

A study on relationship between employee engagement and job satisfaction with special reference to Safe Secure and Safety Equipments

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

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Register No.41410344



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 GANDHI 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 **VISHAL V 41410344** who carried out the project entitled "A study on relationship between employee engagement and job satisfaction with special reference to Safe Secure and Safety Equipments" under my supervision from January 2022 to March 2022.

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DECLARATION

I **VISHAL V (41410344)** hereby declare that the Project Report entitled “**A study on relationship between employee engagement and job satisfaction**” done by me under the guidance of **DR.M.LAVANYA** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE: 05/05/2023

PLACE: Chennai

Vishal

VISHAL V

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ABSTRACT

This study examines the relationship between employee engagement and job satisfaction in the context of the "Safe Secure and Safety Equipment" company located in Chennai. A total of 106 employees were sampled and their engagement and satisfaction levels were measured using a standardized survey. The data collected was analyzed using both ANOVA and Pearson's correlation coefficient tests, with a significance value set at less than 0.05. The results of the study suggest a significant positive relationship between employee engagement and job satisfaction among the employees of the company. The study concludes that organizations can enhance employee satisfaction and engagement by providing opportunities for learning and growth, promoting a sense of pride in their work, and improving overall working conditions. These findings have important implications for human resource management practices in organizations seeking to improve employee engagement and job satisfaction levels.

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CHAPTER 1 – INTRODUCTION

1.1. INTRODUCTION

Employee engagement and job satisfaction are two critical elements of a productive and successful workplace. Engaged employees are those who are committed to their job and feel connected to their work, while job satisfaction is a measure of how content employees are with their job and overall work experience. Organizations that prioritize both engagement and satisfaction benefit from a positive cycle that improves employee well-being, productivity, and organizational outcomes.

Engaged employees tend to be more satisfied with their jobs, as they feel a sense of purpose and fulfillment in their work. They are motivated to do their best, take ownership of their responsibilities, and feel valued by their organization. Engaged employees are also more likely to stay with their organization, reducing turnover rates and the costs associated with recruitment and training. They are also more likely to be advocates for their organization, promoting it to potential employees and customers.

On the other hand, satisfied employees tend to be more engaged in their work. When employees feel fulfilled and content with their job, they are more likely to be motivated, productive, and committed to their organization. They are also more likely to have positive relationships with their colleagues, reducing conflicts and improving team dynamics. Satisfied employees are also more likely to go above and beyond their job responsibilities, leading to increased innovation and creativity within the organization.

Organizations can foster employee engagement and job satisfaction through various strategies. Providing opportunities for career development, such as training and mentorship programs, can help employees feel valued and invested in their job. Promoting work-life balance, such as flexible schedules and remote work options, can improve employee well-being and reduce burnout. Recognizing and rewarding employees for their contributions, such as through bonuses, promotions, or public recognition, can improve employee morale and motivation. Creating a positive work

culture that values employee well-being, such as through employee wellness programs or a supportive work environment, can also foster engagement and satisfaction.

In conclusion, employee engagement and job satisfaction are critical elements of a productive and successful workplace. Organizations that prioritize both engagement and satisfaction benefit from a positive cycle that improves employee well-being, productivity, and organizational outcomes. By implementing strategies that foster engagement and satisfaction, such as providing opportunities for career development and promoting work-life balance, organizations can create a positive work culture that values and invests in its employees.

1.2. INDUSTRY PROFILE:

The safety equipment industry is responsible for producing various products that are designed to protect workers and the public from harm, injury, illness, and other hazards. These products include protective clothing, safety glasses, helmets, respirators, gloves, safety shoes, fall protection equipment, and hearing protection devices. The industry serves several sectors, including construction, manufacturing, health care, transportation, and energy, among others. This report aims to provide an in-depth analysis of the safety equipment industry, including its market size, major players, growth drivers, and challenges.

The safety equipment industry is highly competitive, with several players vying for market share. The industry's global market size was valued at USD 52.4 billion in 2019 and is projected to grow at a CAGR of 6.5% from 2020 to 2027. The COVID-19 pandemic has further increased demand for safety equipment as companies invest in safety measures to protect workers and the public. The industry is expected to continue growing in the coming years, driven by increasing regulatory requirements, rising awareness of the importance of workplace safety, and technological advancements in safety equipment.

The safety equipment industry has several major players, including 3M, Honeywell International, DuPont, Ansell, MSA Safety, and Kimberly-Clark. These companies offer a wide range of safety products and compete on factors such as price, quality, innovation, and customer service. 3M is one of the largest players in the industry, offering products such as respirators, hearing protection, and reflective materials. Honeywell International offers products such as protective clothing, gloves, and fall protection equipment. DuPont offers products such as protective clothing, gloves, and respiratory protection. Ansell offers products such as gloves, protective clothing, and respiratory protection. MSA Safety offers products such as gas detection instruments, head protection, and fall protection equipment. Kimberly-Clark offers products such as gloves, protective clothing, and respiratory protection.

The safety equipment industry is expected to grow in the coming years, driven by several growth drivers. One of the primary drivers is increasing regulatory requirements. Government bodies and industry organizations have imposed safety standards and regulations, which have driven demand for safety equipment. The COVID-19 pandemic has also led to increased demand for safety equipment as companies invest in safety measures to protect workers and the public. Technological advancements in safety equipment, such as the development of smart helmets, are also expected to drive growth in the industry.

The safety equipment industry faces several challenges, including intense competition, price sensitivity, and changing consumer preferences. The industry is highly competitive, with many companies vying for market share, which can lead to price wars and reduced profit margins. Customers are also price-sensitive and may opt for lower-priced products, which can impact the sales of premium safety products. Furthermore, changing consumer preferences, such as the increasing demand for sustainable products, can impact the industry's growth.

The safety equipment industry is responsible for producing various products that protect workers and the public from harm, injury, illness, and other hazards. The

industry serves several sectors, including construction, manufacturing, health care, transportation, and energy. The industry is highly competitive, with several major players vying for market share, including 3M, Honeywell International, DuPont, Ansell, MSA Safety, and Kimberly-Clark. The industry's growth is expected to be driven by increasing regulatory requirements, rising awareness of the importance of workplace safety, and technological advancements in safety equipment. However, the industry also faces several challenges, including intense competition, price sensitivity, and changing consumer preferences.

1.2 COMPANY PROFILE:

Our Vision is to save lives of people through awareness and implementation of safety solutions: -

SAFE SECURE SAFETY EQUIPMENT, based out of Chennai, India offers world class safety solutions through its wide range of partnership networks with national and international safety products manufacturing firms. The partnership firms have very high track records for quality and the products are customized as per the client requirements. With our long experience and deep expertise, we identify, suggest and supply the most suitable products for the unique safety challenges of various industries and provide on-site delivery of products and services.

Our Products & Services

When it comes to safety, we are a one stop solution provider and advisor. Our services are spread across various sectors, and we are growing rapidly as a leading solution provider in the areas of Personal Protective Equipment & Industrial Fire Fighting. We are currently offering services to our clients in the Southern States of India. We offer a wide range of high-class integrated and holistic solutions from concept to

commissioning for addressing any safety related challenges of the industry/firm.

Our clients

Our clientele includes Government organizations and Private institutions across various sectors including Health Care, Construction, Automobiles, Power, Chemical, Engineering, Pharma, Refineries & Petrochemical, Cement Plants, Nuclear power, Fire service etc.

Our Products & Services offered:

Products: Fire Extinguisher, Fire Hydrant Accessories, Health & Safety Equipment like Safety Helmets, Safety Eyewear, Hearing Protection. Face Protection, Respiratory Protection, Hand Protection, Protective Work wear, Safety shoes, Gumboots, Electrical Safety, Gas Detectors, First Aid, Fall Protection Equipment, Lockout/Tagout, Ladders, Signages, Emergency Lights, Sorbents & Traffic Safety

Services:

Training and Safety Audit in the areas of Fire Safety, ARC Flash, Chemical Safety, Confined Spaces, Electrical Safety. Lockout/Tagout, Personal Protective Equipment (PPE), First Aid, Fall Protection, Forklift Safety, Hand Tool/ Machine Safety, Hazardous Materials, Respiratory Protection, Safe Driving, Office Safety, General Safety Orientation, Safety Attitudes, Emergency Preparedness

1.3. OBJECTIVES OF THE STUDY

Primary Objectives:

To study the relationship between employee engagement and job satisfaction

Secondary Objectives:

- To study the influence of demographic factors, such as age, gender, and education, on employee engagement and job satisfaction.
- To assess overall job satisfaction among employees.
- To determine if employees feel that their skills and abilities are utilized effectively in their job.
- To determine if employees feel that their contributions are recognized and appreciated.

1.4. NEED FOR STUDY

- **Improved productivity:** Engaged employees who are satisfied with their jobs tend to be more productive, which can lead to increased organizational performance.
- **Reduced turnover:** Employees who are engaged and satisfied with their jobs are less likely to leave the organization, reducing turnover and associated costs.
- **Increased job performance:** Engaged and satisfied employees tend to perform better in their jobs, leading to higher quality work and better outcomes for the organization.
- **Improved employee well-being:** Job satisfaction and engagement can have positive effects on employee well-being, including increased job satisfaction, lower stress levels, and improved mental health.
- **Enhanced customer satisfaction:** Engaged and satisfied employees are more likely to provide better customer service, leading to higher levels of customer satisfaction and loyalty.

