

**A STUDY ON EMPLOYEE ENGAGEMENT AT DRA AADITHYA SOUTH CITY
PROJECTS PRIVATE LIMITED**

Submitted in partial fulfillment of the requirements for the award of degree in

MASTER OF BUSINESS ADMINISTRATION

by

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Register No. 41410026



SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

Accredited with Grade "A" by NAAC | 12B Status by UGC | Approved by AICTE

JEPPIAAR NAGAR, RAJIV ANDHI SALAI, CHENNAI - 600 119

MAY 2023



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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **ANTONY DINISIUS VIBISH T 41410026** who carried out the project entitled "**A STUDY ON EMPLOYEE ENGAGEMENT AT DRA AADITHYA SOUTH CITY PROJECTS PRIVATE LIMITED**" under my supervision from **January 2023 to March 2023**.

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DATE: 05/05/2023

PLACE: Chennai

ANTONY DINISIUS VIBISH T

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07 APRIL 2023

To,

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Respected Madam/Sir,

This is to certify that **Mr.T.ANTONY DINISIUS VIBISH (Reg No 41410026)**, Studying Final Year **MBA in SATHYABAMA INSTITUTE OF SCIENCE AND TECHNOLOGY ,chennai**,has successfully completed his internship and projects in our company from 09/01/2023 TO 07/04/2023.

PROJECT TOPIC : EMPLOYEE ENGAGEMENT

During this period his conduct and character are found good.

For **DRA Aadithya South City Projects Private Limited,**



Rajasekar A
(Sr.DGM – HR & Admin)

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ABSTRACT

Employee engagement has emerged as a popular organizational concept in recent years. It is the level of commitment and involvement an employee has towards their organization and its values and beliefs. An engaged employee is aware of business context. Employee engagement initiative has a direct impact on the organization's productivity. All organization wants their employees to be engaged in their work. Employee engagement is linked to customer satisfaction which is linked to an organization's financial success.

The thesis concentrates on investigating the current of employee engagement in DRA AADITHYA SOUTH CITY PROJECTS PRIVATE LIMITED. The outcome of this thesis is meant to help the company for better understanding the situation. In this paper the findings are employed using a descriptive study technique.it projects the engagement level of employees. It also presents the factors influencing the employee engagement and organizational outcomes.

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CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION ABOUT THE STUDY:

Employee engagement is the extent to which employees feel passionate about their jobs, are committed to the organization, and put discretionary effort into their work. Employee engagement is not the same as employee satisfaction. Employee engagement is a workplace approach resulting in the right conditions for all members of an organization to give of their best each day, committed to their organization's goals and values, motivated to contribute to organizational success, with an enhanced sense of their own well-being.

Employee engagement does not mean employee happiness. Someone might be happy at work, but that doesn't necessarily mean they are working hard, productively on behalf of the organization. While company game rooms, free massages and Friday keg parties are fun--and may be beneficial for other reasons--making employees happy is different from making them engaged.

Employee engagement doesn't mean employee satisfaction. Many companies have "employee satisfaction" surveys and executives talk about "employee satisfaction", but the bar is set too low. A satisfied employee might show up for her daily 9-to-5 without complaint. But that same "satisfied" employee might not go the extra effort on her own, and she'll probably take the headhunter's call luring her away with a 10% bump in pay.

Satisfied isn't enough.

Employee engagement is the emotional commitment the employee has to the organization and its goals. This emotional commitment means engaged employees actually care about their work and their company. They don't work just for a paycheck, or just for the next promotion, but work on behalf of the organization's goals.

This means the engaged computer programmer works overtime when needed, without being asked. This means the engaged retail clerk picks up the trash on the store floor,

even if the boss isn't watching. This means the TSA agent will pull a bag suspicious bag to be searched, even if it's the last bag on their shift.

Engaged employees lead to better business outcomes. In fact, according to Towers Perrin research companies with engaged workers have 6% higher net profit margins, and according to Kenexa research engaged companies have five times higher shareholder returns over five years.

Engaged Employees lead to higher service, quality, and productivity, which leads to higher customer satisfaction, which leads to increased sales (repeat business and referrals), which leads to higher levels of profit, which leads to higher shareholder returns (i.e., stock price)

Employee Engagement is the emotional connection of an employee towards his work with positivity. Engagement is affective, normative, and continuance commitment. Engaged employees are motivated to go beyond the required efforts to meet business goals. Segmentation is the key to managing employee commitment and productivity.

Great managers are key to achieving an engaged workforce.

Employee engagement is the level of involvement and commitment an employee has towards his/her organization and its values. It is a measure of an employee's positive or negative attitude towards their job, colleagues and organization which influences their willingness to learn and perform at work. Engagement is linked to three essential forces in the organization - productivity, profitability and attrition. Ultimately the productivity is what is expected by the company from employees. An engaged employee performs what is expected of him and have his focus and goal clear and brings success to the organization. Profitability results from actively engaged workforce. What company looks for are committed and sincere and loyal employees who can perform their job efficiently with all role clarity. Employee engagement has a direct impact on the employee's productivity, loyalty, commitment and less attrition. The organization as a whole benefits from employees that are loyal, committed, productive, and engaged.

Employee Engagement is an emerging phenomenon which should be strictly taken care of by the managers in the present scenario of business environment. The managers should be keen to identify whether employees are engaged or disengaged in their work environment, since disengagement or alienation can be the principal problem of workers for their lack of motivation and commitment. Meaningless work is often associated with detachment and apathy from one's own work. In such conditions, individuals are thought to be estranged from their selves. Other researches using a different resource of engagement (involvement and enthusiasm) have linked it to such variables as employee turnover, customer satisfaction-loyalty and safety and to productivity and profitability criteria.

As employee engagement is essential for any organization to improve the organization performance, let us see what the drivers to increase the employee engagement are. Drivers are the elements which are formed or initiated by the HR department of the organization, which help increase the employee engagement and so the employee satisfaction. Basically employee engagement is the key factor which helps increase the employee satisfaction and also it helps utilizing the full potential of the employees. Engagement factors are divided under following 6 basic categories, i.e., work, people, policies and practices, reward, opportunity, training, quality of life.

The work related factors plays an important role in the employee engagement. The work activities include all the factors related to Job role and responsibilities. The job role, job description which is given during the recruitment should match the job role and with the employee qualification and the skills and abilities. It was concluded in many surveys that right job given to the right person not only increases the output from the employees, but also engages the employee to use his full potential to do his responsibilities at work place. It also has positive impact on the job satisfaction and increases productivity of the employee. The key to it is as employee is well aware of the job role which fits best with his skills and abilities and so it increases his engagement to the work. The other part is people related.

The people with whom the employee is working, i.e., senior management, peers, colleagues, subordinates play an important role in the satisfaction level of the employee. For e.g., if the senior management is easily approachable, employee can share their ideas and problems they face during completion of their project/goal and get timely advice to improve their work. Similarly if the coworkers are of same mindset it will be easier for them to work together on given project with the mutual understanding.

Reward plays a role in motivation and retention.

According to Kenneth Thomas (2008) there are two types of rewards, extrinsic rewards and intrinsic rewards. Extrinsic rewards are the financial rewards given to the employees by their managers such as pay raises, bonuses, and benefits. They are called “extrinsic” because they are external to the work itself and other people control their size and whether or not they are granted. On the other hand, intrinsic rewards are psychological rewards that employees get from doing meaningful work and performing it well. Extrinsic rewards played a dominant role in earlier period, when work was generally more bureaucratic and routine, and when complying with rules and procedures was supreme. This work offered workers very few intrinsic rewards, so that extrinsic rewards were the only motivational tools available to organizations. They remained significant for workers primarily. Pay is an important consideration for most workers in accepting a job, and it plays a major role in motivating or demotivating to the employees.

Intrinsic rewards are the self-esteem, recognition for the work done and the selfmanagement and use of one’s own intelligence and experience to direct their work activities to accomplish the goal of the organization. The self-management process requires employees to make a judgment about the meaningfulness of their purpose or goal and the degree of choice, they have for doing things the right way, the actual progress being made toward fulfilling the purpose and the competence of their performance. These judgments are the few key factors in employees’ assessments of the value and effectiveness of their efforts and the contribution they are making to an organization. Each of these judgments, when positive, is accompanied by a positive emotional charge. These are positive intrinsic rewards that employees get from work, varying from quiet satisfaction to an exuberant “Yes!” They are the reinforcements that

keep employees actively self-managing and engaged in their work. The intrinsic rewards are:

Sense of meaningfulness: This reward involves the meaningfulness or importance of the purpose employee is trying to fulfil or accomplish the goal. Employee feels that he has an opportunity to accomplish something of real value something that matters in the larger scheme of things. Employee feels that he is on a path that is worth his time and energy, giving him a strong sense of purpose or direction.

Sense of choice: Employee feel free to choose how to accomplish his work to use his best judgment to select those work activities that make the most sense to him and to perform them in ways that seem appropriate. They feel ownership of their work and not only believe in the approach they are taking but also feel responsible for making it work.

Sense of competence: Employees feel that they are handling their work activities well that their performance of these activities meets or exceeds their personal standards, and that they are doing good, high-quality work. They feel a sense of satisfaction, pride, and even skill in how well they handle these activities.

Sense of progress: Employees are encouraged that their efforts are really accomplishing something. They feel that your work is on track and moving in the right direction. They visualize the convincing signs that things are working out well which gives them confidence in the choices they have made and confidence in the future.

The different reward policies and practices are implemented in the organization. The reward policies are act as a motivation to the employees. Various extrinsic reward policies/ benefits are active benefits which include tangible benefits like performance pay and variable pay (e.g., overtime wages, commission to sales executives, different incentives), discounts, etc. Other monetary benefits are retirement benefits, pension schemes, bonus, annual incentive, medical benefits for the employee and their family members, leave travel allowance, financial help for child education, for building own house and monetary help for other things.

Career Development is the lifetime process of managing learning, work, leisure, and transitions in order to move toward a personally determined and evolving preferred future. Career development programs generally include technical training, basic skills, professional skills, supervisory skills. It is important to guide the employees for skill development and provide them the new doors for the progress in the organization by promoting them to higher position. It will not only help in retaining the employees but also increase the satisfaction level of them and so the engagement.

Employees need to undergo training sessions provides by the organization to improve their present skills and also to learn new advancements in the respective field. Training and career development are very important in any company or organization that aims at progressing to achieve their goal. Training is the process of acquiring the essential skills required for a particular job. It targets specific goals, for example understanding a process and operating a certain machine or system. Career development, on the other side, gives emphasis on skills, which are applicable in a wide range of situations. This includes decision making, innovative thinking and managing people. Training helps in addressing employee weaknesses. Most workers have some weaknesses in their workplace, which obstruct them from giving the best services. Training helps in eliminating the weaknesses, by strengthening employees' skills. A well-organized training and development program helps employees not only to gain similar skills and knowledge but also to bring them all to a higher uniform level. This means that the whole workforce is reliable, so the organization does not have to rely only on specific employees. A well trained employee becomes more educated about procedures for various tasks. The confidence is also boosted by training and development. The confidence comes from the fact that the employee is fully aware of his/her roles and responsibilities. It helps the employee to carry out the duties in better way and even find new ideas to incorporate in the daily execution of duty.

Work-life balance is important aspect of employee's life. Dividing their time and energy between work and personal life aspects and giving appropriate time to both the things is the key to employee engagement and job satisfaction. Individuals who do not manage this balance are at risk of demotivation and burnout. A good work life balance is subjective

and will depend on our priorities. Some people feel under quite a bit of pressure if they have to work an extra half an hour every day whereas others don't mind working long days. The right balance is always in flux. Priorities change over time, sometimes even on a day-today basis. Work-life balance is in many ways an outcome that is influenced many of the same factors that impact employee engagement like work tasks, control, technology, manager behavior, flexible working policies as well as being itself a driver of employee engagement. The factors of the workplace which influence work life balance and management behavior are probably the factors which are most impactful.

The managers who create work-life balance for themselves not only role model the behavior but also support employees in their own pursuit of work-life balance. This will help in creating a work environment in which work-life balance is expected, enabled, and supported.

As former Campbell's Soup CEO, Doug Conant, once said, "To win in the marketplace you must first win in the workplace." Employee engagement is the key to activating a high performing workforce.

Employee engagement is a property of the relationship between an organization and its employees. An "engaged employee" is one who is fully absorbed by and enthusiastic about their work and so takes positive action to further the organization's reputation and interests. Employee engagement is actually the level of enthusiasm and dedication an employee feels toward his or her job. To these engaged employees, it is far more than a pay cheque – it is the eagerness towards their task that makes them passionate in their work, and this passion is often reflected in their individual outcomes.

An engaged employee cares about their work and about the performance of the company, and they want to feel that their efforts could make a difference. It is generally seen as an internal state of mind; physically, mentally and emotionally that binds together the work effort, commitment and satisfaction in an employee. A committed employee tends to go an extra mile for the company without being asked or wanting recognition or credit for it.

They often establish a common responsibility for themselves to the roles they took up. At the same time, they do want to feel appreciated by the company.

When a good manager recognizes a committed employee, they have to find ways of keeping them involved. The company needs to practice more employee engagement in order for the employees not to feel as though no one cares about them and their duties.

Management needs to remember that engaged employees lead to productivity in the workplace and this creates a higher customer satisfaction and definitely an increase in sales and profit in the company. The trust and communication between both employees and management are also important as it shows the employee their abilities and how their own work has contributed to the overall company performance. This union between the company and the employee is a necessity as both are able to excel in performance.

A hard worker is not one who thinks that it is just a job and does enough to keep it while complaining about what is unfair or not right at work. They are the one who are fully immersed and enthusiastic about their work and takes positive action to further the company's reputation and interests.

A team player works positively together with the rest of their colleagues to get the job done with the best way possible. The more engagement an employee has with his/her company, the more effort they put forward. An engaged employee lead to better business outcomes and at the same time are able to improve their own sense of wellbeing.



Engagement takes committed and motivated employees to the next level.⁶ Engaged employees concentrate on the goals of your organization and on the results that you as an organization expect from them. They have the feeling that they really can contribute to the success of your organization and that all their abilities are being utilized.

Engagement at work was conceptualized by Kahn, (1990) as the „harnessing of organizational members“ selves to their work roles. In engagement, people employ and express themselves physically, cognitively, and emotionally during role performances. Employee engagement is the thus the level of commitment and involvement an employee has towards their organization and its values.

An engaged employee is aware of business context, and works with colleagues to improve performance within the job for the benefit of the organization. The organization must work to develop and nurture engagement, which requires a two-way relationship between employer and employee.” Thus Employee engagement is a barometer that determines the association of a person with the organization. Engagement is most closely associated with the existing construction of job involvement (Brown 1996).

Job involvement is defined as „the degree to which the job situation is central to the person and his or her identity (Lawler & Hall, 1970). Kanungo (1982) maintained that job involvement is a „Cognitive or belief state of Psychological identification. Job involvement

is thought to depend on both need saliency and the potential of a job to satisfy these needs. Thus job involvement results from a cognitive judgment about the needs satisfying abilities of the job.

