

A Study on Employee Engagement of Factory Workers In Universal Agrico Shoranur

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Abstract- *Employee engagement at Universal Agrico Shoranur Manufacturing Company is moderate, with strengths in company culture, supportive management, and professional development. However, challenges include work-life balance, recognition, and employee involvement. Enhancing recognition programs, flexible work options, employee involvement, wellness programs, and feedback mechanisms can improve engagement, boosting productivity, innovation, and retention. It is a multifaceted aspect crucial to organizational success and sustainability. This comprehensive executive summary delves into the intricacies of the company's employee engagement landscape, providing a detailed analysis of current practices, challenges, and opportunities for improvement*

Keywords- Employee engagement, Workers satisfaction, Factory workers.

I. INTRODUCTION

Employee engagement among factory workers in manufacturing companies is a vital area of study for several reasons. Firstly, engaged employees are more likely to be productive, leading to increased efficiency and higher-quality output. In a manufacturing setting, where the optimization of production processes is crucial, this can significantly impact the bottom line. Engaged employees tend to have lower turnover rates, reducing recruitment and training costs for the company. In industries like manufacturing, where there's often a high demand for skilled workers, retaining experienced employees is invaluable. Engaged employees are more likely to contribute to a positive work culture, fostering collaboration and innovation within the organization. In a manufacturing company, where teamwork is essential for smooth operations, a culture of engagement can enhance problem-solving and process improvement efforts. Studying employee engagement among factory workers can uncover specific challenges and opportunities unique to this setting. Factors such as the physical demands of the job, shift work, safety concerns, and opportunities for skill development all play into how engaged employees are in their work. By understanding the drivers of engagement and implementing strategies to enhance it,

manufacturing companies can improve their overall performance and competitiveness in the market.

II. REVIEW OF LITERATURE

Kahn (1990): was the first to suggest that employee engagement would positively impact on organisational level outcomes. The reasoning behind his contention was that because employees want to work for reasons other than “they get paid to do it”, they will work to pursue success for their organisation.

Schaufeli et al. (2002) define employee engagement as "a positive fulfilling, work related state of mind that is characterized by vigor dedication and absorption ". They further state that engagement is not a momentary and specific. **According to Sanchez (2007)**, employee engagement is defined as “an outcome of how employees perceive their work, leadership of their organizations, the recognition and rewards they receive, and the communication ethos of the organization”.

Bijay Kumar Sundary (2011) focused on various factors which lead to employee engagement and what should company do to make the employees engaged. Proper attention on engagement strategies will increase the organizational effectiveness in term of higher productivity, profits, quality, customer satisfaction, states employee’s retention and increased adaptability.

Prof. Sonal Lobo et al.,(2015) have focused on the level of commitment and involvement an employee has towards the organization and its values.

Chee Wee Tee et al.,(2018) has conducted “Employee Engagement : A Study on Gen Y in the Manufacturing Industry” focuses recruiting and engaging employees are the main concern for employers today.

III. OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE:

1) To study about employee engagement initiatives for factory workers at Universal Agrico.

SECONDARY OBJECTIVES:

- 1) To study about factors affecting employee engagement.
- 2) To study about the workers satisfaction towards facilities available at the organization.
- 3) To Study the awareness of employee engagement among employees.

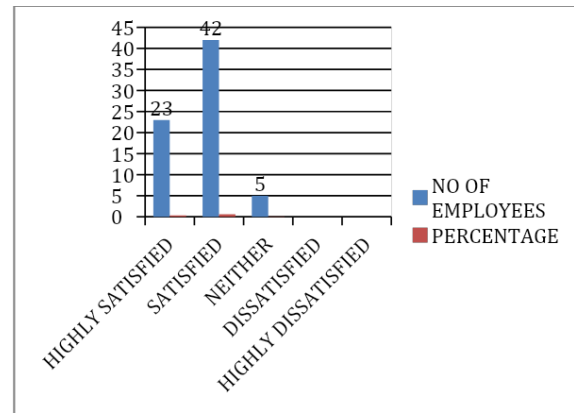
IV. RESEARCH METHODOLOGY

The research is of the descriptive kind. Descriptive research design is a methodology used to systematically collect, analyze, and interpret data to describe a phenomenon or population without influencing it in any way. Its primary goal is to provide an accurate depiction of what is being studied. Population of the study is 70 factory workers of Universal Agrico, Shoranur. The census sampling method is used in this study. The data is collected through Primary and Secondary Source. The main method of data collection is based on Questionnaire.

V. DATA ANALYSIS

TABLE SHOWING PEOPLE HERE ARE PLEASANT AND CO OPERATIVE TO WORK WITH?

PARTICULARS	NO OF EMPLOYEES	PERCENTAGE
HIGHLY SATISFIED	23	32.9%
SATISFIED	42	60%
NEITHER	5	7.1%
DISSATISFIED	0	0%
HIGHLY DISSATISFIED	0	0%
TOTAL	70	100



From the above chart 32.9% workers are highly satisfied, 60% are satisfied and 7.1% are standing on the option neither.

THE TABLE SHOWING THE RELATION BETWEEN THE REMUNERATION OF EMPLOYEES IN THE COMPANY AND THE QUALIFICATION OF EMPLOYEES.

Null hypothesis: There is no significant difference in the remuneration of employees in the company and the qualification of employees.

Alternative hypothesis: There is a significant difference in the remuneration of employees in the company and the qualification of employees.