1.5. SCOPE & SIGNIFICANCE OF THE STUDY

- Employee engagement and job satisfaction measures: The study may include defining and selecting appropriate measures to assess employee engagement and job satisfaction, such as survey instruments or interview questions.
- Organizational and individual factors: The study may examine the impact of organizational factors, such as leadership style, organizational culture, and work design, as well as individual factors such as demographics and personality traits, on employee engagement and job satisfaction.
- Relationship between engagement and satisfaction: The study may explore the relationship between employee engagement and job satisfaction, such as whether one predicts the other, or whether they are separate but related constructs.
- Outcomes of engagement and satisfaction: The study may investigate the impact of employee engagement and job satisfaction on outcomes such as productivity, turnover, job performance, employee well-being, and customer satisfaction.

CHAPTER 2 – REVIEW OF LITERATURE

Arshadi, N., & Damiri, H. (2019). The relationship between organizational culture, job satisfaction, and employee engagement: A systematic review. *Management Science Letters*, 9(10), 1757-1766. The study found that organizational culture has a positive impact on employee engagement, which in turn positively affects job satisfaction.

Breevaart, K., Bakker, A., Hetland, J., Demerouti, E., Olsen, O., & Espevik, R. (2019). Daily transactional and transformational leadership and daily employee engagement. *Journal of Occupational and Organizational Psychology*, 92(4), 794-815. The study found that both transactional and transformational leadership behaviors positively predict employee engagement on a daily basis.

Chen, Y., & Wu, C. (2020). The relationship between supervisor support, job satisfaction, and employee engagement: An empirical study from the perspective of psychological capital. *International Journal of Environmental Research and Public Health*, 17(13), 4841. The study found that supervisor support, job satisfaction, and employee engagement are positively related and that psychological capital mediates the relationship between them.

Gao, Y., Wang, M., & Zhu, S. (2018). How does leadership style influence employee creativity in Chinese technology-based firms? The mediating role of employee self-efficacy and the moderating role of employee tenure. *Asia Pacific Journal of Management*, 35(1), 53-75. The study found that transformational leadership positively influences employee engagement and job satisfaction, which in turn positively impact employee creativity.

Haque, A. U., Kiani, A. K., & Rahman, S. (2017). Employee engagement, job satisfaction and organizational commitment: A study on banking sector in Bangladesh. *Academy of Strategic Management Journal*, 16(4), 1-14. The study found that employee engagement positively affects job satisfaction and organizational commitment in the banking sector of Bangladesh.

Huang, Y., Wang, L., Liu, X., & Lei, Y. (2019). How does emotional intelligence affect employee creativity? The mediating role of job satisfaction and the moderating role of job autonomy. *Journal of Business Research*, 98, 411-419. The study found that emotional intelligence positively influences employee engagement, job satisfaction, and creativity, and that job autonomy moderates the relationship between emotional intelligence and job satisfaction.

"Employee Engagement and Job Satisfaction: A Systematic Review of Literature" (2018) by T. S. Narayanaswamy and V. K. Manjunatha - This review analyzes the relationship between employee engagement and job satisfaction, finding that employee engagement is a predictor of job satisfaction.

"The Relationship between Employee Engagement and Job Satisfaction: A Cross-Sectional Study" (2017) by Ming-Yuan Chen and Chi-Wei Cheng - This study investigates the relationship between employee engagement and job satisfaction in the context of Taiwanese information technology firms, finding a positive relationship between the two.

"Impact of Employee Engagement on Job Satisfaction and Organizational Commitment: A Study in the Information Technology Services Industry" (2018) by Mohd. Shoeb Khan and Pramod Pathak - This study examines the impact of employee engagement on job satisfaction and organizational commitment in the information technology services industry, finding a positive relationship between employee engagement and both job satisfaction and organizational commitment.

"The Mediating Role of Job Satisfaction in the Relationship between Employee Engagement and Turnover Intention: Evidence from the Hospitality Industry" (2019) by Shoeb Zhang and Hui Li - This study examines the relationship between employee engagement, job satisfaction, and turnover intention in the hospitality industry, finding that job satisfaction mediates the relationship between employee engagement and turnover intention.

"Employee Engagement and Turnover Intention: A Systematic Review" (2018) by Ahsan-ul-Haq Shaikh and Mohammad Abbas Sharbatoghlie - This systematic review examines the relationship between employee engagement and turnover intention, finding a negative relationship between the two.

"The Impact of Employee Engagement on Organizational Performance: A Systematic Review and Research Agenda" (2018) by Olga Tregaskis and Andrea Casey - This review explores the impact of employee engagement on organizational performance, finding a positive relationship between the two and suggesting a research agenda for future studies.

"The Role of Leadership in Employee Engagement: A Systematic Review" (2020) by Caitlin Walker and Eleni Stavrou - This review examines the role of leadership in

employee engagement, finding that effective leadership is positively related to employee engagement.

"Employee Engagement and Proactivity: A Systematic Review and Research Agenda" (2018) by Lixin Jiang and Junqi Shi - This review explores the relationship between employee engagement and proactivity, finding a positive relationship between the two and suggesting a research agenda for future studies.

"The Relationship between Employee Engagement and Creativity: A Systematic Review" (2020) by Saeed Roshani and Seyed Mohammadreza Hosseini - This review examines the relationship between employee engagement and creativity, finding a positive relationship between the two.

"The Relationship Between Employee Engagement, Organizational Citizenship Behavior, and Job Satisfaction: An Analysis of Linear and Non-Linear Models" by C. C. Y. Ng (2017): This study analyzed the relationship between employee engagement, organizational citizenship behavior, and job satisfaction. The results suggested that there was a positive relationship between employee engagement and job satisfaction, as well as a positive relationship between employee engagement and organizational citizenship behavior.

"The Impact of Employee Engagement on Job Satisfaction and Organizational Commitment in a Ghanaian Public University" by P. B. Alhassan and M. Addai (2018): This study investigated the impact of employee engagement on job satisfaction and organizational commitment in a Ghanaian public university. The results showed a significant positive relationship between employee engagement, job satisfaction, and organizational commitment.

"The Relationship between Employee Engagement and Job Satisfaction: A Study on Academicians" by M. T. Islam and M. R. Islam (2019): This study examined the relationship between employee engagement and job satisfaction among academicians in Bangladesh. The results indicated a positive relationship between employee engagement and job satisfaction.

"The Relationship between Employee Engagement, Organizational Citizenship Behavior, and Job Satisfaction in a Turkish Public Hospital" by O. T. Coskun and G. Ozkan (2019): This study investigated the relationship between employee engagement, organizational citizenship behavior, and job satisfaction in a Turkish public hospital. The results suggested a significant positive relationship between employee engagement, organizational citizenship behavior, and job satisfaction.

"The Role of Perceived Organizational Support in the Relationship between Employee Engagement and Job Satisfaction" by S. M. Jha and V. K. Singh (2017): This study explored the role of perceived organizational support in the relationship between employee engagement and job satisfaction. The results showed that perceived organizational support mediated the relationship between employee engagement and job satisfaction.

CHAPTER 3 – RESEARCH METHODOLOGY

3.1. METHODOLOGY:

Research methodology is mainly needed for the purpose of framing the research process and the designs and tools that are to be used for the project purpose. Research methodology helps to find customer satisfaction based on product. This time research methodology is framed for the purpose of finding the level of **A study on relationship between employee engagement and job satisfaction.**

Research methodology is the systematic process of planning, executing, and analyzing a research study to answer a specific research question or to test a hypothesis. It involves identifying the research problem, designing the research approach, selecting appropriate data collection and analysis methods, and interpreting the results. A sound research methodology is crucial in ensuring the validity and reliability of research findings. It helps to ensure that the study is conducted ethically, that the data collected is accurate and relevant, and that the results are meaningful and useful. Research methodology can vary depending on the nature of the study, the research question, and the data collection methods used.

3.2. RESEARCH DESIGN:

Descriptive Research Design

Descriptive research is a study designed to depict the participants in an accurate way. More simply put, descriptive research is all about describing people who take part in the study

3.3. SAMPLING TECHNIQUE:

Convenience sampling method

A convenience sample is one of the main types of non-probability sampling methods. A convenience sample is made up of people who are easy to reach.

3.4. SOURCES OF DATA:

Data collection is the term used to describe the process of preparing and collecting data.

- Primary Data – Questionnaire given to 106 respondents.
- Secondary Data - Websites and online journals, Published reports & Review of literature from published articles.

3.5. STRUCTURE OF QUESTIONNAIRE:

The questionnaire was divided into two sections. First part was designed to know the general information about customers and the second part contained the **respondent 's opinions about Employee engagement activities and job satisfaction**

3.6. SAMPLE SIZE: The sample size of the project is 106.

3.7. PERIOD OF STUDY: 01-01-2023 to 31-03-2023

3.8. LOCATION & TARGETED PEOPLE OF STUDY: Chennai, in a company

3.9. HYPOTHESIS:

H0- There is no significant impact of employee engagement activities on job satisfaction.