Engagement differs from job in as it is concerned more with how the individual employees his/her self during the performance of his / her job. Furthermore, engagement entails the active use of emotions. Finally, engagement may be thought of as an antecedent to job involvement in that individuals who experience deep engagement in their roles should come to identify with their jobs. When Kahn talked about employee engagement, he has given importance to all three aspects physically, cognitively, and emotionally. Whereas in job satisfaction importance has been more given to cognitive side.

HR practitioners believe that the engagement challenge has a lot to do with how employee feels about the work experience and how he or she is treated in the organization. It has a lot to do with emotions which are fundamentally related to drive bottom line success in a company. There will always be people who never give their best efforts no matter how hard HR and line managers try to engage them. "But for the most part employees want to commit to companies because doing so satisfies a powerful and a basic need in connect with and contribute to something significant".

Employee Engagement is a workplace approach resulting in the right conditions for all members of an organization to give their best each day. Employee Engagement is based on trust, integrity, a two-way commitment and communication between an organization and its members. It is an approach that increases the chances of business success, contributing to organizational and individual performance, productivity and well-being.

From an employer's point of view, employee engagement is concerned with using new measures and initiatives to increase the positive emotional attachment felt and therefore productivity and overall business success. An engaged workforce produces better business results, does not hop jobs and more importantly, is an ambassador of the organization at all points of time.

Engaged employees are perceived to form a part of an organization's brand and an engaged, happy workforce can have a knock-on effect on customer retention, recruitment of key talent and the ability to attract new customers in a world where a company's values are crucial to the consumers.

Employee engagement is the extent that an employee believes in the mission, purpose and values of an organization and demonstrates that commitment through their actions as an employee and their attitude towards the employer and customers. Employee engagement is high when the statements and conversations held reflect a natural enthusiasm for the company, its employees and the products or services provided. People are the primary source of competitive advantage. If the people or employees of the organization can be effectively 'engaged', then achieving the organizational goals becomes an easy task. The widely- used term 'employee engagement', embraces two attempts of management—motivating the employees and focusing their commitment to achieve the organizational objectives.

Employee engagement further emphasizes the willingness to help out colleagues at par with organizational citizenship behavior. In the broader sense, employee engagement goes beyond job satisfaction, job involvement, motivation, etc. In the process of engaging employees, management needs to take a proper assessment of attitude, behavior and outcomes and address their concerns attentively. The organizations need to execute specific engagement plans and create an inclusive environment to inculcate higher confidence level and enthusiasm to learn and innovate for successful job roles. The various parameters of assessing engagement can be: level of job satisfaction, commitment, involvement, emotional attachment and feelings of empowerment.

1.2 INDUSTRY PROFILE

Construction is a general term meaning the art and science to form objects, systems, or organizations. Construction is an industry that includes the erection, maintenance, and repair of buildings and other immobile structures, and the building of roads and service facilities that become integral parts of structures and are essential to their use. In its most widely used context, construction covers the processes involved in delivering buildings, infrastructure and industrial facilities, and associated activities through to the end of their life. Construction includes structural additions and alterations but excludes the building of mobile structures such as trailers and ships. It typically starts with planning, financing, design, execution, builds, and also covers repairs and maintenance and improvement work.

ROLES IN CONSTRUCTION INDUSTRY

In general, there are various groups of stakeholders involved in a construction project. Each group contributing a specific component, examples are the owner group, the engineering group, and the construction group. In this article, we take a look at different roles that exist within the ambit of the construction industry.

CHALLENGES IN CONSTRUCTION INDUSTRY

In spite of the steady rise of the construction industry and its demand, it remains heavily dependent on manual labor. The construction industry faces challenges that become even more for developing countries. Some key challenges are poor productivity, inflation, and rising costs, availability of skilled labor and increased competition, and shrinking profit margins

FEATURES OF CONSTRUCTION INDUSTRY

Construction projects (activities) have some unique features with respect to other industrial projects. The construction industry is a unique industry with its own inherent complications that involves multiple stakeholders and agencies. Dependent

on contractors and seasonal labor-force it has multiple linkages with other industries. Productivity and safety hazards are peculiar to this industry

IMPORTANS OF CONSTRUCTION INDUSTRY

The construction industry is an important part of the country's economy. Construction is an important sector that contributes greatly to the economic growth of a nation. The construction industry has laid down the physical and technological foundations upon which modern civilization has developed. It also creates investment opportunities across various related sectors and vital to the achievement of national socio-economic objectives

1.3 COMPANY PROFILE

DRA AADITHYA SOUTH CITY PROJETS PRIVATE LIMITED is a 16 years 8 months old Private Company incorporated on 19 May 2006. Its registered office is in Chennai, Tamil Nadu, India.

The Company's status is Active, and it has filed its Annual Returns and Financial Statements up to 31 Mar 2022 (FY 2021-2022). It's a company limited by shares having an authorized capital of Rs 0.10cr and a paid-up capital of Rs 0.10cr as per MCA. 3 Directors are associated with the organization. Daman Prakash Rathod, Ranjeeth Daman Prakash Rathod and Nishant Dinesh Ranka are presently associated as directors

Our management has collective industry experience of over 100 years and rich expertise across various functions of real estate development. All of which come together to spell NICE to our customers, employees, vendors and other stakeholders. From being the harbingers of apartment complex concept in Bangalore to developers of South India's first ever township, DRA has proven its expertise, and made an indelible mark across the cities of Bangalore, Chennai, Goa and Mysore

QUALITY POLICY

DRA delivers Quality & Value leading to invaluable trust of our clients by

Maintaining transparency in all our transactions,

Applying appropriate and efficient technologies,

Monitoring & evaluating processes & procedures continuously,

Ensuring timely completion of projects,

This will be achieved through continual improvement and dedication by our trained team of people.

QUALITY OBJECTIVE

The objective is to accomplish the company's policy by delivering the specified product to our customer with right quality as per the delivery schedule and at an agreed price and also to bring awareness of our policy among various category of employees so that they shall be committed towards running a system driven company.

VISION

To build not just world class properties,
but a lifetime of happiness.

MISSION

To be the nicest builder by creating the happiest
of lifestyles, relationships and experiences.

1.4 OBJECTIVES OF THE STUDY

Primary objective:

- To study the various factors that determines employee engagement in the organization.

Secondary objectives:

- To study the satisfaction level of training and development opportunities in the organization which leads to employee engagement.
- To find the impact made by career development opportunities in the organization that tends to employee engagement.
- To gain some insight about health and safety measures available within the organization that lead to employee engagement.
- To know the contribution of pay benefits provided by the organization which makes employee engaged.
- To identify the role of co-operation and job satisfaction in keeping the employee engaged.

1.5 NEED OF THE STUDY

- The main need is to improve productivity. Engaged employees are more innovative people learn new things and think of new ways to do job better.
- The most important need is to improve retention. Engaged employees are more likely to stay with the organization.
- The next better need of employee engagement is to improve customer service. Organization with a highly engaged workforce get much higher satisfaction ratings.
- The next important need is to improve attracting talent.

1.6 SCOPE AND SIGNIFICANCE OF THE STUDY

This sector providing more opportunities for job enhancement but retaining employees are one of the most challenging issues for IT industry, because of the high turnover and changes in demand. As we have seen that employee engagement is nothing but emotionally and positively attached of an employee towards the organization, so with the help of this project we will be able to know the degree of engagement of the employees in the organization.

CHAPTER 2

2.1 REVIEW OF LITERATURE

T. Suhasini and Dr. K. Kalpana's (2018) study reveals that Employee Engagement is a comprehensive task and cannot be accomplished by the effective training programs also. Organizations can improve engagement by opportunity thinking, enhancing employee decision making, and commitment. Employee engagement results in reduced turnover intentions and increased innovative work-related behavior.

V. Vijay Anand & C.vijayBanu (2016) saystheir study explains that Employee Engagement is the key factor for all organizations to sustain. Employee Engagement is positively influenced by job, Rewards and recognition, opportunities, team work and communication. It acts as a Retention tool.

According to NP Myilswamy, Dr. R.Gayatri's (2014) research "A study on Employee Engagement: Role of Employee Engagement in organizational Effectiveness", it is concluded that the level of Engagement determines employees productivity and their intention to stay in the organization. Employee Engagement drives organizationaleffectiveness by improving loyalty, retention, safety, productivity and profitability. And the employees who are highly involved in work are more engaged.

Dr.Samuelobinomokayo& Maureen Jerotichkipyegon (2014) says that according to their study Employee Engagement as highly influenced by personal growth and development, performance management, Remuneration, recreation facilities. They identified remuneration is the highest contributor of Employee Engagement and Recreation facilities has least impact on employee engagement.

Anitha (2014) Antecedents of Engagement Career growth. Research suggests that both training and career development are a driver of employee engagement. Training directly improves job performance, which leads to the employee having more confidence in their ability, which directly relates to job engagement. The development of an employee's career also improves their engagement (Anitha, 2014).

Karatepe (2013) suggests that training and empowerment lead to high performance work practices through greater employee engagement.

Compensation: Rewards and recognition of both formal and informal varieties are significant factors in employee engagement (Anitha, 2014). Organizations typically have financial rewards available to employees but research has shown that it is also vitally important to offer psychological rewards such as recognition and encouragement, or customer feedback on a frequent basis as well.

MadhuraBedarkar, DeepikaPandita (2013) conducted a study on “Drivers of employee Engagement impacting Employee Performance. The study predicted three drivers of Employee Engagement; they are leadership, communication and work life balance.

Baldoni John (2013) says increasing Employee Engagement is not just enhancing productivity. It has been observed that success of highly engaged organizations has been double the rate of lower engaged ones. Comparing top-quartile companies to bottom quartile companies, the engagement factor becomes very noticeable. For example, top-quartile firms have lower absenteeism and turnover. Specifically, highturnover organizations report 25% lower turnover, and low-turnover organizations report 65% lower turnover. Engagement also improves quality of work and health. For example, higher scoring business units report 48% fewer safety incidents; 41% fewer patient safety incidents; and 41% fewer quality incidents (defects).

A Thiagarajan B &Renugadevi V (2011) says that according to their study Career development, motivation factors and performance appraisal are associated to employee engagement. The consequences are that leaders should be cultured on engagement, career development opportunities which are most important and that performance improvement should champion work life balance, and these practices are useful to rise engagement levels.

According to Susi &Jawaharrani (2011) the literature study on Employee engagement identified work-place culture, work-life balance policies & practices followed in industries promotes employee engagement in their organizations to rise productivity and retention rate. Work-life balance is key driver of employees' satisfaction.

The research conducted by Xu and Thomas (2011) indicate strong correlations between employee engagement and the leader's ability to support and develop the team. They also suggest that leaders can encourage engagement through task oriented behaviors such as good decision-making, ethical behavior, and task management.

Chandrasekhar Sripada (2011), VP and head, HR at IBM India, South Asia in one of the articles, wrote that 3C's are very vital for Employee Engagement which are career, competence and care. He wrote that people misunderstand fun and food as Employee Engagement, whereas it's much more than that. According to him, competence is the ability to grow and learn and employees look for opportunities to grow in their careers. Any employee, when he/she feels cared, they develop an emotional bond which helps in employee retention. These 3C's won't arrest the employees but rather retain them for a longer period of time.

Halbesleben (2010) performed a meta-analysis on work engagement and studied the relationship engagement had on various outcomes or consequences. In the study, he found that engagement had a strong correlation.

Dr. Ross Reck (2010) has given an Employee Engagement Formula called the engagement formula having three steps which make the most difficult situation in Organizations look so simple and doable. According to an article published by him in The Economic Times, he stated that India has become the world leader in employee turnover with a turnover rate of about 27% in 2013. The cost incurred for recruiting the new workforce and training them is high and has an impact on the profits of the organization.

Wallace and Trinka (2009) Leadership identified leadership activities such as coaching, career development, and communication of purpose, naturally resulted in greater employee engagement. Most employees want to be engaged at work and it is the leader's responsibility to assist the employee in doing so.

Schneider, Macey, and Barbera (2009) identified a key component of employee engagement to take place during hiring and customer orientation. The company they worked with instituted a policy that new hires are put through an “extensive and intensive orientation and training program” in which they set expectations for “what the company will do for them”.

Brad Federman (2009) says that employee Engagement gives a comprehensive framework that helps business leaders to connect their overall business strategy with the human resource. Employee Engagement Programs, if effective, aids in building a workplace with committed employees, meaningful environment and stronger employer employee relationships and provides competitive advantage.

According to Patricia Soldati (2008) study on employee engagement report, twelve major studies on employee engagement had been published over the prior four years by top research firms such as Gallup, Towers Perrin, Blessing White, the Corporate Leadership Council and others. Each of the studies used different definitions and, collectively, came up with 26 key drivers of engagement. For example, some studies emphasized the underlying cognitive issues, others on the underlying emotional issues. Finally, there is some evidence that companies are responding to this employee engagement challenge - by flattening their chains of command, providing training for first-line managers and with better internal communications. Changes won't happen overnight, but with such significant upside to the bottom line - they might happen more quickly than you think.

Shaufeli, Taris and Van Rhenen (2008) studied the relationships of workaholic, burnout, and engagement on various different variables they identified to research. The researchers, seeking the relationships of the three constructs, found that engagement and burnout to be opposites of each other, with burnout associated to a myriad of perceived health issues.

Fernandez (2007) displays the dissimilarity between job satisfaction, the well-known construct in management, and engagement competing that employee satisfaction is not the same as employee engagement and since managers cannot depend on

employee satisfaction to retain the best and the brightest; employee engagement becomes a critical concept.

Alan M. Saks (2006) conducted a survey among 102 employees working in a variety of jobs and organizations. The average age was 34 and 60 percent were female. Participants had been in their current job for an average of four years, in their organization an average of five years, and had on average 12 years of work experience. The survey included measures of job and organization engagement as well as the antecedents and consequences of engagement. Results indicate that there is a meaningful difference between job and organization engagements and that perceived organizational support predicts both job and organization engagement; job characteristics predicts job engagement; and procedural justice predicts organization engagement. In addition, job and organization engagement mediated the relationships between the antecedents and job satisfaction, organizational commitment, intentions to quit, and organizational citizenship behavior.

Saks (2006) argues that organizational commitment additionally differs from engagement in this it refers to a person's perspective and attachment towards their organization, whilst it could be argued that engagement is not simply an attitude, it is the degree to that a person is focused to their work and absorbed within the performance of their role. In addition, while OCB involves voluntary and informal behavior that can help co-workers and the organization, the focus of engagement is one's formal role performance rather than purely extra-role and voluntary behavior

The Conference Board (2006) says a global consulting non-profit organization based in the United States conducted a meta-analysis on the drivers of employee engagement by reviewing 12 Major employee engagement studies conducted by research firms such as Gallup, Blessing White Towers Perrin, , and The Corporate Leadership Council amongst others. The study identified 26 major drivers of employee engagement with 8 factors evolving consistently across at least 4 studies. The eight factors are Trust and integrity, Nature of the job, Line of sight between individual performance and company performance, career growth opportunities, pride, team members, Employee Development and personal relationship with the manager.