X		Y
		2
0		
2		5
3		18
15		30
50		15
total		70
	70	
x ²	y ²	XY
0	4	0
4	25	10
9	32	54
	4	
225	90	450
	0	

250	22	750
0	5	
273	14	1264
8	78	

1
 $2r = 0.61$

Since h_1 is positive, accept h_1 . There is a significant difference in the remuneration of employees in the company and the qualification of employees.

TABLE SHOWING EXPERIENCE AND WORKPLACE SATISFACTION

Experience	Highly satisfied	Satisfied	Neither	Dissatisfied	Highly dissatisfied
0-5 years	8	15	1	0	0
6-10 Years	2	20	2	0	0
10-15 Years	3	7	1	0	0
16-20 YEARS	2	3	0	0	0
Above 20 years	2	4	0	0	0

H_0 : There is no significant difference in the experience of workers and satisfaction with workplace.

H_1 : There is a significant difference in the experience of workers and satisfaction with workplace.

Groups	Count	Sum	Average	Variance
0 to 5	5	24	4.8	43.7
6 to 10	5	24	4.8	73.2
10 to 15	5	11	2.2	8.7
16 to 20	5	5	1	2
above 20 years	5	6	1.2	3.2

Source of Variation	SS	df	MS	F	P-value	F critical
Between Groups	70.8	4	17.7	0.6766	0.61608	2.808
Within Groups	523.2	20	26.16			
Total	594	24				

INTERPRETATION:-

The one-way ANOVA test result indicates that, F value = 0.6766, P value = 0.61608

P-value greater than 0.05 . Means that we fail to reject the null hypothesis.

The null hypothesis, in this case, is that there is no significant difference in satisfaction with the workplace and job between the different experience groups.

WORKLOAD AND PAY

Hypotheses:

- Null Hypothesis (H_0): There is no association between Overtime and Overtime remuneration
- Alternative Hypothesis (H_a): There is an association between Overtime and Overtime remuneration

OBSERVED VALUES: -

	Highly satisfied	Satisfied	Neither	Dissatisfied	Highly dissatisfied	Total
Yes	12	21	15	11	0	59
No	1	7	3	0	0	11

Tot al	13	28	18	11	0	70
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EXPECTED VALUES

Formula: (Row total x column total) /Grand total

	Frequent ly	Ofte n	Alway s	Rarel y	Nev er
Ye s	10.957	23.6	15.17 1	9.271	0
No	2.043	4.4	2.829	1.729	0

Σ (OBSERVED- EXPECTED VALUE) ^2/EXPECTED

	Frequently	Often	Always	Rarely	Never
Yes	0.099	0.286	0.002	0.322	0
No	0.2532	1.536	0.01	1.729	0

Σ = 4.516

Critical chi-square value at the 0.05 significance level with appropriate **degrees of freedom**.

Since we have 5 rows and 5 columns, the degrees of freedom will be (2-1) * (5-1)= 1*4= 4

Critical chi-square value \approx 9.487

Since the calculated chi-square statistic (4.516) is less than the critical chi-square value (9.487),

we fail to reject the null hypothesis.

Therefore, at a significance level of 0.05, **we do not have enough evidence to conclude that there is a significant association between Workload and Pay**

TABLE SHOWING EXPERIENCE AT THIS ORGANIZATION & SATISFIED WITH THE GRIEVANCE REDRESSAL MECHANISM

Year of experience & Satisfaction	0 - 5	6- 10	10-15	16- 20	More than 20	Tot al
Highly satisfied	4	5	5	2	5	21

Satisfi ed	9	15	6	3	1	32
Neutra l	6	3	0	0	0	9
Dissat isfied	5	1	0	0	0	6
Highl y dissati sfied	0	0	0	0	0	0
TOT AL	24	24	11	5	6	70

From the above table provides a clear comparison between year of experience and satisfaction level in terms of their ordering intervals. It is evident that most of all are satisfied with the grievance redressal mechanism in the company. On the other hand, 6-10 year class frequency shows more satisfaction towards the grievance redressal mechanism.

VI. CONCLUSION

In conclusion, the majority of employees are satisfied with the company and their employee engagement programmes and welfare, with a significant percentage rating them as good or excellent. This positive perception indicates that Universal Agrico has been actively looking forward to the full employee engagement, which is crucial for maintaining strong relationships with employees. Another part is some employees are not satisfied with the pay scale and recreation initiatives, high stress levels provided by the management. Addressing these issues is essential to ensure consistent and reliable atmosphere with employees and the company, as irregularities in pay may be because of the minimum wage for the starters and through experience they get benefits and impact overall satisfaction levels. The data revealed that a considerable proportion of workers were highly satisfied or satisfied with their overall co-operation within the company, infrastructure, workers participation and grievance redressal mechanism and overtime remuneration in the Universal Agrico. This high satisfaction level is a positive indicator of the company's performance in meeting workers expectations and providing a favorable working environment for its partners. Universal Agrico has generally received positive feedback from employees for meeting most of all their need and wants, creating a good work friendly environment to reduce high tension zone and providing other benefits apart from salary and good sounded communication is there other than that the grievance redressal mechanism is very good from the side of management.

The company should focus on addressing issues related to poor work life balance and stress level of the workers, implementing suggestions for lowering the stress level. By leveraging these insights and taking proactive measures, Universal Agrico can enhance its employee engagement, if invest in employees invest in the company, and solidify its reputation as a reliable and customer-focused provider in the industry

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