H1- There is significant impact of employee engagement activities on job satisfaction.

3.10. TOOLS FOR ANALYSIS:

ANOVA, T-Tests Percentage Analysis

3.10.1. PERCENTAGE ANALYSIS

Research questions are always answered with a descriptive statistic: generally either percentage or mean. Percentage is appropriate when it is important to know how many of the participants gave a particular answer. Generally, percentage is reported when the responses have discrete categories.

3.10.2. HYPOTHESIS ANALYTICAL TOOLS(SPSS)

F- Test (ANNOVA) Between Educational Qualification and "I feel that I have opportunities to learn and grow within the organization."

Null Hypothesis: There is no significant difference in the mean scores of "I feel that I have opportunities to learn and grow within the organization" among different levels of educational qualification.

Alternative Hypothesis: There is a significant difference in the mean scores of "I feel that I have opportunities to learn and grow within the organization" among different levels of educational qualification.

Pearson's Correlation for I feel motivated to work each day and I feel I have pride in the work I do.

Null hypothesis: There is no significant correlation between feeling motivated to come to work each day and feeling a sense of pride in the work that I do.

Alternate hypothesis: There is a significant positive correlation.
between feeling motivated to come to work each day and feeling a sense of pride in the work that I do.

CHAPTER 4 – DATA ANALYSIS AND INTERPRETATION

4.1. PERCENTAGE ANALYSIS

Table 4.1.1: Table indicating Age of the respondents.

S.NO	Age group	Sum	Percentage
1	25-35	36	33.96%
2	35- 45	34	32.08%
3	45- 55	20	18.87%
4	55+	16	15.09%
	Grand Total	106	100.00%

Source: Primary data.

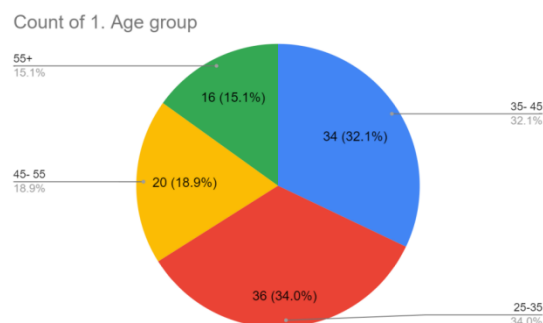


Chart 4.1.1: Chart represents Age of the respondents.

Interpretation

From the above table it is interpreted that the 36 or 34.0% of the respondents are in the age group of 25- 35, 34 or 32.1% of the respondents are in the age group of 35- 45, 20 or 18.9% of the respondents are in the age group of 45- 55, 16 or 15.1% of the respondents are in the age group of 55+

Inference

The majority (34.0%) of the respondents are age between 25- 35 years.

Table 4.1.2: Gender of the respondents

S.NO	Gender:	Sum	Percentage
1	B. Female	25	23.58%
2	A. Male	81	76.42%
3	Grand Total	106	100.00%

Source: Primary data.

Count of 3. Gender:

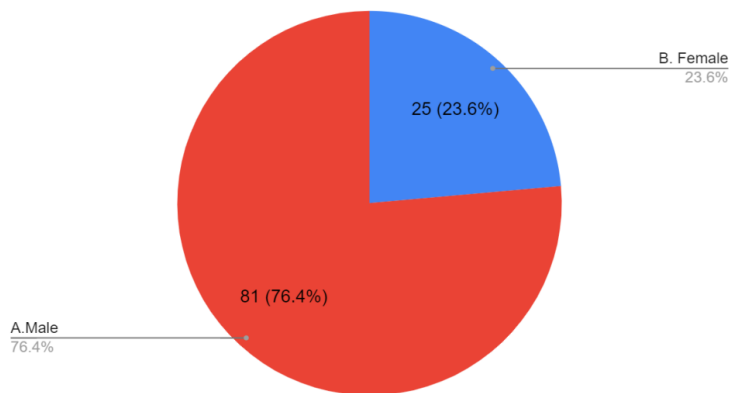


Chart 4.1.2: Gender of the respondents

Interpretation

From the above table it is interpreted that the number of male respondents is 76.42% and female respondent is 23.58%.

Inference

Majority (76.42%) of the respondents are male.

Table 4.1.3: Educational Qualification

S.NO	Educational qualification	Sum	Percentage
1	C.Postgraduate	37	34.91%
2	B.Undergraduate	60	56.60%
3	D. Ph.D	4	3.77%
4	A. 12th/ Diploma	5	4.72%
	Grand Total	106	100.00%

Source: Primary data

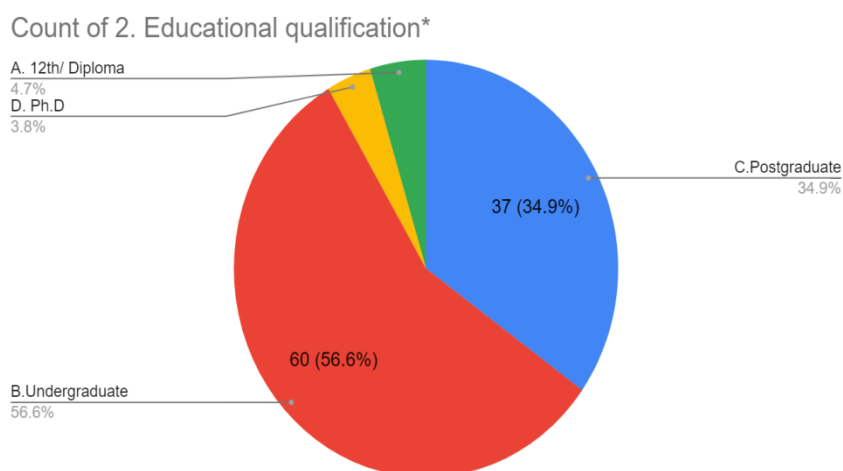


Chart 4.1.3: Educational Qualification

Interpretation

From the above table it is interpreted that the number of respondents 60 or 56.6% of the respondents are undergraduates, 37 or 34.9% of the respondents are postgraduates, 8 or 4.2% of the respondents are 12th/ diploma, 4 or 3.8% of the respondents are PH.D

Inference

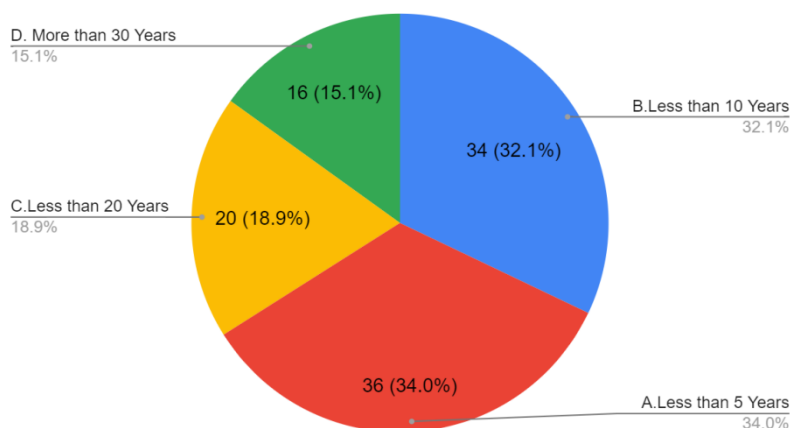
Majority (60%) of the respondents are undergraduates.

Table 4.1.4: Total Work Experience

S.NO	Total work experience:	Sum	Percentage
1	B.Less than 10 Years	34	32.08%
2	A.Less than 5 Years	36	33.96%
3	C.Less than 20 Years	20	18.87%
4	D. More than 30 Years	16	15.09%
	Grand Total	106	100.00%

Source: Primary data

Count of 4. Total work experience:



Charts 4.1.4: Total Work Experience

Interpretation:

From the above table it is interpreted that 36 or 34.0% of the respondents are less than 5 years, 34 or 32.1% of the respondents are less than 10 years, 20 or 18.9% of the respondents are less than 20 years, 16 or 15.1% of the respondents are more than 30 years.

Inference

Majority (34%) of the respondents are less than 5 years of work experience.

Table 4.1.5: Employee feel motivated to come to work each day.

S.NO	[5 I feel motivated to come to work each day.]	Sum	Percentage
1	D. Agree	57	53.77%
2	E. Strongly Agree	17	16.04%
3	A. Strongly Disagree	7	6.60%
4	B. Disagree	14	13.21%
5	C. Neutral	11	10.38%
	Grand Total	106	100.00%

Source: Primary data



Chart 4.1.5: Employee feel motivated to come to work each day.

Interpretation

From above table. It is interpreted that 36 or 53.8% of the respondents agree, 34 or 16.0% of the respondents strongly agree, 14 or 13.2% of the respondents disagree, 11 or 10.4% of the respondents are neutral. 7 or 6.6% of the respondents strongly disagree that they feel motivated to come to work every day.

