



EMPLOYEE ENGAGEMENT TOWARDS SPINNING AND WEAVING MILLS IN ERODE CITY

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ABSTRACT

Employee Engagement is essentially for helping the employees to plan their practices in terms of their capacities within the context of organisation. For the purpose of the engagement practices and development of the study is conducted to find out whether the devising point of the organizational system of practices movement and growth opportunities from the point of entry of an individual in employment.

The need is also to find out whether the Employee Engagement Practice provides him an answer to where he will be in the organisation in future or what are the prospectuses of his growth in the organisation. It is Important that the engagement practice is not only an event or an end in itself but also a process of human resource development. Keeping this in mind the researcher conducted this study to find out and fulfill the objectives if the study.

Keywords: Employee Engagement, practices movement, growth opportunities, human resource development

1. INTRODUCTION

Employee engagement, also called work engagement or worker engagement, is a business management concept. An "engaged employee" is one who is fully involved in, and enthusiastic about, his or her work, and thus will act in a way that furthers their organisation. interests. According to Scarlet Surveys, "Employee Engagement is a measurable degree of an employee's positive or negative emotional attachment to their job, colleagues and organization which profoundly influences their

willingness to learn & perform at work". Thus engagement is distinctively different from satisfaction, motivation, culture, climate and opinion and very difficult to measure.

Why is Employment Engagement so important?

An organisation's capacity to manage employee engagement is closely related to its ability to achieve high performance levels and superior business results.

Engaged employees will stay with the company, be an advocate of the company and its products and services, and contribute to bottom line business success. Engaged employees also normally perform better and are more motivated. There is a significant link between employee engagement and profitability. Employee engagement is critical to any organisation that seeks not only to retain valued employees, but also increase its level of performance.

2. STATEMENT OF THE PROBLEM

Most organisations today realize that a 'satisfied' employee is not necessarily the 'best' employee in terms of loyalty and productivity. It is only an 'Engaged Employee' who is intellectually and emotionally bound with the organisation, feels passionately about its goals and is committed towards its values who can be termed thus. He goes the extra mile beyond the basic job responsibility and is associated with the actions that drive the business.

The study was made to identify the Employees' Engagement practices at Erode Spinning and Weaving Mills.

3. OBJECTIVES OF THE STUDY

- To find out whether the HRM practice in the organisation leads to satisfied and productive employee through Employee Engagement practices.
- To identify means to inspire and motivate employees to achieve organisational goals.
- To measure the employees emotional and an intellectual commitment to their organisation and its success.
- To find out the needs for improvement towards the Employee Engagement.
- To impact positively on the various organisational levels.

4. RESEARCH DESIGN

The researcher has undertaken a descriptive type of research

4.1 SAMPLE SIZE

A sample is a part of the target population, carefully selected from the universe to constitute a sample. From the total of 1128 employees working in Erode spinning and weaving mills, the researcher has taken 100 samples.

4.2 SAMPLE DESIGN

Convenience sampling was used in the present study to collect the data.

4.3 DATA COLLECTION METHOD

While dealing with any real life problem, it is obvious that data at hand are inadequate and hence it becomes necessary to collect that are appropriate.

Depending upon the sources of information available data can be classified as

- Primary data
- Secondary data

5. DATA ANALYSIS AND INTERPRETATION

5.1 CORRELATION ANALYSIS

Table No: 5.1

CORRELATION BETWEEN WORKLOAD DISTRIBUTION EQUALLY THROUGHOUT THEIR DEPARTMENT OR UNIT AND BENEFITS PACKAGES OFFERED BY THE COMPANY

X	Y	XY	X ²	Y ²
3	27	81	9	729
28	26	728	784	676
141	36	5076	19881	1296
144	192	27648	20736	36864
$\Sigma X = 316$	$\Sigma Y = 281$	$\Sigma XY = 33533$	$\Sigma X^2 = 41410$	$\Sigma Y^2 = 39565$

$r=0.8284$

From the above correlation table, it is inferred that there is a positive correlation between workload distribution equally throughout their department or unit and benefit packages offered by the company.

Table No: 5.2

CORRELATION BETWEEN PREFERENCE TO THEIR JOB AND NATURE OF WORK

X	Y	XY	X ²	Y ²
61	53	3233	3721	2809
40	80	3200	1600	6400
45	21	945	2025	441
16	0	0	256	0
$\Sigma X = 162$	$\Sigma Y = 154$	$\Sigma XY = 7378$	$\Sigma X^2 = 7602$	$\Sigma Y^2 = 9650$

$r= 0.0861$

From the above correlation table, it is inferred that there is a less positive correlation between preference to their job and the nature of work.

Table No: 5.3
CORRELATION BETWEEN COMPANIES RECOGNIZES OR PRAISES THEM
WHENEVER THEY DO A GOOD JOB AND IDEAS MAKES THINGS EASY

X	Y	XY	X ²	Y ²
16	44	704	256	1936
50	42	2100	2500	1764
27	84	2268	729	7056
200	28	5600	40000	784
$\Sigma X = 293$	$\Sigma Y = 198$	$\Sigma XY = 10672$	$\Sigma X^2 = 43485$	$\Sigma Y^2 = 11540$

$r = 0.4764$

From the above correlation table, it is inferred that there is a positive correlation between companies recognizes or praises them, whenever they do a good job and ideas makes things easy.