According to Mc. Bain (2006) employee engagement is a modern concept, which defines employees' commitment, job satisfaction and involvement.

Robinson (2004) says that the key influencing factors of overall satisfaction of an employee are job satisfaction, feeling valued at work, proper communication and training and development etc. Apart from these core factors several other factors like work environment, culture, promotion, respect etc. also influences employee's satisfaction and his feeling of being valued at the workplace.

According to IES 2003 survey they developed a diagnostic tool which indicates various components which leads to feeling valued and involved. Robinson identified feeling valued and involved is the key driver of employee engagement.

The study of Towers by Perrin in 2003, claimed that Employee Engagement has two core components: one is emotional and the other is rational. He said that Employee Engagement is a never ending process and also it should have a base resting upon the foundation of meaningful and purposeful work experience.

Harter et al. 2002 states that engagement is defined as employee's involvement, satisfaction and enthusiasm towards work this definition was derived from items in the Gallup Workplace Audit (GWA 1999), developed by the Gallup organization, which were constructed on employee opinions of work characteristics.

Miles (2001) defined Engagement as Involvement of the employees in highengagement forces that create empathetic, negotiation, feedback and accountability, empower people to creatively support their subunits, teams and individual jobs with the major change of the enterprise. It is developing employees to work with not only their minds and body but also with 'hearts.

Maslach et al. (2001), says engagement is considered by energy, involvement, and efficacy, which are the direct opposite of the three burnout dimensions of exhaustion, cynicism, and inefficacy.

According to the study on employee engagement and manager efficiency (2001) first examine the theoretical understanding of the employee engagement. Then an

empirical investigation is made of the role that a wide variety of the managers psychological a state of self – efficacy play in the relationship between the employees measured engagement and multiple measure of the manager

effectiveness. Results of the statistical analysis indicate that the manager's self-efficacy is a partial mediator relationship between his and her employee's engagement and the manager rated effectiveness.

A study at GE Power & Water " The findings of the study confirm infrastructure , cross functional discussions, communication & interaction with the corporate office employees , reflection on the feedbacks and proper support and orientation through induction programs, to foster employee engagement, and inadequate interaction with peers from other locations/offices, lack of accountable response from the corporate office for issues including dearth of personnel, employee facilities, deficient communication regarding seminars, workshops, and other training sessions from the corporate office , and inadequate visits by the business team to be the stumbling blocks to better employee engagement.

According Dow Scott's study on impact on reward program on employee engagement world at work is a global is a human resource association focused on compensation ,benefit ,work life and integrated total reward to attract, motivate and retain a talent workforce ,Founded in 1955 world at work provided network of nearly 30000 members in more than 100 countries with training certification , research, conference, and community .

Kahn (1990) says Engagement as the "harnessing of organizational members' selves to their work roles". Kahn recognized three antecedents of employee engagement: psychological meaningfulness (measured by job enrichment, work role fit and co-worker relations), psychological safety (measured by supervisor relations, co-worker

relations and co-worker norms) and psychological availability (Measured by resources, work role security and outside activities).

Employee Engagement happens when employees exhibit interest in their jobs, and are willing to exert an extra discretionary effort to get the required results. It is an intrinsic factor of motivation. An engaged employee as defined by Bevan et al (1997) as someone who is aware of business context, and works closely with colleagues to improve performance within the job for the benefit of the organization.

Kenexa's client-based research over the last 25 years has shown that highly engaged employees tend to be more productive. To achieve the desired organizational and business results, highly engaged employees must be supported by a work environment that enables employees to reach their potential. These two factors engaged employees and an enabling work environment – are both essential elements of a high performance organization, one that is capable of performing at the highest level.

Chapter 3

RESEARCH METHODOLOGY

3.1 RESEARCH DESIGN

In this study descriptive method research design was used to identify the engagement level of employees in the organization. Since most of the data is qualitative in nature the Descriptive method is felt as suitable design. Descriptive research studies are those, which are concerned with describing the characteristics of a particular individual, or of a group.

3.2 SOURCES OF DATA

Primary data:

A Questionnaire has been used to collect the primary data. The collection method has been through direct contact and through phone.

Secondary data:

Various reports, Journals, Articles and Websites etc. have been used to get the information.

3.3 POPULATION

There are totally 154 employees in the organization.

3.4 SAMPLE SIZE

Out of 154 employees the 110 employees are taken as sample size from the organization.

3.5 SAMPLING TECHNIQUE

In this study convenience sampling method is used to gather information.

3.6 PERIOD OF STUDY

The study is undergone for a period of 3 months.

3.7 STRUCTURE OF QUESTIONNAIRE

The structured questionnaire that is circulated to the employees is the multiple choice where the respondents have to select any one of them.

3.8 ANALYTICAL TOOLS

PERCENTAGE ANALYSIS

Simple percentage analysis refers to a ratio. With the help of absolute figures it will be difficult to interpretive any meaning from the collected data, but when percentages are found out then it becomes easy to find the relative difference between two are more attributes.

No. of respondents

Percentage = ----- x 100

Total number of respondents

ANOVA TEST:

In statistics, one-way analysis of variance (abbreviated one-way ANOVA) is a technique used to compare means of two or more samples (using the F distribution). This technique can be used only for numerical data. The ANOVA tests the null hypothesis that samples in two or more groups are drawn from the same population. To do this, two estimates are made of the population variance. These estimates rely on various assumptions.

Assumptions:

1. The results of a one-way ANOVA can be considered reliable as long as the following assumptions are met:
2. Response variable must be normally distributed (or approximately normally distributed).
3. Samples are independent.
4. Variances of populations are equal.

3.9 LIMITATIONS OF STUDY

1. Time span- Employee engagement is a very vast topic in any organization. A limited span of time to understand the topic is very difficult.
2. Many employees are not interested to attend this kind of program in a regular basis.

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

4.1 PERCENTAGE ANALYSIS

Table 4.1.1: TABLE SHOWING AGE WISE CLASSIFICATION OF RESPONDENTS

AGE	NO. OF RESPONDENTS	PERCENTAGE
21-25 years	24	21.8
26-30 years	37	33.6
31-35 years	19	17.3
36-40 years	18	16.4
>40 years	12	10.9
Total	110	100

Sources: Primary Data

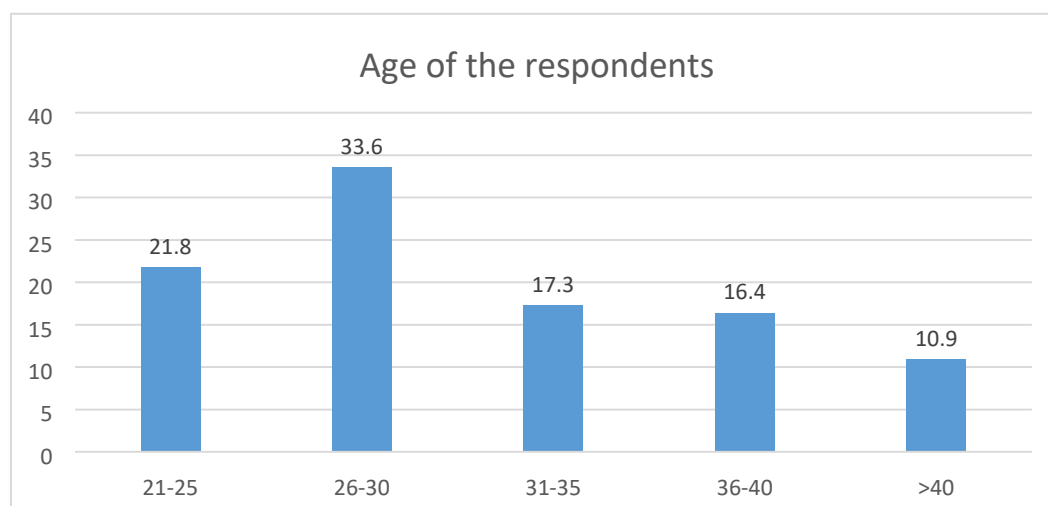


CHART 4.1.1: CHART SHOWING AGE WISE CLASSIFICATION OF RESPONDENT

INTERPRETATION:

From the above table we infer that 21.8% of the respondents are between the age group of 21-25. 33.6% of the respondents lies in the age group of 26-30. About 17.3% of the respondents are in between 31-35. 16.4% of the respondents comes under the age group of 36-40. 10.9% of the respondents are greater than the age of 40 years.

INFERENCE:

Majority of the respondents are in the age group of 26-30 years.

Table 4.1.2: TABLE SHOWING GENDER OF THE RESPONDENTS

GENDER	NO. OF RESPONDENTS	PERCENTAGE
Male	82	74.5
Female	28	25.5
Total	110	100

Sources: Primary Data

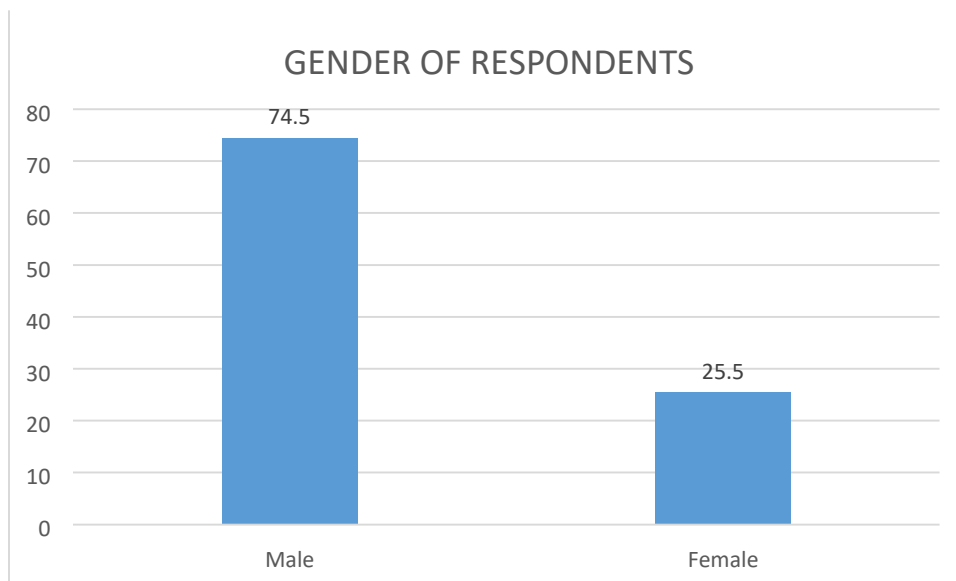


CHART 4.1.2: CHART SHOWING GENDER OF THE RESPONDENTS

INTERPRETATION:

The above table shows that 74.5% of the respondents are male and the remaining 24.5% are female.

INFERENCE:

Majority of the respondents are male.

TABLE 4.1.3: TABLE SHOWING QUALIFICATION OF RESPONDENTS

QUALIFICATION	NO. OF RESPONDENTS	PERCENTAGE
UG	54	49
PG	50	45.5
DIPLOMA	6	5.5
OTHERS	0	0
Total	110	100

Sources: Primary Data

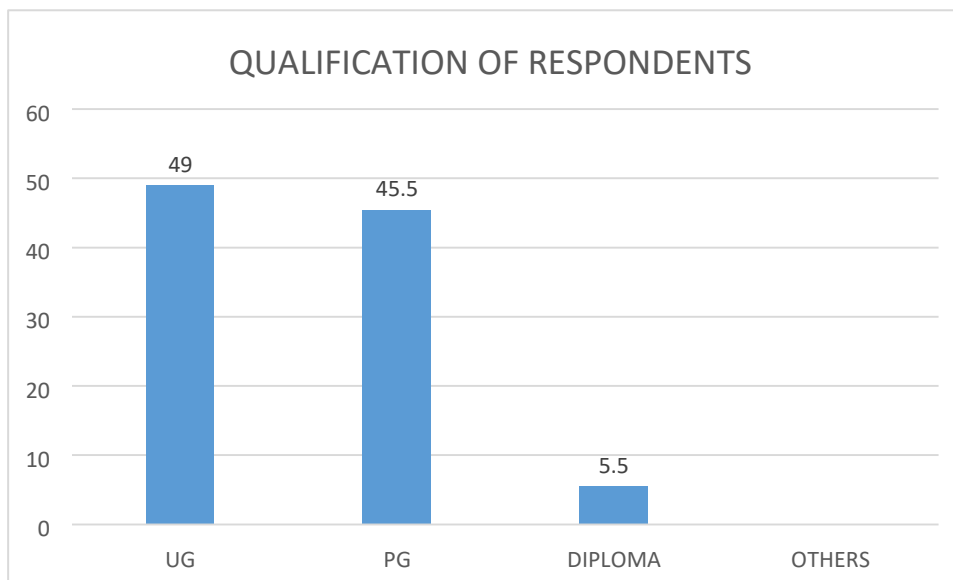


CHART 4.1.3: CHART SHOWING QUALIFICATION OF RESPONDENTS

INTERPRETATION:

From the above table we infer that 49% of the respondents are under graduates, 45.5% of the respondents are post graduates and remaining 5.5% are diploma holders.

INFERENCE:

Majority of the respondents are under graduates

TABLE 4.1.4: TABLE SHOWING EXPERIENCE OF THE RESPONDENTS

EXPERIENCE	NO. OF RESPONDENTS	PERCENTAGE
<2 years	29	26.4
2-3 years	30	27.3
3-5 years	27	24.5
above 5 years	24	21.8
Total	110	100

Sources: Primary Data

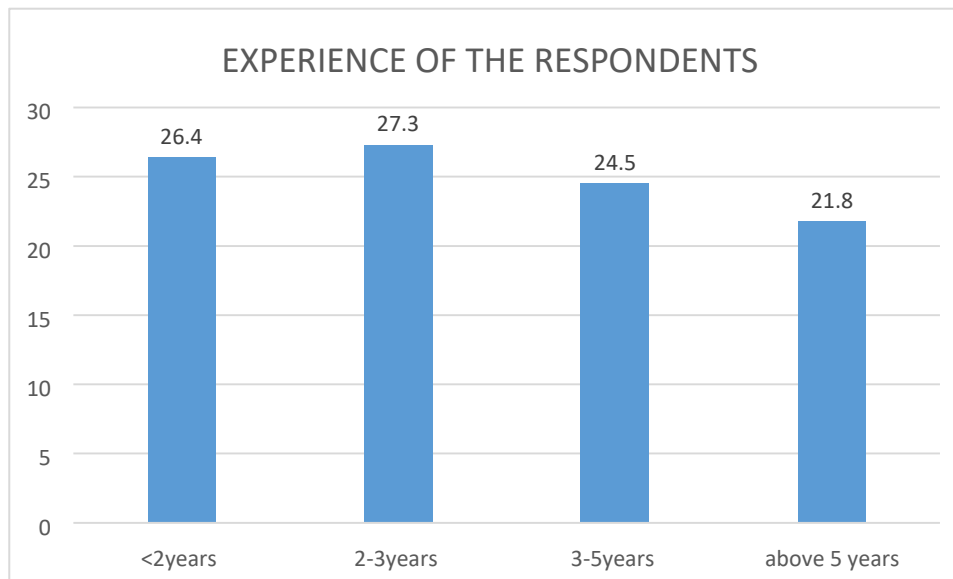


CHART 4.1.4: CHART SHOWING EXPERIENCE OF THE RESPONDENTS

INTERPRETATION:

The above table shows that 26.4% have less than 2 years of experience, 27.3% are in between 2-3 years of experience, 24.5% have 3-5 years of experience and 21.8% of the respondents have experience above 5 years.

