

Analysing The Impact of Employee Engagement(Productivity) on Pricol Precision Products Pvt Ltd,Hosur

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Abstract- *This study investigates the multifaceted nature of employee engagement within the dynamic and competitive landscape of the automotive industry. Recognizing the critical role of human capital in driving innovation, productivity, and overall organizational success in this sector, this research explores the key drivers, outcomes, and challenges associated with fostering a highly engaged workforce. Through a mixed-methods approach, incorporating quantitative surveys and qualitative interviews with employees and management across various levels within automotive organizations, this study aims to identify the specific factors that significantly influence employee engagement in this industry. These factors may include, but are not limited to, job satisfaction, organizational culture, leadership styles, opportunities for growth and development, compensation and benefits, and the impact of technological advancements and industry disruptions. Furthermore, the research examines the tangible consequences of employee engagement, such as its correlation with employee retention, quality of work, customer satisfaction, and ultimately, organizational performance. By providing empirical evidence and practical insights, this study seeks to contribute to a deeper understanding of employee engagement in the automotive industry and offer actionable recommendations for organizations to cultivate a more engaged and productive workforce, thereby enhancing their competitive advantage in this evolving sector*

Keywords- Employee engagement, job satisfaction, career development, compensation and benefits, employee motivation

I. INTRODUCTION

engagement plays a vital role in driving organizational development in today's competitive business environment. It reflects the commitment, enthusiasm, and emotional connection employees have with their work and organization. Engaged employees are more productive, innovative, and aligned with organizational goals, leading to better performance, job satisfaction, and reduced turnover.

Key factors influencing engagement include leadership, workplace culture, job satisfaction, career growth, and recognition. This study aims to examine how these factors impact employee performance and organizational success, highlighting engagement as a strategic tool for sustainable growth and competitiveness.

II. LITERATURE REVIEW

Ambar Khalid, Saba Khalid (2015)

The study aims to explore the relationship between organizational commitment, Career satisfaction, and employee engagement. Its purpose is to raise awareness Among employees about the importance of career satisfaction and engagement by Examining how these factors are influenced by their commitment to the Organization.

Ng Kim-Soon (2015)

The study highlights a growing trend of employee disengagement. In times of Economic downturn, a fully engaged workforce can be the key to an organization's Survival or success. However, there is a lack of clarity regarding the constructs and Dimensions used to measure employee engagement, as researchers and reviewers Often apply different components and definitions. This research aims to identify the Key components and dimensions of employee engagement and examine its impact On job satisfaction.

Dr. Pratima Sarangi and Dr. Bhagirathi Nayak 2016

The study titled "Employee Engagement and Its Impact on Organizational Success A Study in a Manufacturing Company, India" aimed to assess the current level of Employee engagement and identify work-related factors that require improvement To enhance engagement. A questionnaire was used as the primary data collection Tool, and the data was analyzed using descriptive statistical

techniques. The study Concluded that both the current level of employee engagement and certain work-Related aspects need significant improvement to achieve more effective employee Engagement within the organization.

OBJECTIVES OF THE STUDY

Primary objective

To identify the factors affecting the level of employee engagement in the work place

Secondary objectives

- To identify the best practices for improving employee engagement
- To explore the role of leadership in fostering employee engagement

III. RESEARCH DESIGN

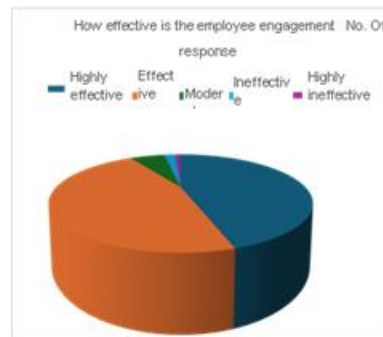
Research design is the plan that outlines how a study Will be conducted, including objectives, methods, data Collection, and analysis techniques. Here in this Research convenience sampling Design used. Convenience sampling Design aims to describe selecting the participants according who are easily accessible or readily available. The study population Is 104 Employees of PRICOL PRECISION PRODUCTS PVT LTD, HOSUR.Data collection is done through Questionnaire.

IV. DATA ANALYSIS TOOL

Percentage analysis

How effective is the employee

Particulars	No. Of response	Percentage
Highly effective	47	45.2
Effective	48	46.2
Moderate	6	5.8
Ineffective	2	1.9
Highly ineffective	1	1
TOTAL	104	100



Interpretation:

From the above we could understand that 46.2% of repondents are says that employee engagement is effective in the organization and 45.2% of employees are highly satisfied.

CHI SQUARE

Null Hypothesis (H₀):

There is no association between gender and education level among the respondents

Alternative Hypothesis (H₁):

There is an association between gender and education level among the respondents.