5.2 ANOVA TEST

DISTRIBUTION OF RESPONDENTS BY THEIR REMUNERATION

Aim : To find out the variance between remuneration per month and management care for all its employees at all levels.
H₀ : There is no significant variance between remuneration per month and management care for all its employees at all levels.

Table no: 5.2.1
DISTRIBUTION OF RESPONDENTS BY THEIR REMUNERATION

S.No	Sources of variation	Sum of squares	Degrees of freedom	Means of squares	F ratio	5%
1	Sum of squares between samples	11	4-1=3	11/3 = 3.67	3.67/ 0.84 = 4.36	F(3,96)
2	Sum of squares within samples	81	100-4 = 96	81/96 = 0.84		
	Total	92	100-1 = 99			

From the above table, it could be inferred that the calculated value (4.36) is higher than the tabulated value (2.68). So the null hypothesis is rejected. Thus, there is significant variance between remuneration per month and management care for all its employees at all levels.

DISTRIBUTION OF RESPONDENTS BY THEIR JOB CADRE

Aim : To find out the variance between job cadre and their TL/ Manager handles work related issues satisfactorily.
H₀ : There is no significant variance between job cadre and their TL/ Manager handles work related issues satisfactorily.

TABLE NO: 5.2.2
DISTRIBUTION OF RESPONDENTS BY THEIR JOB CADRE

.No	Sources of variation	Sum of squares	Degrees of freedom	Means of squares	F ratio	5%
1	Sum of squares between samples	64	4-1=3	64/45=1.42	1.42/ 0.03 = 47.33	F (3, 96)
2	Sum of squares within samples	45	100-4=96	3/96=0.031		
	Total	109	99			

From the above table, it could be inferred that the calculated value (47.33) is higher than the

tabulated value (2.68). So the null hypothesis is rejected. Thus there is significant variance

between job cadre and their TL/ Managers handles work related issues satisfactorily.

DISTRIBUTION OF RESPONDENTS BY THEIR EXPERIENCE

Aim : To find out the variance between years of experience and which shift

they want to engage.
 H_0 : There is no significant variance between years of experience and which shift they want to engage.

**TABLE NO: 5.2.3
 DISTRIBUTION OF RESPONDENTS BY THEIR EXPERIENCE**

S.No	Sources of Variation	Sum of Squares	Degrees of Freedom	Means of Squares	F ratio	5%
1	Sum of squares between samples	11	4-1=3	11/153=0.071	0.071/0.031 = 2.290	F(3, 96)
2	Sum of squares within samples	153	100-4=96	3/96=0.031		
	Total	164	99			

From the above table, it could be inferred that the calculated value (2.290) is less than the tabulated value (2.68). The null hypothesis is accepted. Hence there is no significant variance between years of experience and which shift they want to engage.

6. FINDINGS

6.1 CORRELATION

- There is a positive correlation between workload distribution equally throughout their department or unit and benefits packages offered by company.
- There is a less positive correlation between preference to their job and nature of work.
- There is a positive correlation between company recognizes or praise them, whenever they do a good job and ideas makes things easy.

6.2 ANOVA

- There is a significant variance between remuneration per month and management care for all its employees at all levels.
- There is a significant variance between job cadre and their TL/Managers handles work related issues satisfactorily.
- There is a significant variance between years of experience and which shift they want to engage.

7. SUGGESTION

Based upon the findings and responses the researcher has suggested some recommendations to Engage Employees.

The following steps are required to be initiated for improving the employee engagement practices in Erode Spinning and Weaving Mills.

- Training programmes can be organised for the development of employees skills.
- Opportunities given to overall development of employees.
- The organisation can organize programmes to their employees at different levels to reduce their job stress.
- Employees must be motivated through monetary benefit as well as other welfare services.
- The work statement of the employees must be improved to enhance the turnover of the industry.
- Company can provide transport facilities to their workers those who are coming from for distance.
- The organisation should provide attractive salary package to promote trust of employee's to retain the employees.
- The organisation should take necessary steps to provide reward for the employee's for their high achievement.
- Grievance handling procedure must be properly adopted and rendered to the employees.

8. CONCLUSION

Now a days the employees of the concerns are also taking part in the management decisions. Because top management believes that organisation success mainly depends upon the performance of the employees. So, the study was focused on the involvement of the employees in Erode Spinning and Weaving industry.

The contributing factors to influencing the employees engaged towards works by attractive salary packages, working environment were minimum work hours, rewards and recognition, team work sources, existence of good employer and employee relationship, employer is consider enough to support the employees. When they are in need of support from the employer, job satisfaction the health and security conditions of employees and their facilities were quite good and satisfaction of the employees by providing facilities like canteen, transport, medical etc.

Based on the analysis, this study concludes that the all levels of employees are working with fully committed towards the work in the organisation. The company could

improve the attractive salary packages, to make the employees feel more happy and committed with the total working environment.

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