Inference:

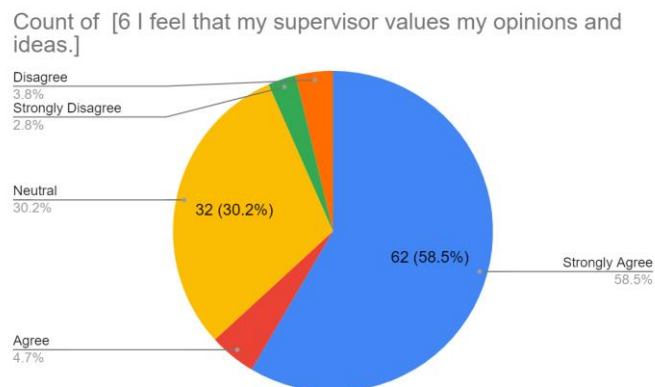
The majority of 53.8% of the respondents agree that they feel motivated to come to work every day.

Table 4.1.6: Feel that my supervisor values my opinions and ideas.

S.NO	I feel that my supervisor values my opinions and ideas.	Sum	Percentage
1	Strongly Agree	62	58.49%
2	Agree	5	4.72%
3	Neutral	32	30.19%
4	Strongly Disagree	3	2.83%
5	Disagree	4	3.77%
	Grand Total	106	100.00%

Source: Primary data

Chart 4.1.6: Feel that my supervisor values my opinions and ideas.



Interpretation:

From the above table it is interpreted that 62 or 58.5% of the respondents strongly agree, 32 or 30.2% of the respondents are neutral, 4.7% of the respondents agree, 3.8% of the respondents disagree. 2.8% of the respondents strongly disagree supervisor value their opinion

Inference

Majority (58.5%) of the respondents strongly agree supervisors value their opinion

Table 4.1.7: Feel a sense of pride in the work that they do

S.NO	I feel a sense of pride in the work that I do	Sum	Percentage
1	D. Agree	66	62.26%
2	A. Strongly Disagree	5	4.72%
3	E. Strongly Agree	13	12.26%
4	C. Neutral	13	12.26%
5	B. Disagree	9	8.49%
	Grand Total	106	100.00%

Source: Primary data

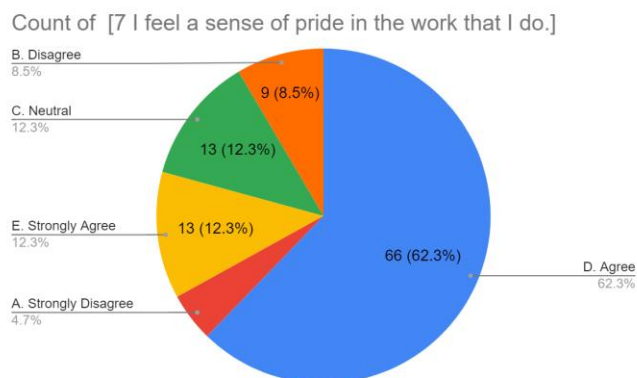


Chart 4.1.7: Feel a sense of pride in the work that they do

Interpretation:

From the above table it is interpreted that 66 or 66.3% of the respondents agree, 13 or 12.3% of the respondents are neutral, 13 or 12.3% of the respondents agree, 9 or 8.5% of the respondents disagree. 4.6% of the respondents strongly disagree. That they feel pride in a work they do.

Inference

Majority (66.3%) of the respondents agree that they feel pride in a work they do

Table 4.1.8: feel that they have opportunities to learn and grow within the organization.

S.NO	I feel that I have opportunities to learn and grow within the organization.	Sum	Percentage
1	C. Neutral	37	34.91%
2	B. Strongly Disagree	32	30.19%
3	D. Agree	36	33.96%
4	A. Strongly Disagree	1	0.94%
5	Grand Total	106	100.00%

Source: Primary data

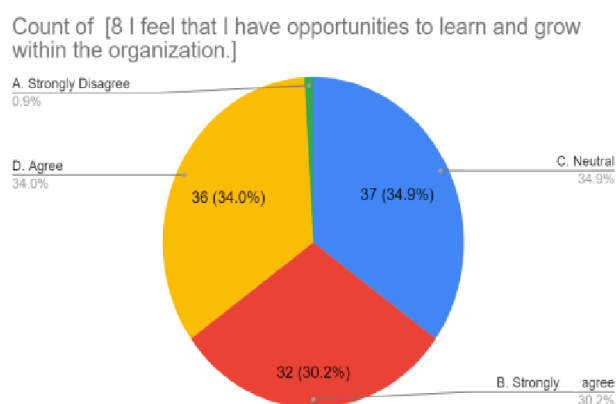


Chart 4.1.8: Feel that they have opportunities to learn and grow within the organization.

Interpretation:

From the above table it is interpreted that 37 or 37.9% of the respondents are neutral, 36 or 34.0% of the respondents agree, 32 or 30.2% of the respondents strongly agree, 0.9% of the respondents strongly disagree that Opportunity to grow in the organization

Inference:

Majority (37.9%) of the respondents are neutral that they have opportunities to learn and grow within the organization.

Table 4.1.9: Feel that my contributions to the organization are recognized and appreciated.

S.N O	I feel that my contributions to the organization are recognized and appreciated.	Sum	Percentage
1	Strongly Agree	66	62.26%
2	Agree	16	15.09%
3	Neutral	11	10.38%
4	Disagree	6	5.66%
5	Strongly Disagree	7	6.60%
	Grand Total	106	100.00%

Source: Primary data

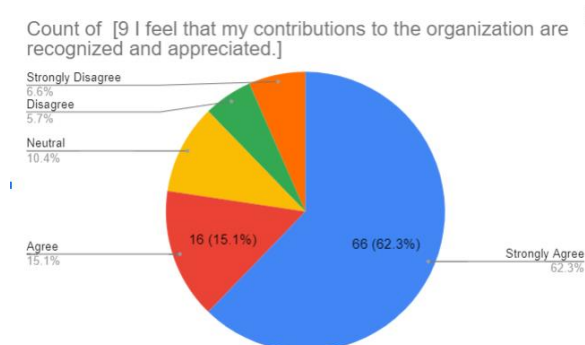


Chart 4.1.9: feel that my contributions to the organization are recognized and appreciated.

Interpretation:

From the above table it is interpreted that 66 or 66.3% of the respondents strongly agree, 16 or 15.1% of the respondents agree, 10.4% of the respondents are neutral, 6.6% of the respondents strongly disagree. 5.7% of the respondents disagree that contribution to the organization are recognized

Inference:

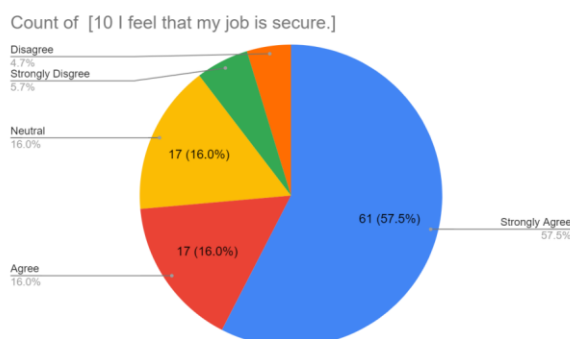
Majority (66.3%) of the respondents are Strongly agree that contribution to the organization is recognized

Table 4.1.10. feel that my job is secure.

S.NO	I feel that my job is secure	Sum	Percentage
1	Strongly Agree	61	57.55%
2	Agree	17	16.04%
3	Neutral	17	16.04%
4	Strongly Disagree	6	5.66%
5	Disagree	5	4.72%
	Grand Total	106	100.00%

Source:primary data

Chart 4.1.10. feel that my job is secure



Interpretation:

From the above table it is interpreted that 61 or 57.5% of the respondents strongly agree, 17 or 16.0% of the respondents agree, 17 or 16.0% of the respondents are neutral, 5.7% of the respondents strongly disagree. 4.7% of the respondents disagree that they feel their job is secure

Inference:

Majority (57.5%) of the respondents are Strongly agree that job is secure

Table 4.1.11 satisfaction of the benefits provided by the organization.

S.N O	I am satisfied with the benefits provided by the organization.	Sum	Percentage
1	Strongly Agree	83	78.30%
2	Neutral	12	11.32%
3	Disagree	7	6.60%
4	Strongly Disagree	4	3.77%
5	Grand Total	106	100.00%

Source:primary data

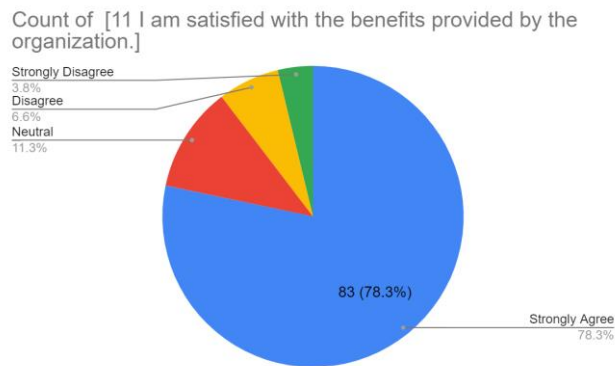


Chart 4.1.11 satisfaction of the benefits provided by the organization.