INFERENCE:

Majority of the respondents are employees with 2-3 years of experience.

Table 4.1.5: TABLE SHOWING INCOME OF THE RESPONDENTS

MONTHLY INCOME	NO. OF RESPONDENTS	PERCENTAGE
<15000	18	16.4
15000-30000	41	37.3
30000-45000	28	25.5
above 45000	23	20.9
Total	110	100

Sources: Primary Data

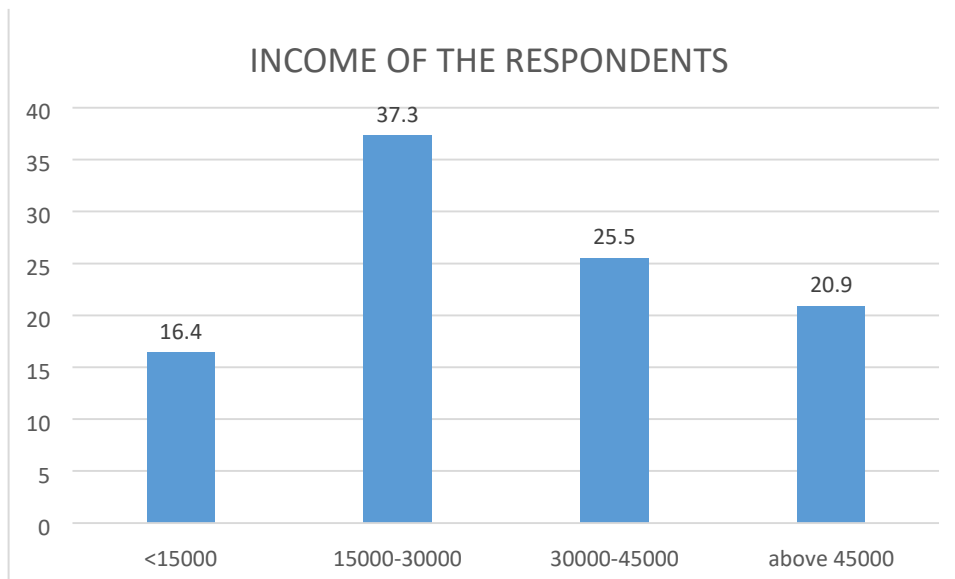


CHART 4.1.5: CHART SHOWING INCOME OF THE RESPONDENTS

INTERPRETATION:

The table shows that 16.4% of the respondents are in the income group of <15000, 37.3% are in the income group of 15000-30000, 25.5% are in the income group of 30000-45000 and the remaining 20.9% have income of above 45000.

INFERENCE:

Majority of the respondents have income from 15000- 30000

TABLE 4.1.6: TABLE SHOWING MARTIAL STATUS OF RESPONDENTS

MARITAL STATUS	NO. OF RESPONDENTS	PERCENTAGE
Single	64	58.2
Married	46	41.8
Total	110	100

Sources: Primary Data

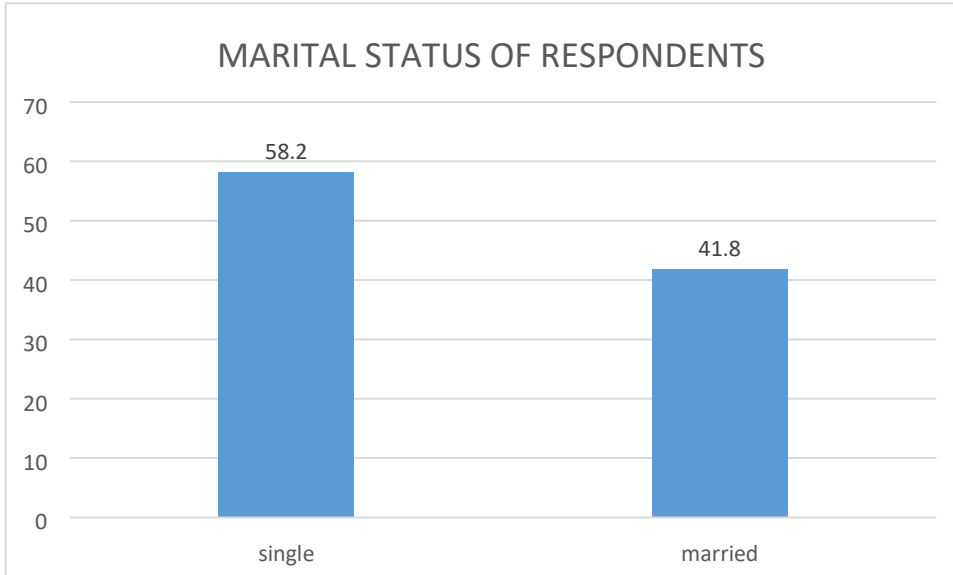


CHART 4.1.6: CHART SHOWING MARITAL STATUS OF RESPONDENTS

INTERPRETATION:

The above table shows that 58.2% of the respondents are single and 41.8% of the respondents are married.

INFERENCE:

Majority of the respondents are unmarried.

TABLE 4.1.7: TABLE SHOWING RESPONDENTS OPINION AS TO WHETHER THEY ARE SATISFIED WITH THE PROFESSIONAL DEVELOPMENT OFFERED

PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
Strongly agree	23	20.9
Agree	82	74.5
Neither agree nor disagree	4	3.6
Disagree	1	0.9
Strongly disagree	0	0
Total	110	100

Sources: Primary Data

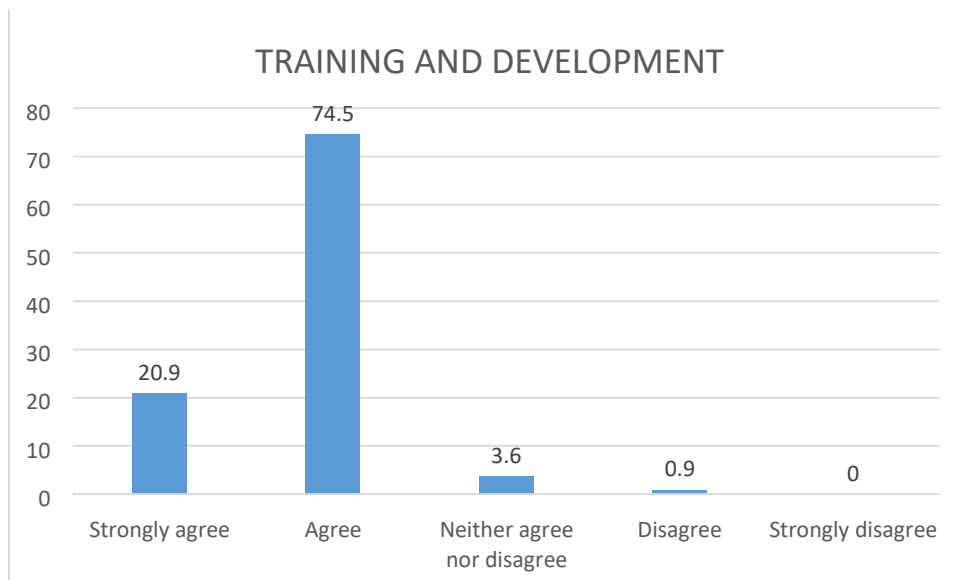


CHART 4.1.7: CHART SHOWING RESPONDENTS OPINION AS TO WHETHER THEY ARE SATISFIED WITH THE PROFESSIONAL DEVELOPMENT OFFERED
INTERPRETATION:

From the above table it can be interpreted that 20.9% of the respondents strongly agree, 74.5% of the respondents agree that they are satisfied with the professional development offered in their organization. 3.6% of the respondents neither agree nor disagree, less than 1% disagree and none of them strongly disagree with it.

INFERENCE:

Majority of the respondents agree with the professional development offered in their organization.

TABLE 4.1.8: TABLE SHOWING RESPONDENTS OPINION AS TO WHETHER THEIR EFFICIENCY IN THE CURRENT WORK ENVIRONMENT IS IMPROVING

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Strongly agree	23	20.9
Agree	71	64.5
Neither agree nor disagree	15	13.6
Disagree	1	0.9
Strongly disagree	0	0
Total	110	100

Sources: Primary Data

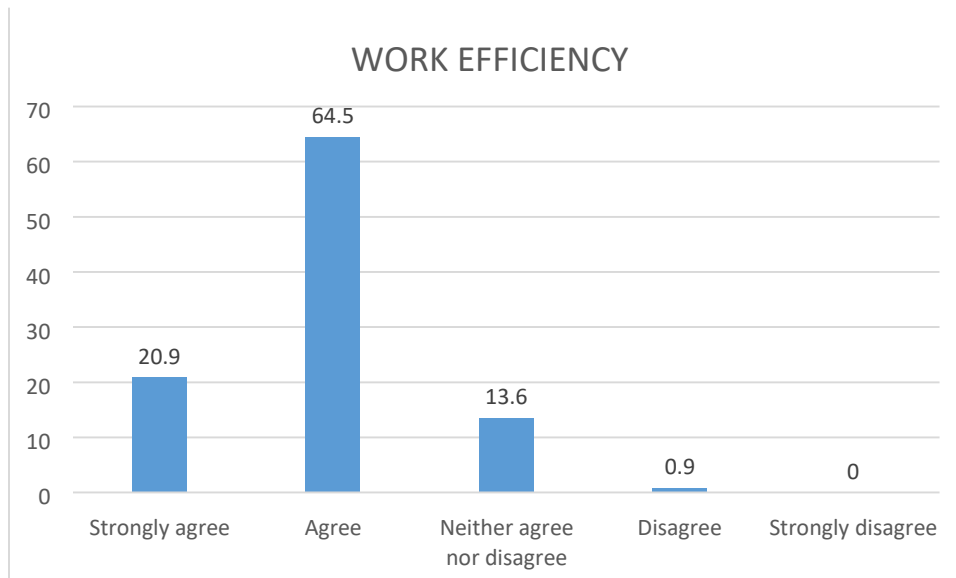


CHART 4.1.8: CHART SHOWING RESPONDENTS OPINION AS TO WHETHER THEIR EFFICIENCY IN THE CURRENT WORK ENVIRONMENT IS IMPROVING
INTERPRETATION:

From the above table it can be interpreted that 20.9% of the respondents strongly agree, 64.5% of the respondents agree that their efficiency in the current work environment has been improving. 13.6% of the respondents neither agree nor disagree, less than 1% disagree and none of them strongly disagree with it.

INFERENCE:

Majority of the respondents agree that efficiency in their current work environment is improving in the organization.

TABLE 4.1.9: TABLE SHOWING RESPONDENTS OPINION AS TO WHETHER THEY ARE PLEASED WITH THE CAREER DEVELOPMENT OPPORTUNITIES

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Strongly agree	14	12.7
Agree	64	58.2
Neither agree nor disagree	21	19.1
Disagree	11	10
Strongly disagree	0	0
Total	110	100

Sources: Primary Data

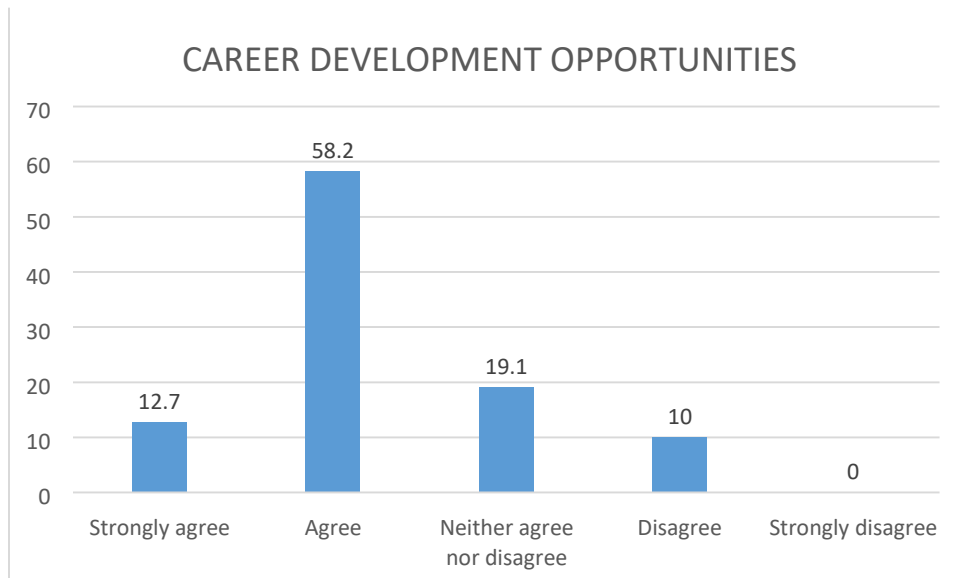


CHART 4.1.9: CHARTS SHOWING RESPONDENTS OPINION AS TO WHETHER THEY ARE PLEASED WITH THE CAREER DEVELOPMENT OPPORTUNITIES
INTERPRETATION:

.From the above table it can be interpreted that 12.7% of the respondents strongly agree, 58.2% of the respondents agree that they are pleased with the career development opportunities in their organization. 19.1% of the respondents neither agree nor disagree, 10% disagree and none of them strongly disagree with it.

INFERENCE:

Majority of the respondents agree to be pleased with the career development opportunities available within their organization.

TABLE 4.1.10: TABLE SHOWING RESPONDENTS OPINION AS TO WHETHER THEY ARE SATISFIED WITH THE OPPORTUNITIES TO UTILIZE SKILLS AND TALENTS

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Strongly agree	8	7.3
Agree	88	80
Neither agree nor disagree	12	10.9
Disagree	2	1.8
Strongly disagree	0	0
Total	110	100

Sources: Primary Data

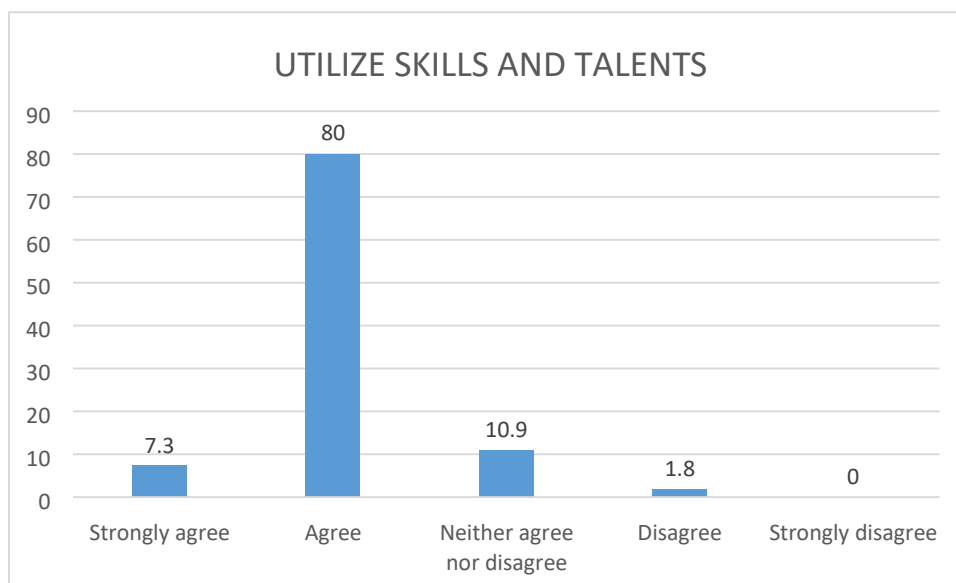


CHART 4.1.10: CHARTS SHOWING RESPONDENTS OPINION AS TO WHETHER THEY ARE SATISFIED WITH THE OPPORTUNITIES TO UTILIZE SKILLS TALENTS

INTERPRETATION:

.From the above table it can be interpreted that 7.3% of the respondents strongly agree, 80% of the respondents agree that they are satisfied with the opportunities to utilize their skills and talent. 10.9% of the respondents neither agree nor disagree, 1.8% disagree and none of them strongly disagree with it.

