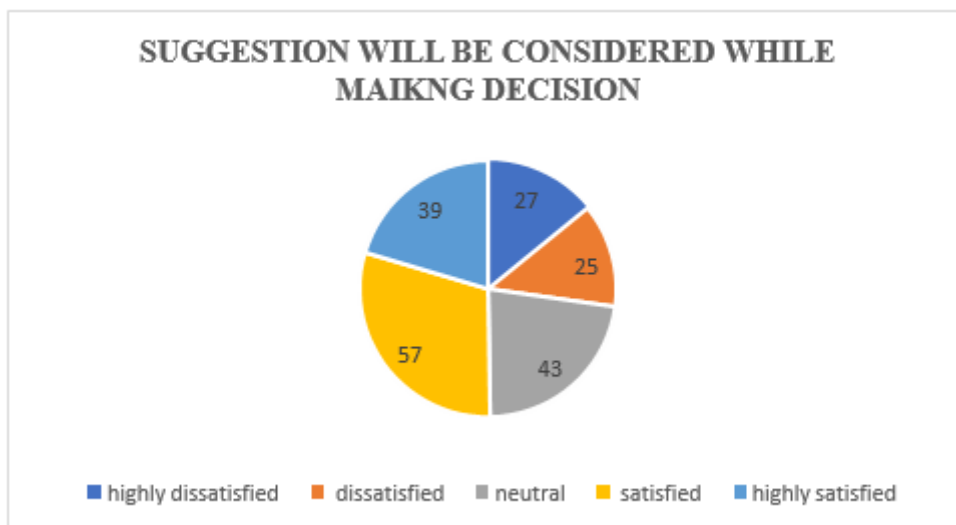
SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly disagree	27	14
2	Disagree	25	13
3	Neutral	43	22
4	Agree	57	30
5	Strongly Agree	39	20
6	TOTAL	191	100

Findings :

From the above table shows that **30%** respondents were Agree, **22%** respondents were Neutral, **20%** respondents were Strongly agree, **14%** respondents were Strongly disagree, **13%** respondents were Disagree

Inference : It is inferred that the Majority of the respondents were **30%** Agree that suggestion will be considered while making decision

3.2.35 CHART SHOWING THAT SUGGESTION WILL BE CONSIDERED WHILE MAIKNG DECISION



3.2.36 TABLE SHOWING THAT BETTER ORGANISATIONAL OUTCOMES

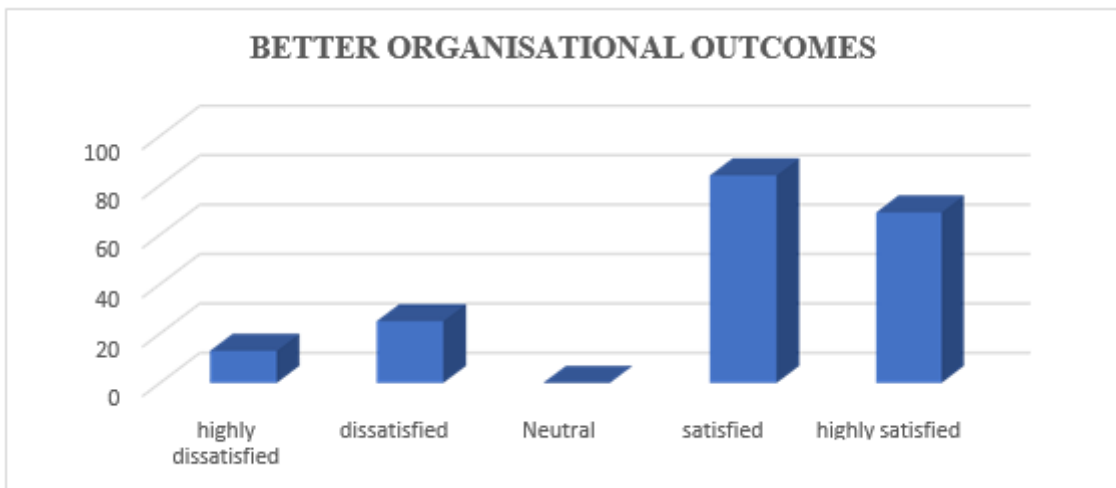
SNO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE OF RESPONDENTS
1	Strongly disagree	13	7
2	Disagree	25	13
3	Neutral	0	0
4	Agree	84	44
5	Strongly Agree	69	36
6	TOTAL	191	100

Findings :

From the above table shows that the **44%** respondents were Agree, **36%** respondents were Strongly agree, **13%** respondents were Disagree, **7%** respondents were Strongly disagree, **0%** respondents were Neutral

Inference : It is inferred that the Majority of the respondents were **44%** Agree of that better organizational outcomes