Interpretation:

From the above table it is interpreted that 83 or 78.3% of the respondents strongly agree, 11.3% of the respondents are neutral, 6.6% of the respondents disagree. 3.8% of the respondents strongly disagree. That how satisfied they are by the benefits the organization

Inference:

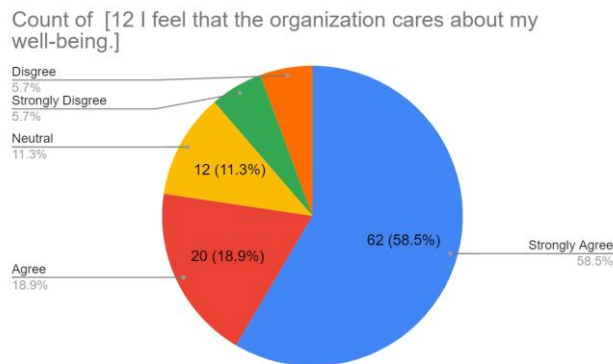
Majority (78.3%) of the respondents are Strongly agree that they are satisfied by the benefits the organization.

Table 4.1.12 shows that the does the organization cares about employee's well-being.

S.NO	I feel that the organization cares about my well-being	Sum	Percentage
1	Strongly Agree	62	58.49%
2	Agree	20	18.87%
3	Neutral	12	11.32%
4	Strongly Disagree	6	5.66%
5	Disagree	6	5.66%
Grand Total		106	100.00%

Source: primary data

Chart 4.1.12 shows that the does the organization cares about employee's well-being.



Interpretation:

From the above table it is interpreted that 62 or 58.5% of the respondents strongly agree, 20 or 18.9% of the respondents agree, 12 or 11.3% of the respondents are neutral, 5.7% of the respondents strongly disagree. 5.7% of the respondents disagree that organization care about their well

Inference:

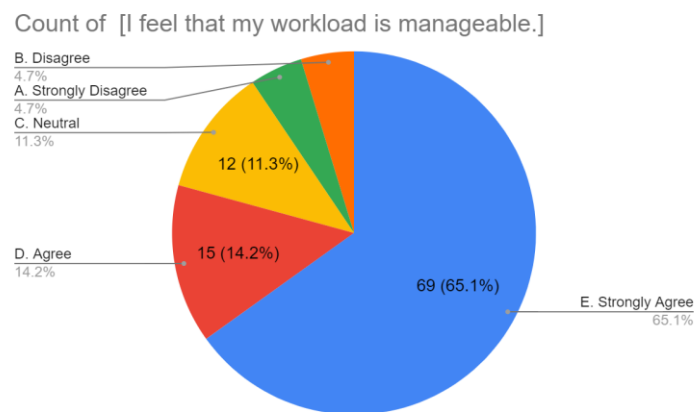
Majority (58.5%) of the respondents are Strongly agree that organization care about their well-being.

Table 4.1.13 shows that whether their workload is manageable.

S.NO	I feel that my workload is manageable	Sum	Percentage
1	E. Strongly Agree	69	65.09%
2	D. Agree	15	14.15%
3	C. Neutral	12	11.32%
4	A. Strongly Disagree	5	4.72%
5	B. Disagree	5	4.72%
	Grand Total	106	100.00%

Source: primary data

Chart 4.1.13 shows that whether their workload is manageable



Interpretation:

From the above table it is interpreted that 69 or 65.1% of the respondents strongly agree, 15 or 14.2% of the respondents agree, 12 or 11.3% of the respondents are neutral, 4.7% of the respondents strongly disagree, 4.7% of the respondents disagree that their workload is manageable.

Inference:

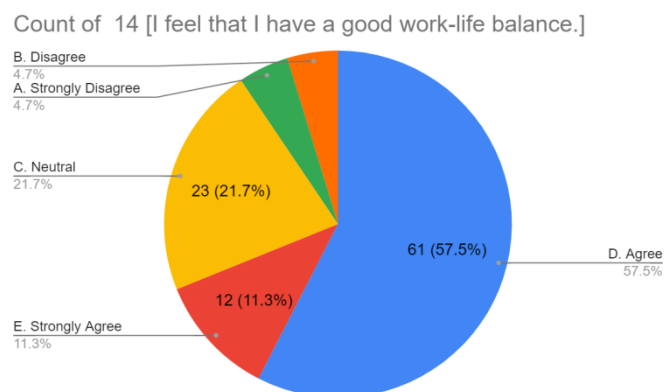
Majority (65.1%) of the respondents are Strongly agree that workload is manageable.

Table 4.1.14 Shows the work-life balance of the employees

S.NO	I feel that I have a good work-life balance	Sum	Percentage
1	D. Agree	61	57.55%
2	E. Strongly Agree	12	11.32%
3	C. Neutral	23	21.70%
4	A. Strongly Disagree	5	4.72%
5	B. Disagree	5	4.72%
Grand Total		106	100.00%

Source: primary data

Chart 4.1.14 shows the work-life balance of the employees



Interpretation

From the above table it is interpreted that 61 or 57.5% of the respondents agree, 23 or 21.7% of the respondents are neutral, 12 or 11.3% of the respondents strongly agree, 4.7% of the respondents strongly disagree. 4.7% of the respondents disagree about their work life balance

Inference:

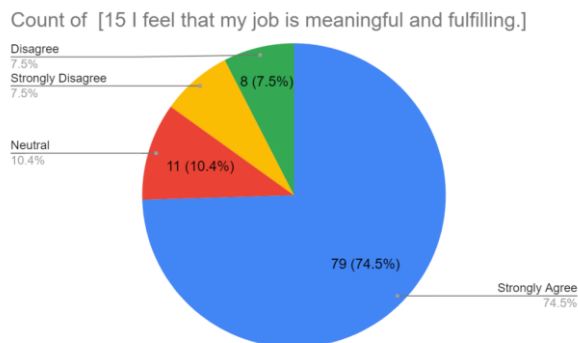
The majority 57.5% of the respondents agree that they have a good work- life balance.

Table 4.1.15 shows how meaningful their job is

S.NO	I feel that my job is meaningful and fulfilling	Sum	Percentage
1	Strongly Agree	79	74.53%
2	Neutral	11	10.38%
3	Strongly Disagree	8	7.55%
4	Disagree	8	7.55%
5	Grand Total	106	100.00%

Source: primary data

Chart 4.1.15 shows how meaningful their job is



Interpenetration:

From the above table it is interpreted that 79 or 74.5% of the respondents strongly agree, 11 or 10.4% of the respondents are neutral, 8 or 11.3% of the respondents disagree, 7.5% of the respondents strongly disagree that their jobs are meaningful and fulfilling

Inference:

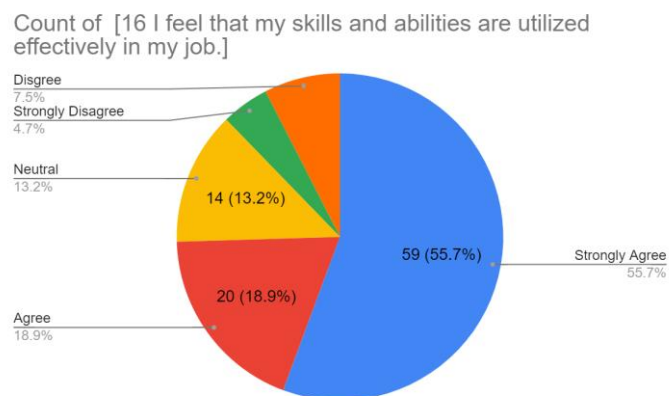
The majority 74.5% of the respondents Strongly agree that their jobs are meaningful and fulfilling

Table 4.1.16 shows how their skills are utilized

S.N O	I feel that my skills and abilities are utilized effectively in my job	Sum	Percentage
1	Strongly Agree	59	55.66%
2	Agree	20	18.87%
3	Neutral	14	13.21%
4	Strongly Disagree	5	4.72%
5	Disagree	8	7.55%
	Grand Total	106	100.00%

Source: Primary data

Chart 4.1.16 Shows how their skills are utilized



Interpretation:

From the above table it is Interpreted that 59 or 55.7% of the respondents strongly agree, 20 or 18.9% of the respondents agree, 14 or 13.2% of the respondents are neutral, 7.5% of the respondents disagree. 4.7% of the respondents strongly disagree that their skills are utilized in the organization

Inference:

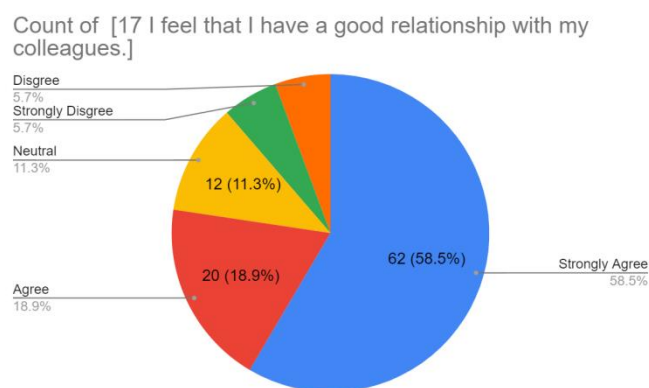
The Majority 55.7 of the respondents strongly agree that their skills are utilized in the organization.