INFERENCE:

Majority of the respondents agree that they are satisfied with the opportunities available in the organization to utilize skills and talents.

TABLE 4.1.11: TABLE SHOWING RESPONDENTS OPINION AS TO WHETHER THEY ARE SATISFIED WITH THE COMPENSATION THEY GET

PARTICULARS	NO. OF RESPONDENTS	PRCENTAGE
Strongly agree	10	9.1
Agree	62	56.4
Neither agree nor disagree	20	18.2
Disagree	18	16.4
Strongly disagree	0	0
Total	110	100

Sources: Primary Data

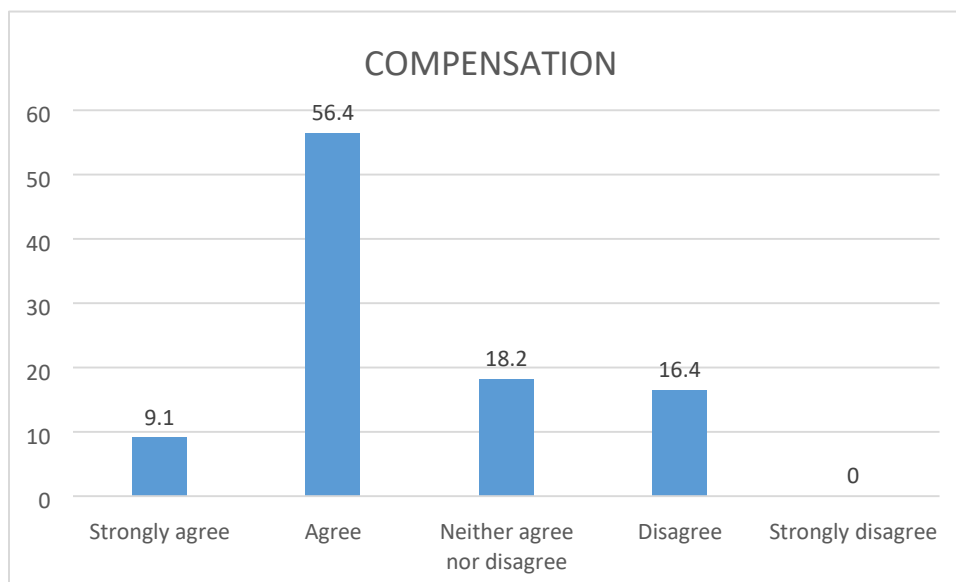


CHART 4.1.11: CHARTS SHOWING RESPONDENTS OPINION AS TO WHETHER THEY ARE SATISFIED WITH THE COMPENSATION THEY GET

INTERPRETATION:

.From the above table it can be interpreted that 9.1% of the respondents strongly agree, 56.4% of the respondents agree that they are satisfied with the compensation they get. 18.2% of the respondents neither agree nor disagree, 16.4% disagree and none of them strongly disagree with it.

INFERENCE:

Majority of the respondents agree that they are satisfied with the compensation they get in their organization.

TABLE 4.1.12: TABLE SHOWING RESPONDENTS OPINION AS TO WHETHER THEY ARE SATISFIED WITH THE BONUS THEY GET

PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
Strongly agree	2	1.8
Agree	45	40.9
Neither agree nor disagree	37	33.6
Disagree	26	23.6
Strongly disagree	0	0
Total	110	100

Sources: Primary Data

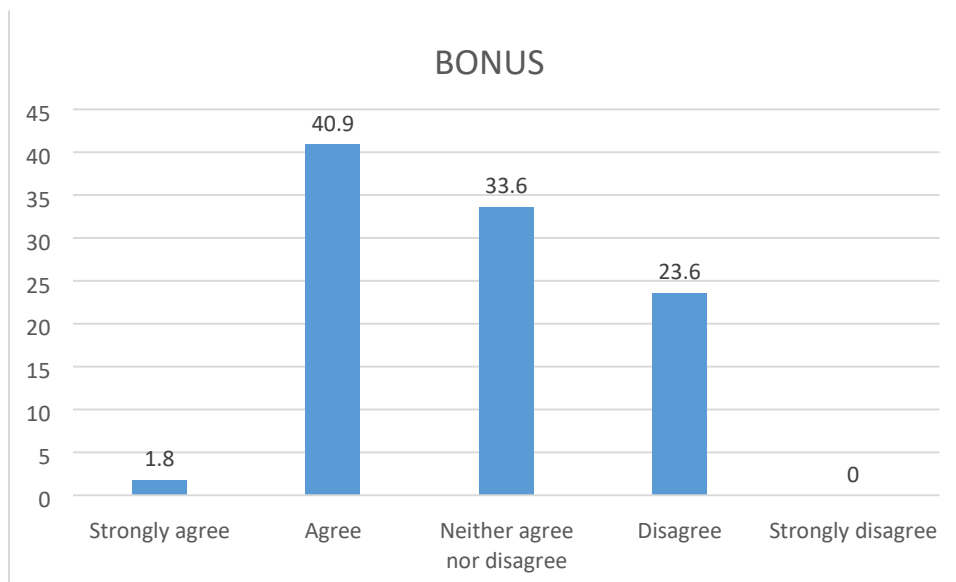


CHART 4.1.12: CHART SHOWING RESPONDENTS OPINION AS TO WHETHER THEY ARE SATISFIED WITH THE BONUS THEY GET

INTERPRETATION:

.From the above table it can be interpreted that 1.8% of the respondents strongly agree, 40.9% of the respondents agree that they are satisfied with the bonus they get. 33.6% of the respondents neither agree nor disagree, 23.6% disagree and none of them strongly disagree with it.

INFERENCE:

Majority of the respondents agree that they are satisfied with the bonus and incentives they get in the organization.

TABLE 4.1.13: TABLE SHOWING RESPONDENTS OPINION AS TO WHETHER THEY HAVE A HAPPY AND SAFE ENVIRONMENT

PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
Strongly agree	5	4.5
Agree	82	74.5
Neither agree nor disagree	22	20
Disagree	1	0.9
Strongly disagree	0	0
Total	110	100

Sources: Primary Data

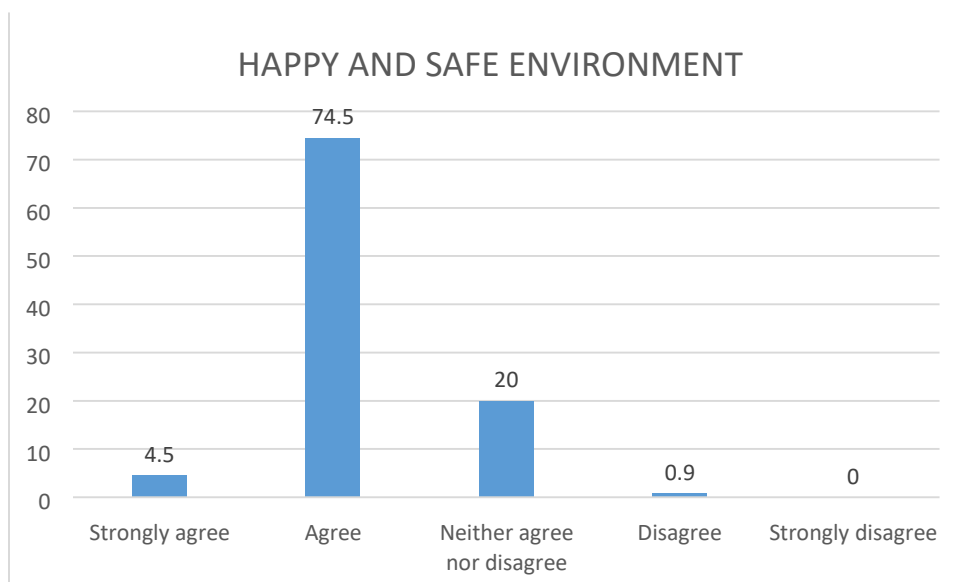


CHART 4.1.13: CHART SHOWING RESPONDENTS OPINION AS TO WHETHER THEY HAVE A HAPPY AND SAFE ENVIRONMENT

INTERPRETATION:

.From the above table it can be interpreted that 4.5% of the respondents strongly agree, 74.5% of the respondents agree that they have a happy and safe environment. 20% of the respondents neither agree nor disagree, 0.9% disagree and none of them strongly disagree with it.

INFERENCE:

Majority of the respondents agree towards happy and safe environment.

TABLE 4.1.14: TABLE SHOWING RESPONDENTS OPINION AS TO WHETHER THEY FEEL LIKE GOING TO WORK EVERY MORNING

PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
Strongly agree	1	0.9
Agree	72	65.5
Neither agree nor disagree	37	33.6
Disagree	0	0
Strongly disagree	0	0
Total	110	100

Sources: Primary Data

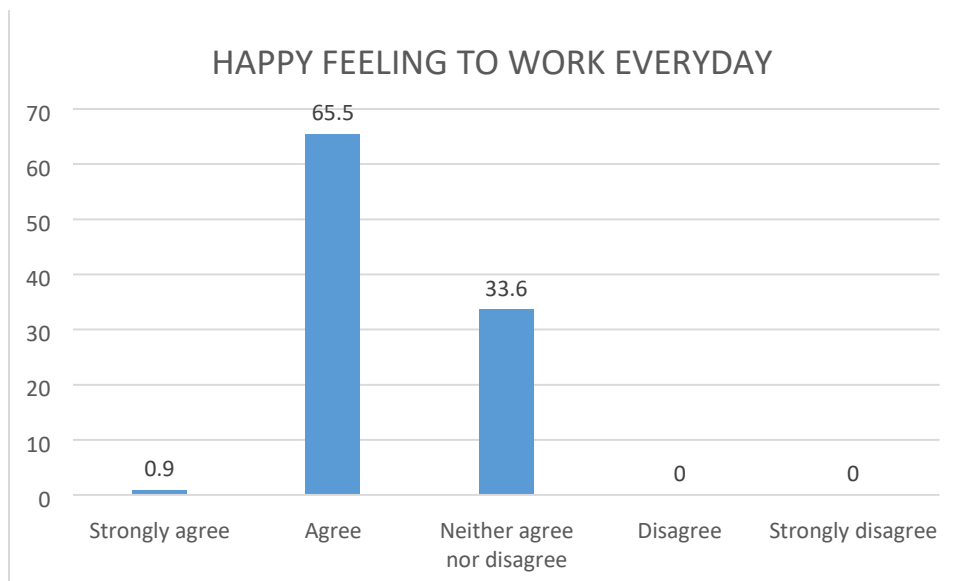


CHART 4.1.14: CHART SHOWING RESPONDENTS OPINION AS TO WHETHER THEY FEEL LIKE GOING TO WORK EVERY MORNING

INTERPRETATION:

.From the above table it can be interpreted that 0.9% of the respondents strongly agree, 65.5% of the respondents agree that they feel like going to work every morning. 33.6% of the respondents neither agree nor disagree, and none of them disagree and strongly disagree with it.

INFERENCE:

Majority of the respondents agree that they feel like going to work every morning.

TABLE4.1.15: TABLE SHOWING RESPONDENTS OPINION AS TO WHETHER THEY FEEL THEIR WORK IS FULL OF SIGNIFICANCE AND PURPOSE

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Strongly agree	10	9.1
Agree	86	78.2
Neither agree nor disagree	14	12.7
Disagree	0	0
Strongly disagree	0	0
Total	110	100

Sources: Primary Data

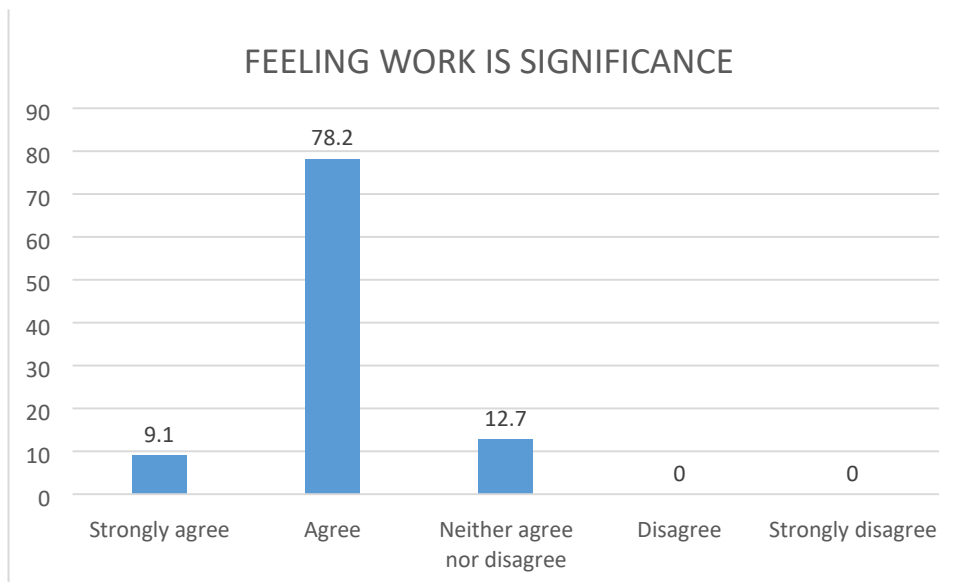


CHART 4.1.15: CHART SHOWING RESPONDENTS OPINION AS TO WHETHER THEY FEEL THEIR WORK IS FULL OF SIGNIFICANCE AND PURPOSE

INTERPRETATION:

From the above table it can be interpreted that 9.1% of the respondents strongly agree, 78.2% of the respondents agree that they feel like their work is full of significance and purpose. 12.7% of the respondents neither agree nor disagree, and none of them disagree and strongly disagree with it.