3.2.36 CHART SHOWING THAT BETTER ORGANISATIONAL OUTCOMES



CORRELATION

3.2.37 TABLE SHOWING MULTIPLE CORRELATIONS

Correlations						
			Employee Engagement Factors	Employee Perception	Engagement Initiatives	Engagement Assessment
Spearman's rho	Employee Engagement Factors	Correlation Coefficient	1.000	.576**	.346**	.432**
		Sig. (2-tailed)	.	.000	.000	.000
		N	191	191	191	191
	Employee Perception	Correlation Coefficient	.576**	1.000	.413**	.546**
		Sig. (2-tailed)	.000	.	.000	.000
		N	191	191	191	191
	Engagement Initiatives	Correlation Coefficient	.346**	.413**	1.000	.735**
		Sig. (2-tailed)	.000	.000	.	.000
		N	191	191	191	191
	Engagement Assessment	Correlation Coefficient	.432**	.546**	.735**	1.000
		Sig. (2-tailed)	.000	.000	.000	.
		N	191	191	191	191

Interference :

There is a moderate relationship between Employee engagement factors and Employee perception analysis[r=0.57]. There is positive relationship between Employee engagement and Engagement initiatives[r=0.34]. There is positive relationship between employee engagement and Engagement assessment [r=0.43]. There is positive relationship between Employee perception and Engagement initiatives [r=0.41]. There is positive relationship between employee perception perception and engagement assessment [r=0.54]. There is positive relationship between Engagement initiatives and Engagement assessment

MANN WHITNEY U TEST

HYPOTHESIS:

Null Hypothesis (Ho) : There is no significance difference between the mean rank of men and women with respect to dimensions. (Employee engagement, Employee perception, Engagement initiatives, Engagement assessment)

Alternative Hypothesis (H1) : There is significance difference between the mean rank of men and women with respect to dimensions. (Employee engagement, Employee perception, Engagement initiatives, Engagement assessment)

3.2.38 TABLE SHOWING RANKS OF 4 DIMENSIONS WITH RESPECT TO GENDER (UTEST)

Ranks				
	Gender	N	Mean Rank	Sum of Ranks
Employee Engagement Factors	1	179	90.75	16245.00
	2	12	174.25	2091.00
	Total	191		
Employee Perception	1	179	90.84	16260.00
	2	12	173.00	2076.00
	Total	191		
Engagement Initiatives	1	179	90.00	16110.00
	2	12	185.50	2226.00
	Total	191		
Engagement Assessment	1	179	90.00	16110.00
	2	12	185.50	2226.00
	Total	191		

Test Statistics^a

	Employee Engagement Factors	Employee Perception	Engagement Initiatives	Engagement Assessment
Mann-Whitney U	135.000	150.000	.000	.000
Wilcoxon W	16245.000	16260.000	16110.000	16110.000
Z	-5.098	-5.010	-5.865	-5.833
Asymp. Sig. (2-tailed)	.000	.000	.000	.000

a. Grouping Variable: Gender

Inference :

Since, p value is less than 0.05 for all dimensions. Hence Accept Null Hypothesis H0. There is no significance difference between mean rank of men and women with respect to those dimensions are (Employee engagement, Employee perception, Engagement initiatives, Engagement assessment)

KRUSKAL WALLIS H TEST

HYPOTHESIS:

Null Hypothesis (Ho) : There is no significance difference between the mean ranks of respondent age with respect to the dimensions are (Employee engagement, Employee perception, Engagement initiatives, Engagement assessment)

Alternative Hypothesis (H1) : There is significance difference between the mean ranks of respondent age with respect to the dimensions are (Employee engagement, Employee perception, Engagement initiatives, Engagement assessment)

3.2.39 TABLE SHOWING RANKS OF 5 DIMENSIONS WITH RESPECT TO AGE(H-TEST)

		Ranks	
Age in years		N	Mean Rank
Employee Engagement Factors	1	13	69.46
	2	172	95.55
	3	6	166.50
	Total	191	
Employee Perception	1	13	65.23
	2	172	95.31
	3	6	182.50
	Total	191	
Engagement Initiatives	1	13	73.04
	2	172	95.15
	3	6	170.00
	Total	191	
Engagement Assessment	1	13	59.62
	2	172	96.27
	3	6	167.00
	Total	191	

Test Statistics^{a,b}

	Employee Engagement Factors	Employee Perception	Engagement Initiatives	Engagement Assessment
Chi-Square	12.932	18.942	13.358	15.745
df	2	2	2	2
Asymp. Sig.	.002	.000	.001	.000

a. Kruskal Wallis Test

b. Grouping Variable: Age in years

Interpretation:

Since, p value is greater than 0.05 for all dimensions with respect to respondent age. Hence Accept Null Hypothesis H₀. There is no significance difference between mean ranks of respondent age with respect to dimensions are (Employee engagement, Employee perception, Engagement initiatives, Engagement assessment)

RUN TEST

HYPOTHESIS:

Null Hypothesis (H₀) : The run occur in randomness.

