

A STUDY ON THE IMPACT OF EMPLOYEE ENGAGEMENT ON ORGANIZATIONAL PERFORMANCE

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ABSTRACT:

The Indian Institute of Technology Madras is known both nationally and internationally for excellence in technical, educational, basic and applied research, innovation, entrepreneurship and industrial consultancy. IITM has been the top-ranked engineering institute in India for four consecutive years as well as the 'Best Educational Institution' in overall category in the NIRF Rankings of 2019 put out by the ministry of Human Resource Development. The current director of IITM is Prof. V.Kamakoti .

The Centre for Industrial Consultancy and Sponsored Research (ICSR) was started in the 1970s to promote interaction between the Institute and industry. It is responsible for the promotion, facilitation, coordination and administration of all sponsored and consultancy projects handled by the Institute's faculty.

KEYWORDS: Appraisal, Engagement, Incentive, Organisation

INTRODUCTION:

In today's highly competitive and rapidly changing business environment, organizations are increasingly recognizing the importance of employee engagement as a key driver of success. Employee engagement refers to the level of emotional commitment, motivation, and dedication an employee has towards their organization and its goals. Engaged employees are those who are not only focused on completing their tasks but also actively contribute to the overall success of the company by going beyond the call of duty, exhibiting a deep connection to their work, and fostering positive organizational behaviors.

BODY OF PAPER:

The impact of employee engagement on organizational performance is a topic of growing interest to business leaders, researchers, and human resource professionals. It has been widely recognized that engaged employees can significantly enhance various dimensions of organizational performance, including productivity,

innovation, customer satisfaction, and financial outcomes. However, despite the clear benefits, many organizations struggle to maintain high levels of engagement among their workforce, which can ultimately hinder their performance and growth.

ANALYSIS:

What is your age group?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Under 25	24	23.5	23.5	23.5
	25-34	18	17.6	17.6	41.2
	45-54	28	27.5	27.5	68.6
	55 and above	32	31.4	31.4	100.0
	Total	102	100.0	100.0	

INTERPRETATION:

From the above table and chart, it is observed that the out of 102 respondents, under 25 of them are 23.53%, 25-34 are 17.65%, 45-54 are 27.45% and 55 and above are 31.37%.

What is your gender?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	53	52.0	52.0	52.0
	Female	49	48.0	48.0	100.0
	Total	102	100.0	100.0	

INTERPRETATION:

From the above table and chart it is observed that out of 102 respondents, 51.96% are Male and 48.04% are Female.

What is your marital status?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Married	53	52.0	52.0	52.0
	Unmarried	49	48.0	48.0	100.0
	Total	102	100.0	100.0	

INTERPRETATION:

From the above table and chart it is observed that out of 102 respondents, 51.96% are Married and 48.04% of them are not Married.

What is your job level?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Internship	28	27.5	27.5	27.5
	Trainee	30	29.4	29.4	56.9
	Junior Executive	17	16.7	16.7	73.5
	Senior Executive	27	26.5	26.5	100.0
	Total	102	100.0	100.0	

INTERPRETATION:

From the above table and chart it is observed that out of 102 respondents, 27.45% of them are Internship, 29.41% of them are Trainee, 16.67% of them are Junior Executive, 26.47% of them are Senior Executive.

How long have you been working with this organization?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Less than 1 Year	25	24.5	24.5	24.5
1-3 Years	29	28.4	28.4	52.9
4-6 Years	26	25.5	25.5	78.4
7+ Years	22	21.6	21.6	100.0
Total	102	100.0	100.0	

INTERPRETATION:

From the above table and chart it is observed that pout of 102 respondents 24.51% of them are Less than 1 year, 28.43% of them are 1-3 years, 25.49% are 4-6 years, 21.57% of them are 7+ years.

CHI SQUARE TEST :

Test Statistics

	What is your employment status?	How would you rate your level of job satisfaction?
Chi-Square	.412 ^a	1.824 ^a
df	2	2
Asymp. Sig.	.402	.402

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 34.0.

☐ **Null Hypothesis (H₀):** There is no significant association between employment status and job satisfaction. (They are independent.)

☐ **Alternative Hypothesis (H₁):** There is a significant association between employment status and job satisfaction. (They are dependent.)

INTERPRETATION:

P-value (Asymp. Sig.) is 0.402, which is greater than the common significance level of 0.05, we fail to reject the null hypothesis. This suggests that there is no significant relationship between employment status and job satisfaction.

ANNOVA:

ANOVA

How would you rate your level of job satisfaction?

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.825	3	.275	.415	.743
Within Groups	64.989	98	.663		
Total	65.814	101			

☐ **Null Hypothesis (H_0):** There is no significant difference in job satisfaction levels among the different groups.

☐ **Alternative Hypothesis (H_1):** There is at least one significant difference in job satisfaction levels among the groups.

INTERPRETATION:

P-value (Sig.) is 0.743, which is greater than the common significance level of 0.05, we fail to reject the null hypothesis. This suggests that there is no significant difference in job satisfaction levels.

CORRELATION:

Correlations

		How often do you feel motivated to go above and beyond in your role?	How would you rate your level of job satisfaction?
How often do you feel motivated to go above and beyond in your role?	Pearson Correlation	1	-.050
	Sig. (2-tailed)		.619
	N	102	102
How would you rate your level of job satisfaction?	Pearson Correlation	-.050	1
	Sig. (2-tailed)	.619	
	N	102	102

□ **Null Hypothesis (H_0):** There is no significant correlation between motivation to go above and beyond in a role and job satisfaction.

□ **Alternative Hypothesis (H_1):** There is a significant correlation between motivation to go above and beyond in a role and job satisfaction.

INTERPRETATION:

P-value (Sig. (2-tailed)) is 0.619, which is greater than the common significance level of 0.05, we fail to reject the null hypothesis. This suggests that there is no statistically significant correlation between job satisfaction and motivation

3 CONCLUSION:

- Engaged employees contribute to high-quality research, leading to increased publications, patents, and innovations.
- Improved engagement fosters better communication and trust with industry partners, attracting more consultancy and sponsored projects.
- Motivated researchers and staff ensure timely project completion, maintaining IITM's reputation for research excellence.

4 ACKNOWLEDGEMENT

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5 REFERENCES:

- **Kahn (2012)** – Introduced the concept of employee engagement,
- **Schaufeli et al. (2015)** – Explained that employee engagement consists of vigor, dedication, and absorption.
- **Harter, Schmidt, & Hayes (2016)** – Conducted a meta-analysis and found that organizations with higher employee engagement levels