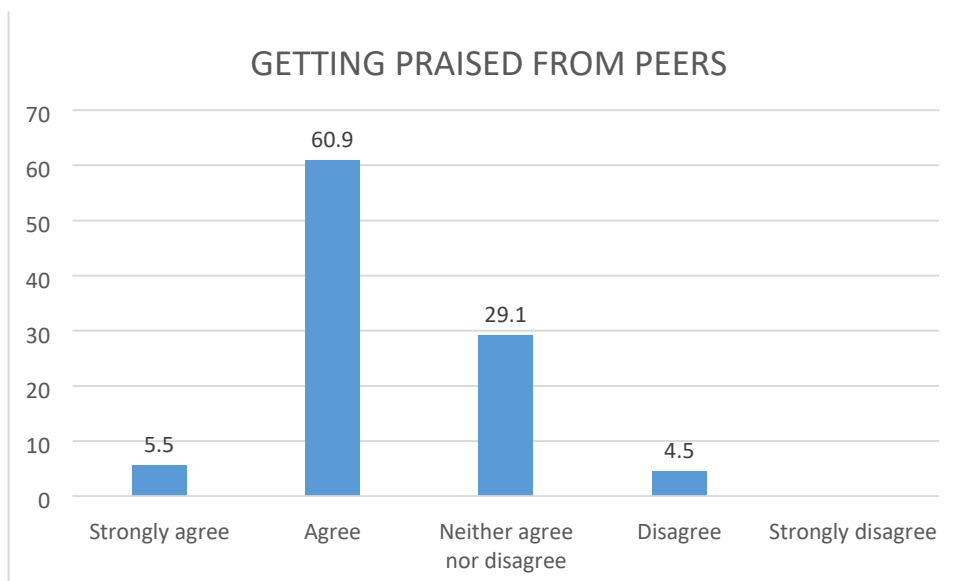
INFERENCE:

Majority of the respondents agree that their work is full of significance and purpose.

TABLE 4.1.16: TABLE SHOWING RESPONDENTS OPINION AS TO WHETHER THEY GET PRAISED FROM THEIR PEERS AND MANAGEMENT

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Strongly agree	6	5.5
Agree	67	60.9
Neither agree nor disagree	32	29.1
Disagree	5	4.5
Strongly disagree	0	0
Total	110	100

Sources: Primary Data



CHARTS 4.1.16: CHARTS SHOWING RESPONDENTS OPINION AS TO WHETHER THEY GET PRAISED FROM THEIR PEERS AND MANAGEMENT

INTERPRETATION:

.From the above table it can be interpreted that 5.5% of the respondents strongly agree, 60.9% of the respondents agree that they get praised from their peers and management. 29.1% of the respondents neither agree nor disagree, 4.5% disagree and none of them strongly disagree with it.

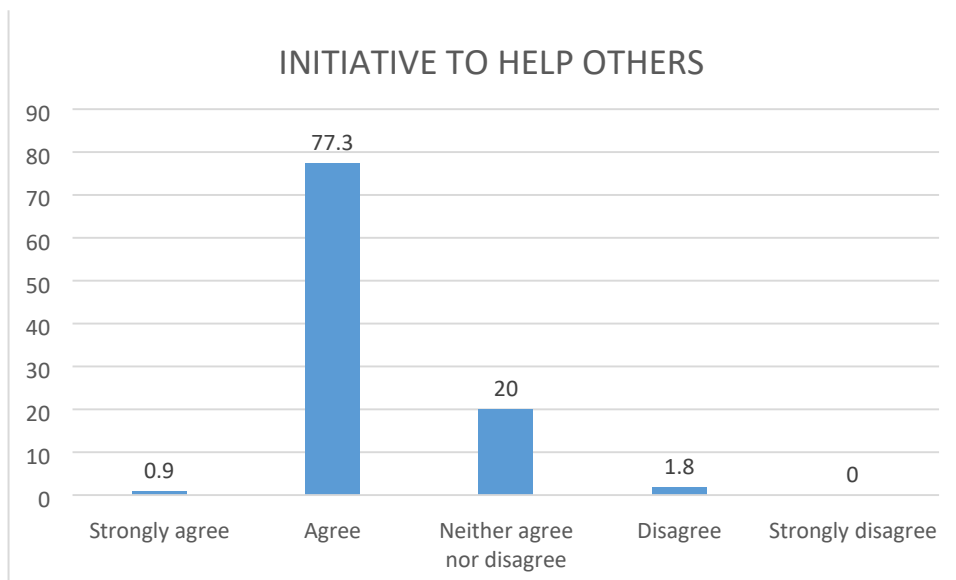
INFERENCE:

Majority of the respondents agree that they get praised from peers and subordinates.

TABLE4.1.17: TABLE SHOWING RESPONDENTS OPINION AS TO WHETHER THEY TAKE INITIATIVE TO HELP OTHERS WHENVER THERE IS NEED

PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
Strongly agree	1	0.9
Agree	85	77.3
Neither agree nor disagree	22	20
Disagree	2	1.8
Strongly disagree	0	0
Total	110	100

Sources: Primary Data



CHARTS 4.1.17: CHARTS SHOWING RESPONDENTS OPINION AS TO WHETHER THEY TAKE INITIATIVE TO HELP OTHERS WHENVER THERE IS NEED

INTERPRETATION:

.From the above table it can be interpreted that 0.9% of the respondents strongly agree, 77.3% of the respondents agree that they take initiative to help others. 20% of the respondents neither agree nor disagree, 1.8% disagree and none of them strongly disagree with it.

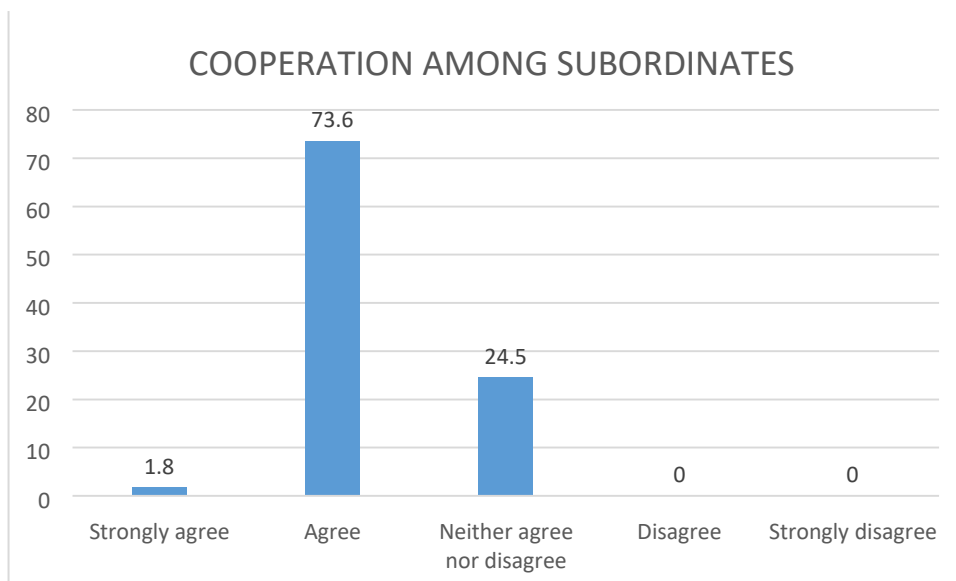
INFERENCE:

Majority of the respondents agree that they take initiative to help others whenever there is a need.

TABLE 4.1.18: TABLE SHOWING RESPONDENTS OPINION AS TO WHETHER THERE IS COOPERATION AMONG PEERS AND SUBORDINATES

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Strongly agree	2	1.8
Agree	81	73.6
Neither agree nor disagree	27	24.5
Disagree	0	0
Strongly disagree	0	0
Total	110	100

Sources: Primary Data



CHARTS 4.1.18: CHARTS SHOWING RESPONDENTS OPINION AS TO WHETHER THERE IS COOPERATION AMONG PEERS AND SUBORDINATES

INTERPRETATION:

.From the above table it can be interpreted that 1.8% of the respondents strongly agree, 73.6% of the respondents agree that there is cooperation among peers and subordinates. 24.5% of the respondents neither agree nor disagree, and none of them disagree and strongly disagree with it.

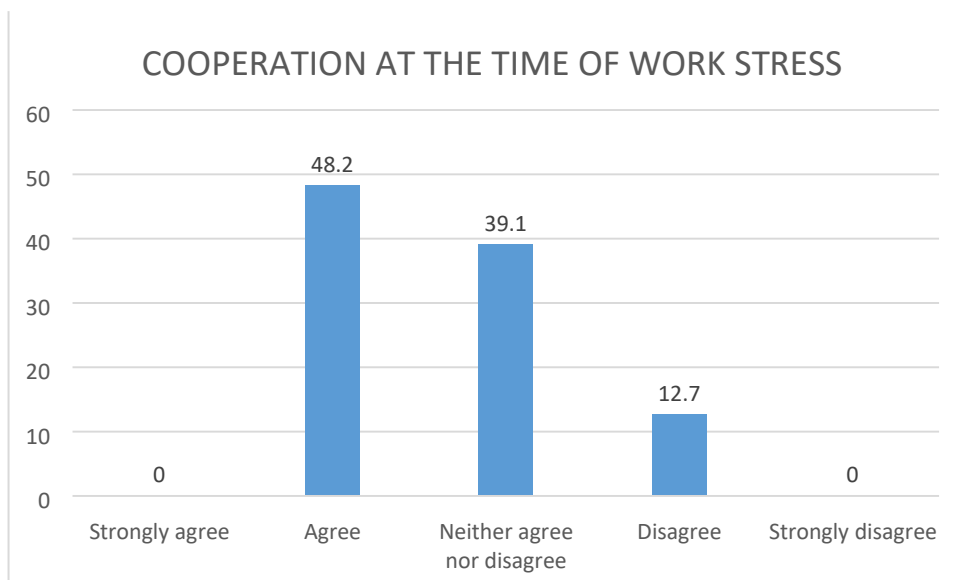
INFERENCE:

Majority of the respondents agree that there is cooperation among peers and subordinates.

TABLE 4.1.19: TABLE SHOWING RESPONDENTS OPINION AS TO WHETHER THERE IS COOPERATION AT THE TIME OF WORK STRESS

PARTICULARS	NO. OF PARTICULARS	PERCENTAGE
Strongly agree	0	0
Agree	53	48.2
Neither agree nor disagree	43	39.1
Disagree	14	12.7
Strongly disagree	0	0
Total	110	100

Sources: Primary Data



CHARTS 4.1.19: CHARTS SHOWING RESPONDENTS OPINION AS TO WHETHER THERE IS COOPERATION AT THE TIME OF WORK STRESS

INTERPRETATION:

From the above table it can be interpreted that 48.2% of the respondents agree, none of the respondents strongly agree that there is cooperation at the time of work stress. 39.1% of the respondents neither agree nor disagree, 12.7% of the respondents disagree and none of the respondents strongly with it.

INFERENCE:

Majority of the respondents agree that there is cooperation at the time of work stress.

TABLE 4.1.20: TABLE SHOWING RESPONDENTS OPINION AS TO WHETHER THE EMPLOYEES ACCEPTS THE CHANGES IF ANY

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Strongly agree	0	0
Agree	47	42.7
Neither agree nor disagree	50	45.5
Disagree	13	11.8
Strongly disagree	0	0
Total	110	100

Sources: Primary Data

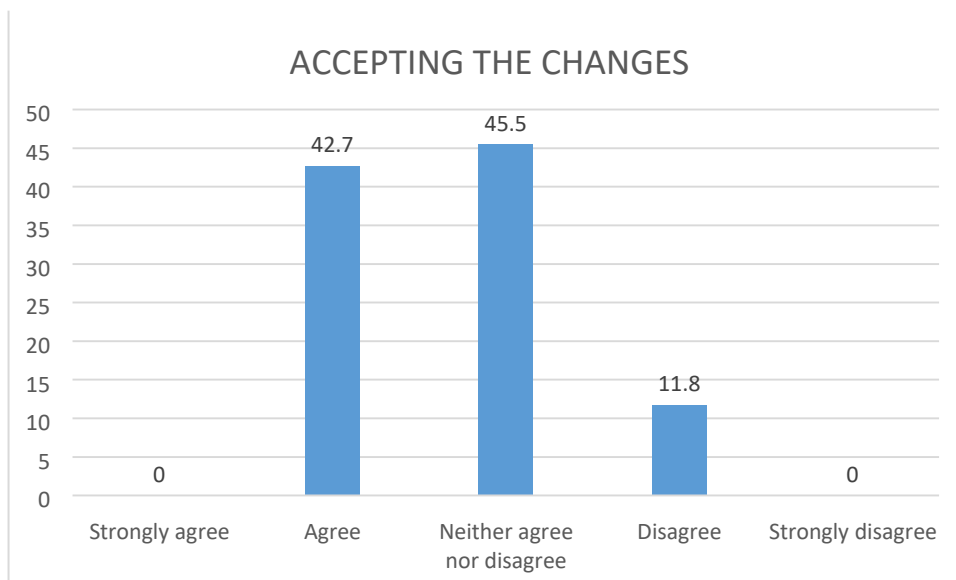


CHART 4.1.20: CHART SHOWING RESPONDENTS OPINION AS TO WHETHER THE EMPLOYEES ACCEPTS THE CHANGES IF ANY

INTERPRETATION:

From the above table it can be interpreted that 42.7% of the respondents agree, none of the respondents strongly agree that the employees accepts the changes if any. 45.5% of the respondents neither agree nor disagree, 11.8% of the respondents disagree and none of the respondents strongly with it.

INFERENCE:

Majority of the respondent neither agree nor disagree that the employees accepts the changes if any.

TABLE 4.1.21: TABLE SHOWING RESPONDENTS OPINION AS TO WHETHER THEY FEEL INVOLVED IN THE WORK THEY DO

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Strongly agree	4	3.6
Agree	100	90.9
Neither agree nor disagree	5	4.5
Disagree	1	0.9
Strongly disagree	0	0
Total	110	100

Sources: Primary Data

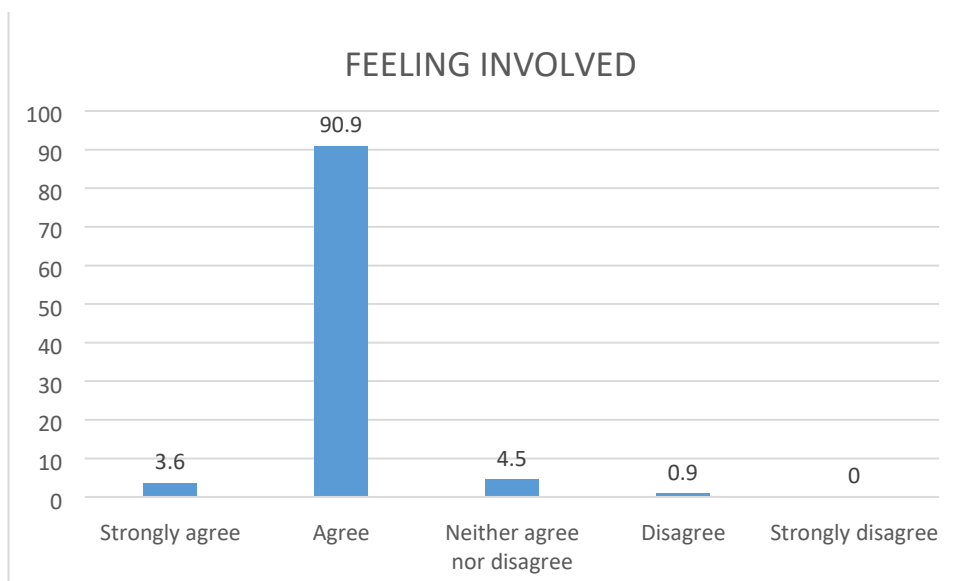


CHART 4.1.21: CHARTS SHOWING RESPONDENTS OPINION AS TO WHETHER THEY FEEL INVOLVED IN THE WORK THEY DO

INTERPRETATION:

From the above table it can be interpreted that 3.6% of the respondents strongly agree, 90.9% of the respondents agree that they feel involved in the work they do. 4.5% of the respondents neither agree nor disagree, less than 1% disagree and none of them strongly disagree with it.