Alternative Hypothesis (H₁) : The run don't occur in randomness

Descriptive Statistics

	N	Mean	Std. Deviation	Minimum	Maximum
Gender	191	1.06	.243	1	2

3.2.40 TABLE SHOWING CALCULATION OF RUN TEST

Runs Test

	Gender
Test Value ^a	1 ^b
Cases < Test Value	0
Cases >= Test Value	191
Total Cases	191
Number of Runs	1 ^c

a. Median

b. All values are greater than or less than the cutoff. Runs Test cannot be performed.

c. Only one run occurs. Runs Test cannot be performed.

Runs Test 2	
	Gender
Test Value ^a	1.06
Cases < Test Value	179

Cases \geq Test Value	12
Total Cases	191
Number of Runs	25
Z	.945
Asymp. Sig. (2-tailed)	.344
a. Mean	

Interference :

Since the p value [0.34] is greater than 0.05, (i.e) [0.34>0.05], we accept Null hypothesis Hence the run occur in randomness

3.3 SUMMARY OF FINDINGS

The findings of Employee preferences of Employee engagement factors, Employee perception, Engagement initiatives, Engagement assessment

- It is found that Employees belongs to **25-45** age group
- It is indentifies that respondents are male as **94%**
- It is recognize that respondents were **UG 60%**
- It discovers that respondents were married **76%**
- It signifies that respondents were Lead engineer **57%**
- It is detected that respondents were 15000-30000 annual income as **70%**
- It explored that respondents were Agree **55%** of proper training introduced to newsystem, tools, software
- It is observed that respondents were Agree **49%** good oppourtunities at organization
- It is originated that respondents were yes **77%** of career advancement in organization
- It is revealed that most of the respondents were Yes **90%**, satisfied with working hours
- It is found that respondents were Satisfied **49%** of Team building in organization
- It is indentifies that respondents were Neutral **35%** of salary in organisation
- It is recognize that respondents were Neutral **27%** of Morale in organization
- It discovers that respondents were satisfied **48%** of Morale in organization
- It discovers that respondents were **28%** Dissatisfied of loyalty in organization
- It signifies that respondents were Satisfied **39%** of compensation and benefits inorganization
- It signifies that Respondents were Agree **48%** policies on reward and compensation
- It is detected that respondents were Rarely **31%** of skills capabilities are used inorganization
- It explored that respondents were satisfied **42%** of work progress in organization
- It is observed that respondents were Neutral **44%** quality of work in organization
- It is found that respondents were Satisfied **32%** team process in organization
- It is indentifies respondents were Satisfied **41%** of frequency of seminar conducted
- It is recognize that respondents were Highly satisfied **39%** of helping hand from seniors
- It discovers that respondents were Yes **30%** of that Superiors in organization welcomesnew ideas
- It signifies that respondents were **41%** Strongly disagree of to measure job satisfaction
- It is detected that respondents were **50%** Neutral that to enhance productivity inorganization

- It explored that respondents were **39%** Agree to assess workplace diversity
- It is observed that respondents were **36%** Agree to evaluate employee turnover rate
- It is observed that respondents were **52%** highly dissatisfied of compensation and benefits in organization
- It is originated that respondents were **42%** Neutral of job security in organisation
- It is revealed that respondents were **36%** Agree of oppourtunities for growth and development in organization
- It discovers that respondents were **35%** Strongly agree of work life balance in organization
- It signifies that respondents were **100%** Yes that employees contribute positively to the company success
- It is detected that respondents were **60%** Agree of overall workplace Morale and Productivity
- It explored that respondents were **30%** Agree that suggestion will be considered while making decision
- It is detected that respondents were **44%** Agree of that better organizational outcomes

3.4 SUGGESTIONS

The organisation can conduct the training programs to improve the skills of employee for better results. The company might give some oppourtunities to employees in order to improve their skills. The organisation may support the employees to maintain their work life balance. The company can welcomes new ideas from their employees. The organisation can conduct programs to improve career opportunities.

3.5 CONCLUSIONS

Employee engagement brings the employee to work with more interest and commitment. Even through many engagement activities have been conducted in organization like HR day celebration, department get together and birthday celebration etc they can also adopt more practices which makes the employee to involve more towards their work and towards to organization and its value.

It emphasizes the importance of employee communications on success of business so the organization can recognize employee more than other variables therefore employee engagement might be a continuous process of leadership, improvement, measurement and actions.

In essence, motivated workers have a strong emotional connection to the company they work for. The research employed a method that falls within the descriptive kind of exploratory research because it incorporated individual analysis and the results validated the researchers' conclusions and intuitions. The emphasis needs to be shifted more toward expanding the entertainment offerings and recognition. The study looks at the company's worker engagement initiatives and concludes that the employees have a sincere desire to work there. As a result, the organization must focus on the important areas where the needs of the respondents must be met in order to reduce attrition, provide a dynamic work environment, and improve overall organizational effectiveness.

ANNEXURE

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