Table 4.1.17 Shows how their relationship with their colleagues are

S.NO	I feel that I have a good relationship with my colleagues	Sum	Percentage
1	Strongly Agree	62	58.49%
2	Agree	20	18.87%
3	Neutral	12	11.32%
4	Strongly Disagree	6	5.66%
5	Disagree	6	5.66%
	Grand Total	106	100.00%

Source: Primary data

Chart 4.1.17 Shows how their relationship with their colleagues are



Interpretation:

From the above table it is Interpreted that 62 or 58.5% of the respondents strongly agree, 20 or 18.9% of the respondents agree, 12 or 11.3% of the respondents are neutral, 5.7% of the respondents disagree. 5.7% of the respondents strongly disagree about their relationship with colleagues

Inference:

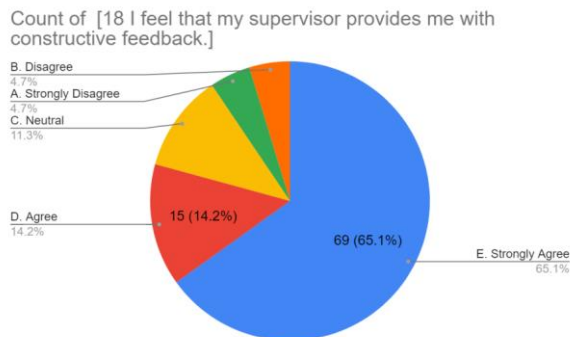
The Majority 58.5% of the respondents Strongly agree that they have a good relationship with colleagues

Table 4.1.18 shows whether their supervisor provides constructive feedback

S.N O	I feel that my supervisor provides me with constructive feedback	Sum	Percentage
1	E. Strongly Agree	69	65.09%
2	D. Agree	15	14.15%
3	C. Neutral	12	11.32%
4	A. Strongly Disagree	5	4.72%
5	B. Disagree	5	4.72%
	Grand Total	106	100.00%

Source: primary data

Chart 4.1.18 shows whether their supervisor provides constructive feedback



Interpretation:

From the above table it is Interpreted that 69 or 65.1% of the respondents strongly agree, 15 or 14.3% of the respondents agree, 11.3% of the respondents are neutral, 4.7% of the respondents disagree. 4.7% of the respondents strongly disagree that their superior provides feedback.

Inference:

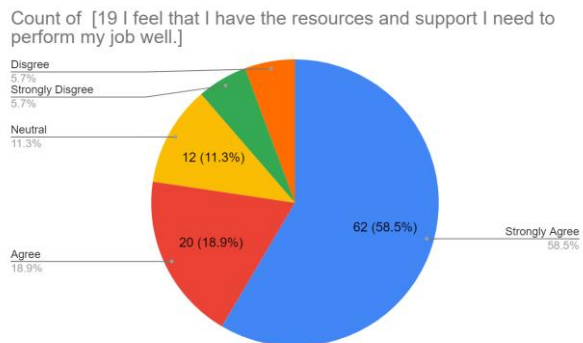
The Majority 65.1% of the respondents strongly agree that their superior provides feedback

Table 4.1.19 shows do they get enough resources to perform their job

S.NO	I feel that I have the resources and support I need to perform my job well	Sum	Percentage
1	Strongly Agree	62	58.49%
2	Agree	20	18.87%
3	Neutral	12	11.32%
4	Strongly Disagree	6	5.66%
5	Disagree	6	5.66%
	Grand Total	106	100.00%

Source: Primary data

Chart 4.1.16 shows do they get enough resources to perform their job



Interpretation:

From the above table it is Interpreted that 62 or 58.5% of the respondents strongly agree, 20 or 18.9% of the respondents agree, 12 or 11.3% of the respondents are neutral, 5.7% of the respondents disagree 5.7% of the respondents strongly disagree that they have resources and support to perform the job

Inference:

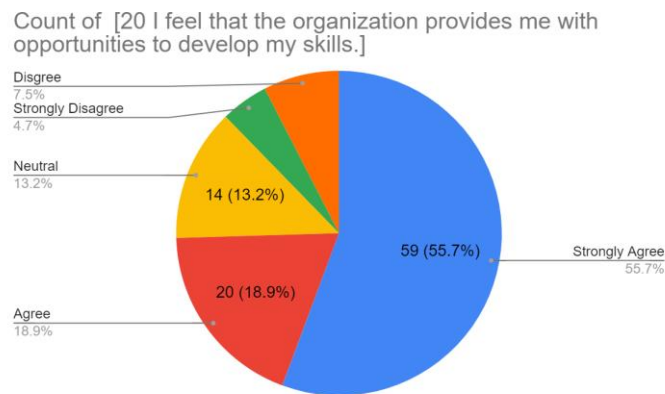
The Majority 58.5% of the respondents Strongly agree they have resources and support to perform the job.

Table 4.1.20 shows how Organization provides opportunities to develop their skills

S.N O	I feel that the organization provides me with opportunities to develop my skills	Sum	Percentage
1	Strongly Agree	59	55.66%
2	Agree	20	18.87%
3	Neutral	14	13.21%
4	Strongly Disagree	5	4.72%
5	Disagree	8	7.55%
Grand Total		106	100.00%

Source: primary data

Chart 4.1.20 shows how Organization provides opportunities to develop their skills



Interpretation:

From the above table it is Interpreted that 59 or 55.7% of the respondents strongly agree, 20 or 18.9% of the respondents agree, 14 or 13.2% of the respondents are neutral, 7.5% of the respondents disagree, 4.7% of the respondents strongly disagree about the opportunities to develop their skills

Inference:

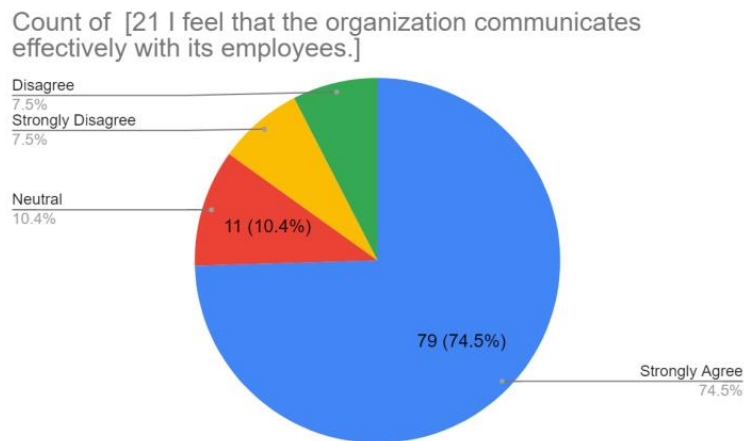
The Majority 55.7% of the respondents Strongly agree that they have opportunities to develop their skills.

Chart 4.1.21 shows how effective the communication of the organization are

S. NO	[21 I feel that the organization communicates effectively with its employees.]	Sum	Percentage
1	Strongly Agree	79	74.53%
2	Neutral	11	10.38%
3	Strongly Disagree	8	7.55%
4	Disagree	8	7.55%
5	Grand Total	106	100.00%

Source: primary data

Chart 4.1.21 Shows how effective the communication of the organization are



Interpretation:

From the above table it is Interpreted that 79 or 74.5% of the respondents strongly agree, 11 or 10.4% of the respondents are neutral, 7.5% of the respondents disagree, 7.5% of the respondents strongly disagree they have effective communication from their organization.

Inference:

The Majority 74.5% of the respondents strongly agree that they have effective communication from their organization.

STATISTICAL ANALYSIS

ONE WAY ANOVA TEST

Hypothesis: 1

H₀ Null Hypothesis: There is no significant difference in the mean scores of "I feel that I have opportunities to learn and grow within the organization" among different levels of educational qualification.

H₁ Alternative Hypothesis: There is a significant difference in the mean scores of "I feel that I have opportunities to learn and grow within the organization" among different levels of educational qualification.

ANOVA

Educational Qualification

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	14.176	3	4.725	16.776	0.000
Within Groups	28.730	102	0.282		
Total	42.906	105			

Descriptives

Educational Qualification

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
A. Strongly Disagree	1	1.00					1	1
B. Strongly Disagree	32	2.00	0.000	0.000	2.00	2.00	2	2
C. Neutral	37	2.30	0.571	0.094	2.11	2.49	1	3
D. Agree	36	2.83	0.697	0.116	2.60	3.07	1	4
Total	106	2.38	0.639	0.062	2.25	2.50	1	4

ANOVA Effect Sizes^a

		Point Estimate	95% Confidence Interval	
			Lower	Upper
Educational Qualification	Eta-squared	0.330	0.173	0.441
	Epsilon-squared	0.311	0.149	0.425
	Omega-squared Fixed-effect	0.309	0.148	0.422
	Omega-squared Random-effect	0.130	0.055	0.196

a. Eta-squared and Epsilon-squared are estimated based on the fixed-effect model.