INFERENCE:

Majority of the respondents feels agree that feeling involved in the work they do.

TABLE 4.1.22: TABLE SHOWING RESPONDENTS OPINION AS TO WHETHER THEY WORK WITH FULL FOCUS

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Strongly agree	15	13.6
Agree	85	77.3
Neither agree nor disagree	10	9.1
Disagree	0	0
Strongly disagree	0	0
Total	110	100

Sources: Primary Data

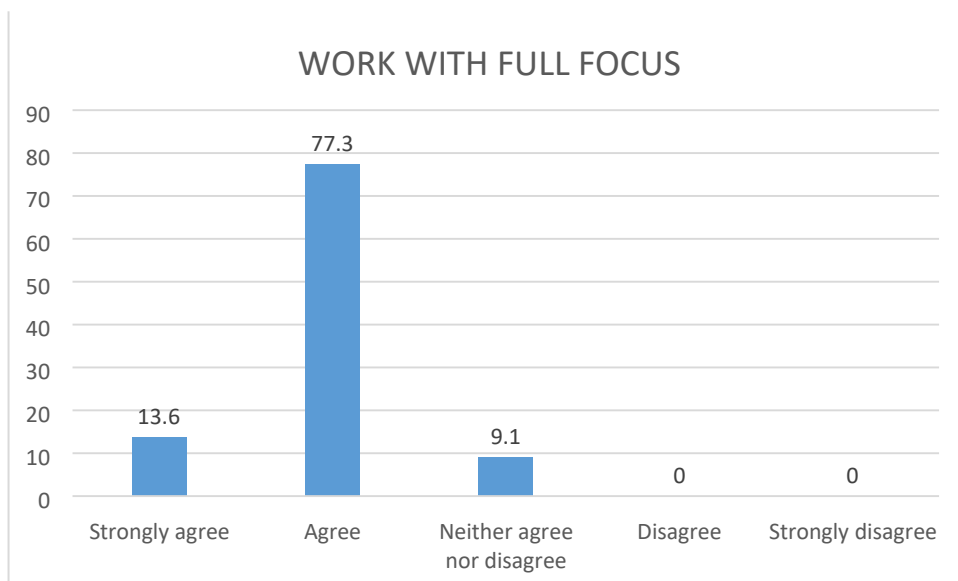


CHART 4.1.22: CHART SHOWING RESPONDENTS OPINION AS TO WHETHER THEY WORK WITH FULL FOCUS

INTERPRETATION:

.From the above table it can be interpreted that 13.6% of the respondents strongly agree, 77.3% of the respondents agree that they work with full focus. 9.1% of the respondents neither agree nor disagree, and none of them disagree and strongly disagree with it.

INFERENCE:

Majority of the respondents agree that they work with full focus.

TABLE 4.1.23: TABLE SHOWING RESPONDENTS OPINION AS TO WHETHER THEY WORK WITH THE GOALS OF THE ORGANIZATION

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Strongly agree	24	21.8
Agree	70	63.6
Neither agree nor disagree	13	11.8
Disagree	3	2.7
Strongly disagree	0	0
Total	110	100

Sources: Primary Data

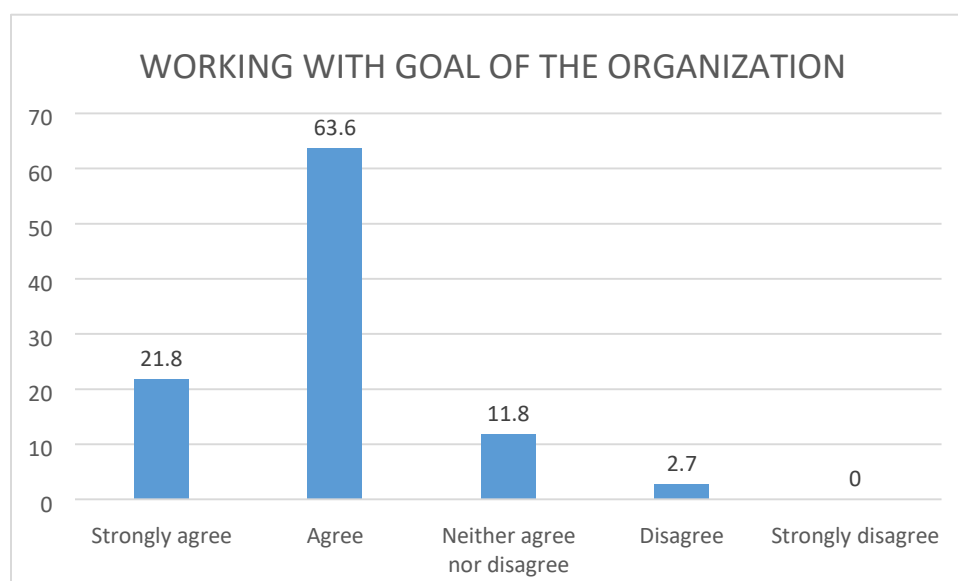


CHART 4.1.23: CHART SHOWING RESPONDENTS OPINION AS TO WHETHER THEY WORK WITH THE GOALS OF THE ORGANIZATION

INTERPRETATION:

.From the above table it can be interpreted that 21.8% of the respondents strongly agree, 63.6% of the respondents agree that they work with the goals of the organization. 11.8% of the respondents neither agree nor disagree, 2.7% disagree and none of them strongly disagree with it.

INFERENCE:

Majority of the respondents agree that they work with the goals of the organization.

TABLE 4.1.24: TABLE SHOWING RESPONDENTS OPINION AS TO WHETHER THEY FEELS ENTHUSIASTIC ABOUT THEIR WORK

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Strongly agree	5	4.5
Agree	82	74.5
Neither agree nor disagree	21	19.1
Disagree	2	1.8
Strongly disagree	0	0
Total	110	100

Sources: Primary Data

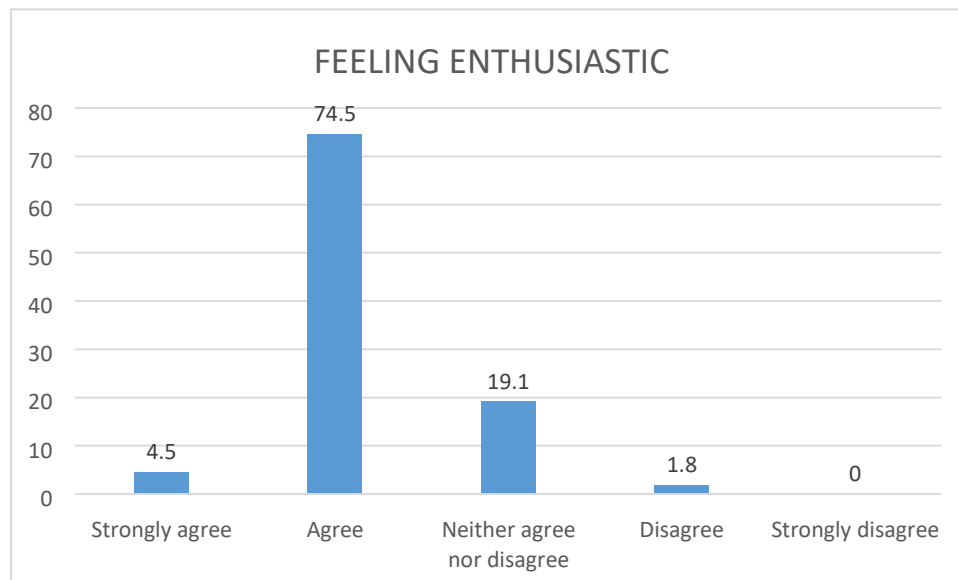


CHART 4.1.24: CHART SHOWING RESPONDENTS OPINION AS TO WHETHER THEY FEELS ENTHUSIASTIC ABOUT THEIR WORK

INTERPRETATION:

.From the above table it can be interpreted that 4.5% of the respondents strongly agree, 74.5% of the respondents agree that they feels enthusiastic about the work they do. 19.1% of the respondents neither agree nor disagree, 1.8% disagree and none of them strongly disagree with it.

INFERENCE:

Majority of the respondents agree that they feels enthusiastic in the work they do.

4.2 ANOVA- I

One- way Anova is a statistical technique that is used to compare the means of more than two groups.

STATISTICAL HYPOTHESIS:

Null hypothesis (H₀) There is no significant difference among qualification and initiative to help others.

Alternate Hypothesis (H₁) There is significance difference between qualification and initiative to help others.

TABLE 4.2.1 SHOWING ANOVA OF THE RESPONDENTS BETWEEN QUALIFICATION AND INITIATIVE TO HELP OTHERS

	Sum of Squares	df	Mean Square	F	Sig.
Between groups	0.676	3	0.225	0.622	0.602
Within groups	38.379	106	0.362		
Total	39.005	109			

RESULTS

Anova was performed to examine the difference among qualification on employees take initiative to help others. Results of Anova showed P value 0.602 is more than 0.05. Hence null hypothesis is accepted. There is no significance difference among various qualification on employees take initiative to help others.

4.3 ANOVA- II

SATISTICAL HYPOTHESIS

Null hypothesis (H_0) There is no significant difference among age and cooperation among peers and subordinates.

Alternate Hypothesis (H_1) There is significance difference between age and cooperation among peers and subordinates.

TABLE 4.3.1 SHOWING ANOVA OF THE RESPONDENTS BETWEEN AGE AND COOPERATION AMONG PEERS AND SUBORDINATES

	Sum of Squares	df	Mean Square	F	Sig.
Between groups	1.024	3	0.512	0.302	0.740
Within groups	181.167	106	1.693		
Total	182.191	109			

RESULTS

Anova was performed to examine the difference among age on cooperation among peers and subordinates. Results of Anova showed P value 0.740 is more than 0.05. Hence null hypothesis is accepted. There is no significance difference among age and cooperation among peers and subordinates.

4.4 T TEST

The t test compares two averages and test they are different from each other.

STATISTICAL HYPOTHESIS:

Null Hypothesis (H0): There is no difference between gender and safe and happy work environment.

Alternate Hypothesis (H1): There is difference between gender and safe and happy work environment.

TABLE NO: 4.4.1 SHOWING RELATIONSHIP BETWEEN GENDER AND OPINION ON WHETHER THERE IS SAFE AND HAPPY ENVIRONMENT

	f	sig.	t	df	sig.(2tailed)	mean difference	std. error difference	lower	upper
Equal variances assumed	0.052	0.819	-0.502	108	0.616	-0.056	0.111	-0.275	0.164
Equal variances not assumed			-0.508	47.572	0.614	-0.056	0.110	-0.276	0.165

RESULTS

T test was performed to examine the difference among gender and safe and happy work environment. Results of t test of independence showed P value 0.616 is greater than 0.05 hence null hypothesis is accepted. There is no significant difference between gender and safe and happy work environment.

CHAPTER 5

5.1 FINDINGS:

- Around 55.4% of the respondents comes under the age of 30. Hence it could be studied that most of the employees in the organization are young age.
- The gender of the respondents is dominated by male respondents contributing to 74.5%.
- Most of the respondents are post graduates contributing to 49.1% of total sample.
- Majority of the respondents have experience of 2-3 years.
- Majority of the respondents are in the income group of 15000-30000, contributing to 37.3%
- Around 58.2% of the respondents are married. Hence the most of the employees are married.
- Around 95.5% of the respondents feels agree and strongly agree for professional development in the organization. Hence we come to know that there is good scope for employees for career development in the organization.
- Around 85.5% of the respondents agree and strongly agree towards their improvement in work efficiency. The remaining 14.5% of the respondents feels disagree and neither agree nor disagree so there is a slight change when it comes to the newly entered employee.
- Majority of the respondents agree and strongly agree for career development opportunities available within the organization contributing to 70.9% but 29.1% of the respondents disagree and feels neither agree nor disagree. Respondents having less than 2 years of experience does not agree with the career development opportunities.

- It has been studied that 87.3% of the respondents feels agree and strongly agree that there is opportunities to skills and talents. Hence it is known that the organization is a right place to utilize skills.
- Even though most of the respondents agree and strongly agree contributing to 65.5 towards compensation provided, a total of 34.5% of the respondents disagree and feels neither agree nor disagree with compensation. So there is a significance change in compensation and the experience of the respondents.
- Majority of the respondents feels disagree and neither agree nor disagree towards the bonus provided. From this we come to know that the organization is not that much good in providing bonus.
- Most of the respondents male and female contributing to 79% feels the organization is a safe and happy place to work with.
- Around 66.6% of the respondents feels agree and strongly agree that they feels to go to work every morning. But the remaining 34.4% of the respondents feels disagree and neither agree nor disagree, so there is a significance change in the respondents and feeling to go to work in the morning.
- Majority of 87.3% of the respondents feels that there work is full of significance and purpose.
- Around 66.4% of the respondents agree and strongly agree that they get praised from peers for the work done, but 33.6% of the respondents feels disagree and neither agree nor disagree. There is a significance change in getting praised from the peers.
- Majority of the respondents agree and strongly agree that employees take initiative to help others contributing to 78.6%, remaining 21.4% of the respondents disagree and strongly disagree.
- Around 75.4% of the respondents says that the cooperation among the seniors, peers and subordinates is good, so it is studied that the organization is a good place for fresher to start their career.
- Majority of the respondents of 51.8% disagree for the level of cooperation at the time of work stress.

- Around 57.3% of the respondents disagree and neither disagree nor agree towards employee accepting the changes. so we can see that the organization does not accepts the changes.
- Majority of the respondents contributing 94.5% agree towards involved in the work they do. So it is known that the employees in the organization are feeling valued.
- Around 90.9% of the employees agree that they work with full focus. This shows their engaged level.
- 85.4% of the respondents works with the goals of the organization, so we come to know that they are engaged to the organization.. .
- Anova was performed to examine the difference among qualification on employees take initiative to help others. Results of Anova showed P value 0.602 is more than 0.05. Hence null hypothesis is accepted. There is no significance difference among various qualification of employees take initiative to help others.
- Anova was performed to examine the difference among age on cooperation among peers and subordinates. Results of Anova showed P value 0.740 is more than 0.05. Hence null hypothesis is accepted. There is no significance difference among age and cooperation among peers and subordinates.
- T test was performed to examine the difference among gender and safe and happy environment. Results of t test of independence showed P value 0.616 is greater than 0.05 hence null hypothesis is accepted. There is no significant difference between gender and safe and happy work environment.