Cross-Tabulation

Gender	Diploma	Undergraduate	Postgraduate	Other	Total
Male	20	30	20	17	87
Female	4	10	6	3	17
Total	24	40	26	14	104

Calculate Expected Frequencies

The formula for calculating expected frequencies is:

Expected Frequency = (Row Total * Column Total) / Grand Total Here's the table with the calculated expected frequencies:

Gender	Diploma (Expected)	Undergraduate (Expected)	Postgraduate (Expected)	Other (Expected)	Total

Male	$(87 * 24) / 104 = 20.08$	$(87 * 40) / 104 = 33.46$	$(87 * 26) / 104 = 21.71$	$(87 * 14) / 104 = 11.75$	87
Female	$(17 * 24) / 104 = 3.92$	$(17 * 40) / 104 = 6.54$	$(17 * 26) / 104 = 4.29$	$(17 * 14) / 104 = 2.25$	17
Total	24	40	26	14	104

Calculate the Chi-Square Statistic

The Chi-Square statistic is calculated using the following formula: $X^2 = \sum [(Observed\ Frequency - Expected\ Frequency)^2 / Expected\ Frequency]$ Here's the breakdown:

- Male Diploma: $(20 - 20.08)^2 / 20.08 = 0.0003$
- Female Diploma: $(4 - 3.92)^2 / 3.92 = 0.0016$
- Male Undergraduate: $(30 - 33.46)^2 / 33.46 = 0.3576$
- Female Undergraduate: $(10 - 6.54)^2 / 6.54 = 1.7988$
- Male Postgraduate: $(20 - 21.71)^2 / 21.71 = 0.1388$
- Female Postgraduate: $(6 - 4.29)^2 / 4.29 = 0.7002$
- Male Other: $(17 - 11.75)^2 / 11.75 = 2.3066$
- Female Other: $(3 - 2.25)^2 / 2.25 = 0.2500$

$$X^2 = 0.0003 + 0.0016 + 0.3576 + 1.7988 + 0.1388 + 0.7002 + 2.3066 + 0.2500 = 5.554$$

Determine the Degrees of Freedom

The degrees of freedom (df) for a Chi-Square test of independence are calculated as:

$$df = (Number\ of\ Rows - 1) * (Number\ of\ Columns - 1)$$

In our example, $df = (2 - 1) * (4 - 1) = 3$

Chi-Square Test Result Table

Statistic	Value
Chi-Square Statistic (X^2)	5.554
Degrees of Freedom (df)	3

Interpretation:

To interpret the result, compare the Chi-Square statistic to the critical value from the Chi-Square distribution table for $df = 3$ at a chosen significance level (typically $\alpha = 0.05$):

Critical value at $\alpha = 0.05$ and $df = 3$ is approximately 7.815.
Since $5.554 < 7.815$, we fail to reject the null hypothesis.

CORRELATION

Null Hypothesis (H_0): There is no significant correlation between employee engagement effectiveness and the recognition of hard work and success.

Alternative Hypothesis (H_1): There is a significant positive correlation between employee engagement effectiveness and the recognition of hard work and success.

X	Y	XY	X^2	Y^2
47	46	2,162	2,209	2,116
48	49	2,352	2,304	2,401
6	4	24	36	16
2	5	10	4	25
1	-	-	1	-
$X=104$	$Y=104$	$XY=4,548$	$X^2=4,554$	$Y^2=4,558$

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}}$$

$$11924$$

$$\frac{109.33 * 109.42}{11924} = 0.989$$

INTERPRETATION

Given that the calculated Pearson correlation coefficient is 0.989, which is very close to +1, there is strong evidence to reject the null hypothesis in favor of the alternative hypothesis.

V. SUGGESTIONS

- With 38.5% of employees having an undergraduate qualification, the company can introduce skill development programs, tuition assistance, or internal training programs to support career growth.

- Strengthen communication channels through regular feedback sessions, town halls, and open-door policies.
- Provide leadership training for managers to enhance their communication and team management skills.
- Promote team-building activities that strengthen relationships between employees and management
- Encourage employees to take breaks, use their paid time off, and avoid burnout.
- Employees see rewards and recognition as key to engagement, consider implementing structured reward programs, such as monthly/quarterly awards, bonuses, and public recognition.
- Employees feel training and development initiatives improve engagement, refine these programs to include mentorship, leadership training, and technical skill-building workshops.

VI. CONCLUSION

development in Pricol precision products private LTD. Light on the importance of prioritizing employee engagement in work place. The study on employee engagement and its impact on organizational development at Pricol Precision Products Private Ltd reveals that a wellengaged workforce significantly contributes to the company's growth and success. The findings highlight that a majority of employees feel comfortable expressing their opinions, recognize the importance of engagement in company performance, and value opportunities for career growth. However, there are areas for improvement, particularly in communication between employees and management, work-life balance, and the effectiveness of training and development programs.

To further enhance employee engagement, the company should focus on strengthening communication channels, diversifying engagement initiatives, expanding recognition programs, and promoting a supportive work culture. A well-structured engagement strategy will not only improve employee satisfaction and retention but also drive productivity and overall organizational success.

By fostering a workplace culture that prioritizes employee well-being, professional growth, and open communication, Pricol Precision Products Private Ltd can ensure long-term sustainability and maintain a competitive edge in the industry

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