



Human Resources

A STUDY ON EMPLOYEE ENGAGEMENT IN SPINNING MILL PRIVATE LIMITED NAMAKKAL

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ABSTRACT In contemporary industrial settings, employee engagement is crucial to increasing organizational productivity, employee dedication, and overall business performance. The analysis of employee engagement at Spinning Mill Private Limited in Namakkal is the main goal of this study. The goal of the study is to pinpoint the key organizational elements that affect employee engagement, including training opportunities, welfare programs, communication methods, work environments, leadership support, and rewards and recognition. For the study, a descriptive research approach was chosen. A structured questionnaire was used to gather primary data from 127 employees who were chosen through probability sampling methods. Journals, books, websites, and corporate documents were the sources of secondary data. For analysis and interpretation, statistical techniques such as the Garrett Ranking Method, Weighted Average Method, and Simple Percentage Analysis were employed. The results show that training opportunities, supervisor assistance, pay and incentives, and work environment all have a big impact on employee engagement levels. The study comes to the conclusion that supportive organizational cultures and efficient HRM procedures enhance employee commitment, motivation, and organizational performance.

KEYWORDS : Organizational Performance, Employee Motivation, Textile Industry, Human Resource Management, and Employee Engagement.

INTRODUCTION

The term "employee engagement" describes how emotionally invested, involved, and enthusiastic workers are about their company and their jobs. Employee engagement has a favorable impact on teamwork, productivity, and long-term organizational success. Employee engagement has grown to be a crucial component of human resource management in contemporary industrial settings since businesses rely more and more on dedicated workers to successfully accomplish their goals. One of India's most labor-intensive businesses, the textile sector greatly depends on worker productivity and operational effectiveness. Employees in the weaving industry frequently labor in difficult environments with shift work, repetitive tasks, and production pressure. Thus, sustaining employee engagement is crucial for raising output, lowering attrition, and guaranteeing organizational stability. Spinning Mill Private Limited, located in Namakkal, is a prominent textile manufacturing company that produces woven fabrics. The company places a strong emphasis on organizational development, quality output, and employee welfare. However, a company's work atmosphere, communication methods, leadership support, and recognition programs all have a big impact on how engaged employees are. The goal of this study is to examine employee engagement among Spinning Mill Private Limited personnel and offer appropriate recommendations for enhancing organizational effectiveness.

Employee Engagement in Textile Industry

In the textile industry, employee engagement is crucial since worker dedication and involvement are critical to organizational productivity and operational efficiency. Continuous production, machine-based processes, and physically taxing working conditions are all part of the labor-intensive textile industry. Employee motivation and organizational support become crucial in these situations to sustain workplace stability and productivity. In order to increase employee engagement, businesses in the textile industry are placing a greater emphasis on workplace safety, employee welfare measures, communication systems, awards and recognition, and training initiatives. Employee dedication, teamwork, and performance all increase when they feel appreciated and supported by management. In addition to lowering absenteeism, labor turnover, and job unhappiness, effective employee engagement strategies also benefit.

Review of Literature

According to Muhammad Baqir et al. (2020), reward and recognition programs enhance worker performance and have a good impact on employee engagement. The study highlighted the significance of employee motivation and supportive leadership.

Employee engagement and organizational performance are greatly impacted by communication techniques, organizational culture, and leadership behavior, according to Shumaila Chandni and Zillur Rahman (2020).

Employee engagement and commitment within firms are positively impacted by transformational leadership and training programs, according to Hadziro Ibrahim et al. (2021).

Employee involvement enhances organizational performance, productivity, and employee happiness, according to Pragati Vasani and Vaishali Pillai (2022).

According to Alan M. Saks (2022), good HRM techniques include employee welfare programs, recognition programs, and communication strategies raise employee engagement levels.

Research Gap

The majority of earlier research on employee engagement was mostly concerned with large corporations and service industries like information technology and banking. The textile weaving businesses, especially those in semi-urban industrial locations like Namakkal, have received little investigation. Studies that have already been done on the subject of employee engagement strategies in the weaving industry likewise offer scant organization-specific research. As a result, the current study aims to examine employee engagement at Spinning Mill Private Limited and pinpoint the key organizational elements affecting employee involvement and commitment.

Objective of Study

Main Objective

Primary Objective

To assess the degree of employee involvement at Namakkal's Spinning Mill Private Limited.

Secondary Objectives

To determine the elements that affect worker engagement.

- To examine how workers view the workplace and the support of the leadership.
- To investigate the function of communication and training techniques.
- To offer recommendations for raising employee involvement.

HYPOTHESIS

Hypothesis 1

H0.: The work environment and employee engagement do not significantly correlate.