5.2 SUGGESTIONS:

In most of the findings majority of the employees have given the positive response but still the response which have lower than 85% positive feedback, company needs to concentrate on that like

- Company also need to focus on its retention policies because whatever reason is there for the staying back in the company.

- Company needs to align the employee within the organizations value with the help of counselling so employees can get closer to the company.
- Again there are also a good number of actively disengaged and not engaged people according to the survey question. So the organization should focus more on increasing the employee active participation and engagement to achieve the organizational goals and objectives.
- Also employees should be given more flexible way of delivering the best of their own method and way.
- It is also important to make the employees feel that their contribution is very important and valuable to the company.
- Also providing them with maternity benefits, bonus, tour and parties etc.

5.3 CONCLUSION:

Every organization wants to be ahead in the competitive market and for the same organization needs to have the well engaged employees. The engagement of employees depends upon different aspects like training and development, career development, pay benefits, health and safety benefits and more as I have studied in this research. There is no doubt that well engaged employees are valuable asset of the company and thereby the growth chances of the organization increases simultaneously.

With this effect every organization should understand the importance of engaged employees and they should implement the different policies for the effective employee engagement in the organization. With the help of this study I found that DRA AADITHYA SOUTH CITY PROJECTS PRIVATE LIMITED has an effective engaged employee staff which will defiantly help the organization to grow.

APPENDIX:

- 1) Age: a) 20-25 b) 26-30 c) 31-35 d) 36-40 e) >40
- 2) Gender: a) Male b) Female
- 3) Qualification: a) UG b) PG c) Diploma d) Others
- 4) Total experience: a) 1-2 years b) 2-3 years c) 3-5 years d) Above 5 years
- 5) Monthly Income:
 a) <Rs.15000 b) Rs.15000-Rs.30000 c) Rs.30000-Rs.45000 d) >Rs.45000
- 6) Marital status: a) single b) married

NOTE: SA-strongly agree, A-agree, NA-neither agree nor disagree, D-disagree,

SD-strongly disagree

S.NO	STATEMENT	SA	A	NA	D	SD
1	I am satisfied with the professional development offered by my organization.					
2	My efficiency in the current work environment has been improving.					
3	I am pleased to have career development opportunities available to me in the organization.					
4	I am satisfied with the opportunities available in the organization utilize my skills and talents.					
5	I am satisfied with the compensation I get.					
6	I am satisfied with the incentives and bonus for the extra work done.					
7	I have a safe and happy work environment.					
8	I feel like going to work every morning.					
9	I feel that my work is full of significance and purpose.					
10	I get praised from my peers and management for my work.					

11	Employees in my organization take the initiative to help others whenever there is need.					
12	Cooperation among the seniors, peers and subordinates is good.					
13	The level of cooperation of my management is good at the time of work stress					
14	Employees in my organization willingly accepts the change if any.					
15	I feel involved in the work I do.					
16	I work with full focus.					
17	I keep working with the goals of my organization.					
18	I feel enthusiastic about my work.					

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A STUDY ON EMPLOYEE ENGAGEMENT AT DRAAADITHYA SOUTH CITY PROJECTS PRIVATE LIMITED

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ABSTRACT: Employee engagement has emerged as a popular organizational concept in recent years. It is the level of commitment and involvement an employee has towards their organization and its values and beliefs. An engaged employee is aware of business context. Employee engagement initiative has a direct impact on the organization's productivity. All organization wants their employees to be engaged in their work. Employee engagement is linked to customer satisfaction which is linked to an organization's financial success.

The thesis concentrates on investigating the current of employee engagement in DRA AADITHYA SOUTH CITY PROJECTS PRIVATE LIMITED. The outcome of this thesis is meant to help the company for better understanding the situation. In this paper the findings are employed using a descriptive study technique. It projects the engagement level of employees. It also presents the factors influencing the employee engagement and organizational outcomes.

INTRODUCTION:

Employee engagement is the extent to which employees feel passionate about their jobs, are committed to the organization, and put discretionary effort into their work. Employee engagement is not the same as employee satisfaction. Employee engagement is a workplace approach resulting in the right conditions for all members of an organization to give of their best each day, committed to their organization's goals and values, motivated to contribute to organizational success, with an enhanced sense of their own well-being.

Employee engagement does not mean employee happiness. Someone might be happy at work, but that doesn't necessarily mean they are working hard, productively on behalf of the organization. While company game rooms, free massages and Friday keg parties are fun--and may be beneficial for other reasons--making employees happy is different from making them engaged.

OBJECTIVES:

PRIMARY OBJECTIVE:

- To study the various factors that determines employee engagement in the organization.

SECONDARY OBJECTIVE:

- To study the satisfaction level of training and development opportunities in the organization which leads to employee engagement.
- To find the impact made by career development opportunities in the organization that tends to employee engagement.
- To gain some insight about health and safety measures available within the organization that lead to employee engagement.
- To know the contribution of pay benefits provided by the organization which makes employee engaged.
- To identify the role of co-operation and job satisfaction in keeping the employee engaged.

NEED FOR STUDY:

- The main need is to improve productivity. Engaged employees are more innovative people learn new things and think of new ways to do job better.
- The most important need is to improve retention. Engaged employees are more likely to stay with the organization.
- The next better need of employee engagement is to improve customer service. Organization with a highly engaged workforce get much higher satisfaction ratings.
- The next important need is to improve attracting talent.

SCOPE OF THE STUDY:

This sector providing more opportunities for job enhancement but retaining employees are one of the most challenging issues for IT industry, because of the high turnover and changes in demand. As we have seen that employee engagement is nothing but emotionally and positively attached of an employee towards the organization, so with the help of this project we will be able to know the degree of engagement of the employees in the organization.

REVIEW OF LITERATURE

T. Suhasini and Dr. K. Kalpana's (2018) study reveals that Employee Engagement is a comprehensive task and cannot be accomplished by the effective training programs also. Organizations can improve engagement by opportunity thinking, enhancing employee decision making, and commitment. Employee engagement results in reduced turnover intentions and increased innovative work-related behavior.

V. Vijay Anand & C.vijayBanu (2016) says their study explains that Employee Engagement is the key factor for all organizations to sustain. Employee Engagement is positively influenced by job, Rewards and recognition, opportunities, team work and communication. It acts as a Retention tool.

According to NP Myilswamy, Dr. R.Gayatri's (2014) research "A study on Employee Engagement: Role of Employee Engagement in organizational Effectiveness", it is concluded that the level of Engagement determines employees productivity and their intention to stay in the organization. Employee Engagement drives organizationaleffectiveness by improving loyalty, retention, safety, productivity, and profitability. And the employees who are highly involved in work are more engaged.

RESEARCH METHODOLOGY

RESEARCH DESIGN:

In this study descriptive method research design was used to identify the engagement level of employees in the organization. Since most of the data is qualitative in nature the Descriptive method is felt as suitable design. Descriptive research studies are those, which are concerned with describing the characteristics of a particular individual, or of a group.

SOURCES OF DATA:

- A Questionnaire has been used to collect the primary data. The collection method has been through direct contact and through phone.
- Various reports, Journals, Articles and Websites etc. have been used to get the information.

TOOLS FOR ANALYSIS:

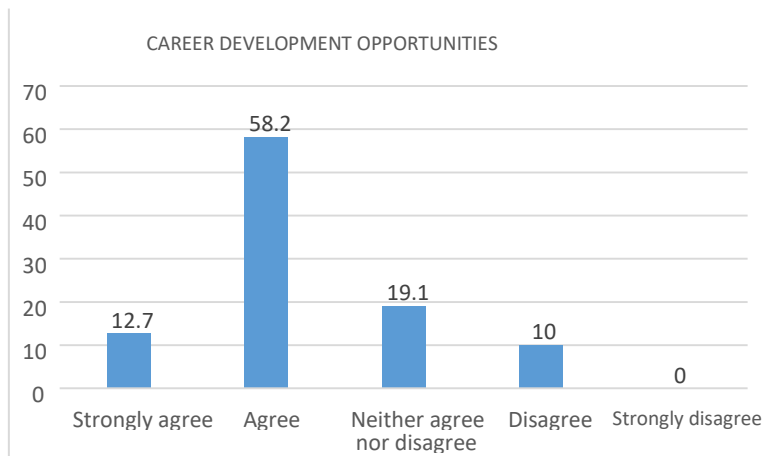
- Percentage analysis
- Anova- I
- Anova-II
- T-Test

DATA ANALYSIS AND INTERPRATION:

TABLE SHOWING RESPONDENTS OPINION AS TO WHETHER THEY ARE PLEASED WITH THE CAREER DEVELOPMENT OPPORTUNITIES

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Strongly agree	14	12.7
Agree	64	58.2
Neither agree nor disagree	21	19.1
Disagree	11	10
Strongly disagree	0	0
Total	110	100

Sources: Primary Data



INTERPRETATION:

From the above table it can be interpreted that 12.7% of the respondents strongly agree, 58.2% of the respondents agree that they are pleased with the career development opportunities in their organization. 19.1% of the respondents neither agree nor disagree, 10% disagree and none of them strongly disagree with it.

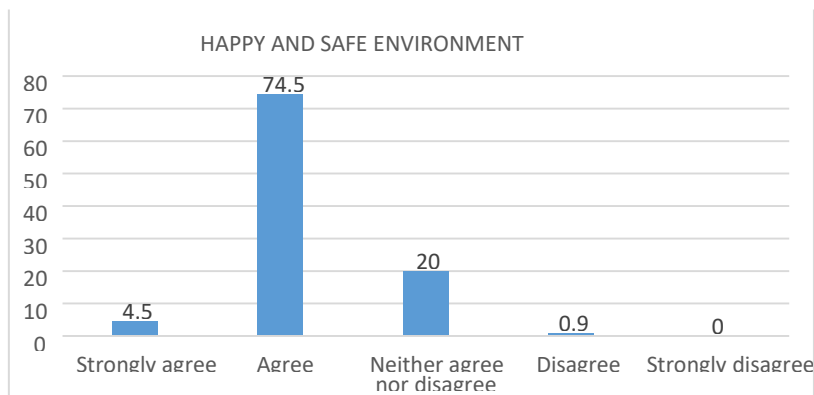
INFERENCE:

Majority of the respondents agree to be pleased with the career development opportunities available within their organization.

TABLE SHOWING RESPONDENTS OPINION AS TO WHETHER THEY HAVE A HAPPY AND SAFE ENVIRONMENT

PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
Strongly agree	5	4.5
Agree	82	74.5
Neither agree nor disagree	22	20
Disagree	1	0.9
Strongly disagree	0	0
Total	110	100

Sources: Primary Data



INTERPRETATION:

From the above table it can be interpreted that 4.5% of the respondents strongly agree, 74.5% of the respondents agree that they have a happy and safe environment. 20% of the respondents neither agree nor disagree, 0.9% disagree and none of them strongly disagree with it.

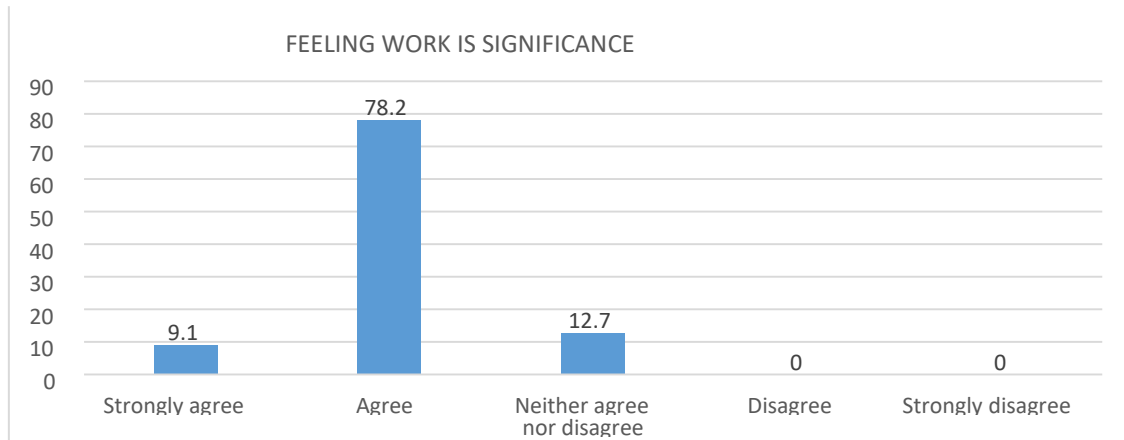
INFERENCE:

Majority of the respondents agree towards happy and safe environment.

TABLE SHOWING RESPONDENTS OPINION AS TO WHETHER THEY FEEL THEIR WORK IS FULL OF SIGNIFICANCE AND PURPOSE

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Strongly agree	10	9.1
Agree	86	78.2
Neither agree nor disagree	14	12.7
Disagree	0	0
Strongly disagree	0	0
Total	110	100

Sources: Primary Data



INTERPRETATION:

From the above table it can be interpreted that 9.1% of the respondents strongly agree, 78.2% of the respondents agree that they feel like their work is full of significance and purpose. 12.7% of the respondents neither agree nor disagree, and none of them disagree and strongly disagree with it.

INFERENCE:

Majority of the respondents agree that their work is full of significance and purpose.

T TEST

The t test compares two averages and test they are different from each other.

STATISTICAL HYPOTHESIS:

Null Hypothesis (H0): There is no difference between gender and safe and happy work environment.

Alternate Hypothesis (H1): There is difference between gender and safe and happy environment.

TABLE SHOWING RELATIONSHIP BETWEEN GENDER AND OPINION ON WHETHER THERE IS SAFE AND HAPPY ENVIRONMENT

	f	sig.	t	df	sig.(2tailed)	mean difference	std. error difference	lower	upper
Equal variances assumed	0.052	0.819	-0.502	108	0.616	-0.056	111	-0.275	0.164
Equal variances not assumed			-0.508	47.572	0.614	-0.056	110	-0.276	0.165

RESULTS: T test was performed to examine the difference among gender and safe and happy environment. Results of t test of independence showed P value 0.616 is greater than 0.05 hence null hypothesis is accepted. There is no significant difference between gender and safe and happy work environment.

FINDINGS:

- Around 55.4% of the respondents comes under the age of 30. Hence it could be studied that most of the employees in the organization are young age.
- The gender of the respondents is dominated by male respondents contributing to 74.5%.
- Most of the respondents are post graduates contributing to 49.1% of total sample.
- Majority of the respondents have experience of 2-3 years.
- Majority of the respondents are in the income group of 15000-30000, contributing to 37.3%

CONCLUSION

Every organization wants to be ahead in the competitive market and for the same organization needs to have the well engaged employees. The engagement of employees depends upon different aspects like training and development, career development, pay benefits, health and safety benefits and more as I have studied in this research. There is no doubt that well engaged employees are valuable asset of the company and thereby the growth chances of the organization increases simultaneously.

With this effect every organization should understand the importance of engaged employees and they should implement the different policies for the effective employee engagement in the organization. With the help of this study I found that DRA AADITHYA SOUTH CITY PROJECTS PRIVATE LIMITED has an effective engaged employee staff which will defiantly help the organization to grow.

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