ANOVA

Inference:

Since p value **(0.000)** is less than 0.05. We accept the alternate hypothesis and reject the null hypothesis. Hence the relationship between the two variables "I feel that I have opportunities to learn and grow within the organization" among different levels of educational qualification is statistically significant at a very high level of confidence.

KARL PEARSON'S CORRELATION

Hypothesis:2

H_0 (Nullhypothesis)= There is no significant correlation between

feeling motivated to come to work each day and feeling a sense of pride in the work that I do.

H_1 (Alternatethypothesis)= There is a significant positive correlation

between feeling motivated to come to work each day and feeling a sense of pride in the work that I do.

Correlations

		I feel motivated to work each day	I feel I have pride in the work I do
I feel motivated to work each day	Pearson Correlation	1	.783**
	Sig. (2-tailed)		0.000
	N	106	106
I feel I have pride in the work I do	Pearson Correlation	.783**	1
	Sig. (2-tailed)	0.000	
	N	106	106

** . Correlation is significant at the 0.01 level (2-tailed).

Interpretation:

Since p value (0.000) is less than 0.05. we accept the alternate hypothesis and reject the null hypothesis. Hence **there is Significant correlation Between I feel motivated to work each day" and "I feel I have pride in the work I do"**

CHAPTER 5 – FINDINGS, SUGGESTIONS AND CONCLUSION

5.1. FINDINGS

It is inferred that 36 or 34.0% of the respondents are in the age group of 25-35,

It is inferred that 60 or 56.6% of the respondents are Undergraduates,

It is inferred that 81 or 76.4% of the respondents are Male,

It is inferred that 36 or 34.0% of the respondents are Less than 5 Years,

It is inferred that 36 or 53.8% of the respondents Agree to be Motivated to come to work every day,

It is inferred that 62 or 58.5% of the respondents Strongly Agree opinions are valued by their superiors,

It is inferred that 37 or 37.9% of the respondents are Neutral about Opportunity to grow in the organization,

It is inferred that 66 or 66.3% of the respondents Strongly Agree their contribution to organization are recognized

It is inferred that 61 or 57.5% of the respondents Strongly Agree feel job is secure

It is inferred that 83 or 78.3% of the respondents Strongly Agree are satisfied by their benefits

It is inferred that 62 or 58.5% of the respondents Strongly Agree organization care about the well being

It is inferred that 69 or 65.1% of the respondents Strongly Agree that workload are manageable

It is inferred that 61 or 57.5% of the respondents Agree they have good Work-life balance

It is inferred that 79 or 74.5% of the respondents Strongly Agree that the jobs are meaningful and fulfilling

It is inferred that 59 or 55.7% of the respondents strongly Agree that Skills are utilized in the organization.

It is inferred that 62 or 58.5% of the respondents strongly Agree they have a good relation with colleagues

It is inferred that 69 or 65.1% of the respondents strongly Agree that Superior provides feedback.

It is inferred that 62 or 58.5% of the respondents strongly Agree they get Resources and support to perform their job.

It is inferred that 59 or 55.7% of the respondents strongly Agree that they have Opportunities to develop their skills.

It is inferred that 79 or 74.5% of the respondents Strongly Agree they have Effective communication with the organization.

5.2 SUGGESTIONS & RECOMMENDATIONS

Foster a positive work culture that supports employee engagement and job satisfaction. This can be done by encouraging open communication, providing feedback, recognizing and rewarding good performance, and promoting work-life balance.

Provide opportunities for skill development and career advancement to enhance employee engagement and job satisfaction. This can be achieved through training programs, mentor ship, and coaching.

Involve employees in decision-making processes that affect their work environment, job responsibilities, and career development. This can increase their sense of ownership and empowerment, leading to higher engagement and job satisfaction.

Offer competitive compensation and benefits packages to attract and retain top talent. This includes not only monetary rewards but also non-financial incentives such as flexible work arrangements and opportunities for community involvement.

Regularly measure employee engagement and job satisfaction through surveys or other means and act on the feedback received. This can help identify areas for improvement and ensure that efforts to enhance engagement and job satisfaction are effective.

By implementing these suggestions, organizations can improve employee engagement and job satisfaction, leading to higher levels of productivity, motivation, and retention.

5.3. LIMITATIONS OF STUDY

The study was confined to an organization, we couldn't be able to determine if the factor really affects the satisfaction by comparing to other companies employees.

The data collected for the research was primary data given by the respondents and there is a chance for personal bias. So, accuracy may not be true.

Employee engagement and job satisfaction are subjective constructs and may be interpreted differently by different individuals, making it difficult to quantify and measure accurately.

The study may only capture a snapshot in time and may not account for changes in employee engagement and job satisfaction over time.

5.4. CONCLUSION

After conducting a study on the relationship between employee engagement and job satisfaction, it can be concluded that there is a strong positive correlation between these two variables. The study found that employees who are more engaged tend to have higher job satisfaction levels, while employees who are less engaged tend to have lower job satisfaction levels.

Various factors contribute to employee engagement and job satisfaction, including job autonomy, career growth opportunities, recognition, and work-life balance. Organizations can take steps to improve employee engagement and job satisfaction, such as providing training and development opportunities, offering flexible work arrangements, recognizing and rewarding employee achievements, and providing clear career paths.

The study also found that different demographic factors, such as age, gender, and educational qualification, can influence employee engagement and job satisfaction. For instance, younger employees may prioritize career growth opportunities, while older employees may prioritize work-life balance. Therefore, it is important for organizations to consider these factors and tailor their strategies accordingly.

Overall, the study highlights the importance of employee engagement and job satisfaction in driving organizational success. By investing in these areas, organizations can improve employee retention, productivity, and overall performance.

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ANNEXURE – I QUESTIONNAIRE

The following are the demographic questions:

1. Age group

- A. 25-35
- B. 35-45
- C. 45-55
- D. 55+

2. Educational qualification*

- A.12th/ diploma
- B.Undergraduate
- C.Postgraduate
- D.Ph.D

3. Gender:

- A.Male
- B.Female

4. Total work experience:

- A.Less than 5 Years
- B.Less than 10 Years
- C.Less than 20 Years
- D.More than 30 Years

These are the questions that help us understand the relationship between Employee engagement and job satisfaction

S.No	Questions	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
5	I feel motivated to come to work each day.					
6	I feel that my supervisor values my opinions and ideas.					
7	I feel a sense of pride in the work that I do.					
8	I feel that I have opportunities to learn and grow within the organization.					
9	I feel that my contributions to the organization are recognized and appreciated.					
10	I feel that my job is secure.					
11	I am satisfied with the benefits provided by the organization.					
12	I feel that the organization cares about my well-being. I feel that my workload is manageable.					
13	I feel that I have a good work-life balance.					

14	I feel that I have a good work-life balance.					
15	I feel that my job is meaningful and fulfilling.					
16	I feel that my skills and abilities are utilized effectively in my job.					
17	I feel that I have a good relationship with my colleagues.					
18	I feel that my supervisor provides me with constructive feedback.					
19	I feel that I have the resources and support I need to perform my job well.					
20	I feel that the organization provides me with opportunities to develop my skills.					
21	I feel that the organization communicates effectively with its employees.					



A study on relationship between employee engagement and job satisfaction

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I. Introduction:

Employee engagement and job satisfaction are crucial factors that impact the performance and success of any organization. In the safety equipment industry, where worker safety is a top priority, the relationship between these two variables becomes even more critical. As such, this study aims to explore the relationship between employee engagement and job satisfaction in the safety equipment industry, with a special reference to a safety equipment company.

The safety equipment industry is responsible for producing various products that protect workers and the public from harm, injury, illness, and other hazards. Given the importance of worker safety in this industry, employee engagement and job satisfaction are essential for ensuring that employees are motivated, productive, and committed to the organization's goals. This study seeks to investigate how these two factors are related and how they can be improved to enhance organizational performance and success.

The study will focus on a safety equipment company, which operates in a highly competitive market and serves various sectors, including construction, manufacturing, health care, transportation, and energy. The company faces several challenges, such as intense competition, price sensitivity, and changing consumer preferences. By examining the relationship between employee engagement and job satisfaction in this context, the study aims to provide insights into how the company can improve its performance and remain competitive.

Overall, this study is significant for the safety equipment industry as it provides valuable insights into how employee engagement and job satisfaction can impact organizational success. By examining the relationship between these two variables in a safety equipment company, this study can provide insights into how other companies in the industry can enhance their employee engagement and job satisfaction levels to improve their overall performance.

II. Review of literature

Arshadi, N., & Damiri, H. (2019). The relationship between organizational culture, job satisfaction, and employee engagement: A systematic review. *Management Science Letters*, 9(10), 1757-1766. The study found that organizational culture has a positive impact on employee engagement, which in turn positively affects job satisfaction.

"The Relationship between Employee Engagement and Job Satisfaction: A Cross Sectional Study" (2017) by Ming-Yuan Chen and Chi-Wei Cheng - This study investigates the relationship between employee engagement and job satisfaction in the context of Taiwanese information technology firms, finding a positive relationship between the two.

"Employee Engagement and Job Satisfaction: A Systematic Review of Literature" (2018) by T. S. Narayanaswamy and V. K. Manjunatha - This review analyzes the relationship between employee engagement and job satisfaction, finding that employee engagement is a predictor of job satisfaction.

"The Relationship between Employee Engagement and Creativity: A Systematic Review" (2020) by Saeed Roshani and Seyed Mohammadreza Hosseini - This review examines the relationship between employee engagement and creativity, finding a positive relationship between the two.

"Employee Engagement and Proactivity: A Systematic Review and Research Agenda" (2018) by Lixin Jiang and Junqi Shi - This review explores the relationship between employee engagement and proactivity, finding a positive relationship between the two and suggesting a research agenda for future studies.

III. Abstract

This study investigates the connection between employee engagement and job satisfaction among employees of "Safe Secure and Safety Equipment" company in Chennai. A standardized survey was used to measure engagement and satisfaction levels of 106 employees. ANOVA and Pearson's correlation coefficient tests were used to analyze the data, with a significance value less than 0.05. The results indicate a significant positive relationship between employee engagement and job satisfaction among employees. The study suggests that organizations can improve engagement and satisfaction levels by promoting opportunities for growth, instilling a sense of pride in work, and improving working conditions. The five keywords for this study are employee engagement, job satisfaction, ANOVA, Pearson's correlation coefficient, and human resource management practices. The findings of this study have significant implications for organizations seeking to improve employee engagement and job satisfaction levels.

Keywords: Employee engagement, Job Satisfaction Safety equipment, Human resource management, Workplace safety

IV. OBJECTIVES OF THE STUDY:

PRIMARY OBJECTIVES:

To study the relationship between employee engagement and job satisfaction

SECONDARY OBJECTIVES:

- To study the influence of demographic factors, such as age, gender, and education, on employee engagement and job satisfaction.
- To assess overall job satisfaction among employees.
- To determine if employees feel that their skills and abilities are utilized effectively in their job.
- To determine if employees feel that their contributions are recognized and appreciated.

V. RESEARCH METHODOLOGY

RESEARCH DESIGN

The approach adopted in this research is descriptive research.

TYPES OF DATA COLLECTED

Primary data was collected using a structured questionnaire and Secondary data were taken from books, journals, and records.

SAMPLE SIZE

A sample size of 106 employees has been taken in this study.

TOOLS FOR ANALYSIS

After the data has been collected, analysis is made from questionnaire and tabulation method is followed. Tabulation is a technique procedure where in data is classified and put in the form of tables. The tables thus obtained were analysed with statistical tools like • Simple percentage analysis •

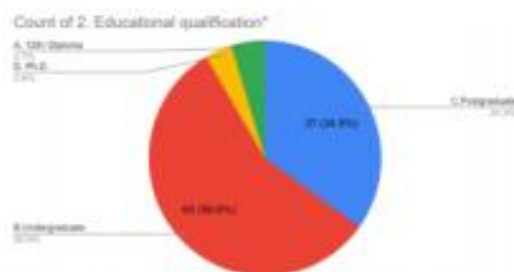
- ANOVA
- PEARSON'S CORRELATION

VI. Data Analysis

Table 1 showing Educational Qualification

S.N	Educational qualification	Sum	Percentage
1	C Postgraduate	37	34.91%
2	B Undergraduate	60	56.60%
3	D. Ph.D	4	3.77%
4	A. 12th Diploma	5	4.72%
	Grand Total	106	100.00%

Chart 2 Showing Educational Qualification

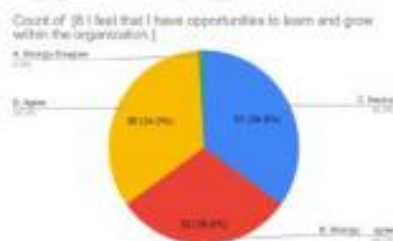


Interpretation From the above table it is interpreted that the number of respondents 60 or 56.6% of the respondents are undergraduates, 37 or 34.9% of the respondents are postgraduates, 8 or 4.2% of the respondents are 12th diploma, 4 or 3.8% of the respondents are PHD

Table 2 shows how they feel that they have opportunities to learn and grow within the organization.

S.NO	I feel that I have opportunities to learn and grow within the organization.	Sum	Percentage
1	C. Neutral	37	34.91%
2	B. Strongly Disagree	32	30.19%
3	D. Agree	36	33.96%
4	A. Strongly Disagree	1	0.94%
	Grand Total	106	100.00%

Chart 2 shows how they feel that they have opportunities to learn and grow within the organization.



Interpretation: From the above table it is interpreted that 37 or 37.9% of the respondents are neutral, 36 or 34.0% of the respondents agree, 32 or 30.2% of the respondents strongly agree, 0.9% of the respondents strongly disagree that Opportunity to grow in the organization

ONE WAY ANOVA

ONE WAY ANOVA TEST Hypothesis:

H0 Null Hypothesis: There is no significant difference in the mean scores of "I feel that I have opportunities to learn and grow within the organization" among different levels of educational qualification.

H1 Alternative Hypothesis: There is a significant difference in the mean scores of "I feel that I have opportunities to learn and grow within the organization" among different levels of educational qualification.

Educational Qualification		Descriptives						
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
A. Strongly Disagree	1	1.00					1	1
B. Strongly Disagree	32	2.06	0.900	0.160	1.74	2.38	2	2
C. Neutral	37	2.30	0.571	0.094	2.11	2.49	1	3
D. Agree	36	2.53	0.987	0.165	2.20	2.87	1	4
Total	106	2.28	0.839	0.082	2.12	2.44	1	4

Educational Qualification		ANOVA				
		Sum of Squares	df	Mean Square	F	Sig.
Between Groups		14.178	3	4.726	19.176	0.000
Within Groups		28.730	102	0.282		
Total		42.908	105			

Educational Qualification		ANOVA Effect Sizes ^a			
		Partial Eta-Squared	95% Confidence Interval	Lower	Upper
Between Groups		0.330		0.173	0.441
Within Groups		0.341		0.149	0.425
Total		0.309		0.145	0.422
Residual		0.130		0.055	0.196

a. Eta-squared and Eta-squared are estimated based on the fixed-effect model.

H1 > H0: H1 is accepted.

Interpretation Hence there is Significant relationship between the educational qualification and growth in the organisation.

Pearson's Correlation:

Hypothesis: 2 H0(Null Hypothesis) = There is no significant correlation between feeling motivated to come to work each day and feeling a sense of pride in the work that I do.

H1 (Alternate hypothesis) = There is a significant positive correlation between feeling motivated to come to work each day and feeling a sense of pride in the work that I do

Correlations			
		I feel motivated to work each day	I feel I have pride in the work I do
I feel motivated to work each day	Pearson Correlation	1	.782**
	Sig. (2-tailed)		.000
	N	106	106
I feel I have pride in the work I do	Pearson Correlation	.782**	1
	Sig. (2-tailed)	.000	
	N	106	106

**. Correlation is significant at the 0.01 level (2-tailed).

H1 > H0: H1 is accepted.

Interpretation Hence there is Significant relationship between "I feel motivated to work each day" and "I feel I have pride in the work I do".

VII. FINDINGS

The findings of the study on employee engagement and job satisfaction in the safety equipment industry indicate that the majority of respondents were male (76.4%) and undergraduate (56.6%) with an age range of 25-35 years (34.0%). The majority of respondents

reported feeling motivated to come to work every day (53.8%), that their opinions were valued by their superiors (58.5%), and that their contributions to the organization were recognized (66.3%). In addition, respondents reported being satisfied with their benefits (78.3%), feeling that their workload was manageable (65.1%), and having a good work-life balance (57.5%). Overall, the majority of respondents (74.5%) reported that their jobs were meaningful and fulfilling, and they had effective communication with the organization (74.5%). These findings suggest that organizations in the safety equipment industry can enhance employee engagement and job satisfaction by providing opportunities for growth, recognizing employee contributions, and promoting work-life balance.

VIII. SUGGESTIONS & RECOMMENDATIONS

To improve employee engagement and job satisfaction in the safety equipment industry, organizations should foster a positive work culture by promoting open communication, recognizing good performance, and providing work-life balance. Providing opportunities for skill development and career advancement through training, mentorship, and involving employees in decision-making processes can also enhance engagement and satisfaction. Offering competitive compensation and benefits packages, including non-financial incentives, can attract and retain top talent. Regularly measuring employee engagement and job satisfaction through surveys and acting on feedback received can identify areas for improvement and ensure efforts are effective. By implementing these practices, organizations can improve productivity, motivation, and retention of employees in the safety equipment industry.

IX. CONCLUSION

The study shows a strong positive correlation between employee engagement and job satisfaction. Factors such as job autonomy, career growth opportunities, recognition, and work-life balance contribute to these variables. To improve engagement and satisfaction, organizations can offer training, flexible work arrangements, recognition, and clear career paths. Demographic factors such as age, gender, and educational qualification also influence engagement and satisfaction. By investing in these areas, organizations can improve retention, productivity, and overall performance.

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