H1₁: Employee engagement and the work environment are significantly correlated.

Hypothesis 2

H0₂: Employee engagement and leadership support do not significantly correlate.

H1₂: Employee engagement and leadership support are significantly correlated.

Hypothesis 3

H0₃: There is no meaningful connection between employee engagement and awards and recognition.

H1₃: Employee engagement and rewards and recognition are significantly correlated.

Conceptual Framework



Research Methodology

In order to examine employee engagement at Spinning Mill Private Limited in Namakkal, the study used a descriptive research design. A systematic questionnaire was used to gather primary data from 127 employees. Journals, books, websites, and corporate documents were the sources of secondary data. Respondents were chosen using probability sampling procedures. For analysis the statistical techniques such the Weighted Average Method, Garrett Ranking Method, and Simple Percentage Analysis were employed.

Data Analysis and Interpretation

Table 1 Gender Classification of Respondents

GENDER	NO OF RESPONDENTS	PERCENTAGE
MALE	56	44%
FEMALE	71	56%
TOTAL	127	100%

Table 2 Department-wise Classification of Respondents

DEPARTMENT	NUMBER OF RESPONDENTS	PERCENTAGE
PRODUCTION	47	37%
ADMINISTRATION	42	33%
QUALITY CONTROL	25	20%
MAINTENANCE	13	10%
TOTAL	127	100%

Table 3 Garrett Ranking Analysis of Factors Affecting Employee Engagement

FACTORS	MEAN SCORE	RANK
WORK ENVIRONMENT	62.55	I
SALARY AND INCENTIVES	62.12	II
TRAINING AND DEVELOPMENT	60.74	III
SUPERVISOR SUPPORT	60.19	IV
REWARDS AND RECOGNITION	60.03	V

Weighted Average Method

S. No	Factors	1	2	3	4	5	Total	Weighted Average	Rank
1	Engagement activities improve teamwork	55*5 275	24*4 96	19*3 57	17*2 34	12*1 12	474/ 127	3.73	3
2	My work is recognized by the organization	46*5 230	29*4 116	23*3 69	18*2 36	11*1 11	462/ 127	3.63	5
3	Reward systems motivate me to perform better	49*5 245	29*4 116	21*3 63	19*2 38	9*1 9	471/ 127	3.70	4

4	Training programs improve my skills	54*5 270	29*4 116	19*3 57	16*2 32	9*1 9	484/ 127	3.81	2
5	I get opportunities to learn new things	59*5 295	25*4 100	18*3 54	14*2 28	11*1 11	488/ 127	3.84	1

Source: Primary Data

Limitations of the Study

The results might not apply to other firms because the study was restricted to Spinning Mill Private Limited, Namakkal. Time constraints limited the sample size to 127 employees. The study mostly relied on employee responses gathered via questionnaires, which could include subjective or biased viewpoints.

Findings

The study shows that at Spinning Mill Private Limited, Namakkal, employee engagement has a major impact on organizational productivity and employee commitment. According to the analysis, the most significant element influencing employee engagement is the workplace. Employee motivation and organizational involvement are positively impacted by favorable job circumstances, appropriate safety precautions, compensation and incentives, training opportunities, and leadership support. The results also reveal that workers who are given opportunities for growth, communication support, and acknowledgment exhibit greater levels of dedication and cooperation. Employee engagement levels within the company, however, may be lowered by elements like job pressure, monotonous activities, and little prospects for professional advancement. Overall, the study comes to the conclusion that in the textile business, good organizational culture and efficient HRM techniques enhance worker engagement and organizational performance.

Suggestion

To enhance employee engagement and workplace connections, the company should improve communication procedures and promote employee involvement in organizational events. To inspire workers and boost organizational commitment, management should also improve incentive and recognition programs. To enhance employees' abilities, self-assurance, and output, regular training and development initiatives should be carried out. To foster a healthy work environment, the company should concentrate on enhancing employee welfare programs and workplace safety measures. To increase employee happiness and long-term organizational stability, supportive leadership techniques and an employee-friendly corporate culture should be promoted.

CONCLUSION

The study comes to the conclusion that, in the textile industry, employee engagement has a major impact on workplace performance, employee commitment, and organizational productivity. Employee engagement levels are positively impacted by elements including the work environment, leadership support, compensation and incentives, communication methods, and training possibilities. Higher levels of organizational commitment and job satisfaction are exhibited by workers who feel appreciated, encouraged, and supported. The study also comes to the conclusion that enhancing employee engagement at Spinning Mill Private Limited is mostly dependent on supportive organizational culture and efficient human resource management techniques. The organization can enhance workforce motivation, productivity, and overall organizational performance by emphasizing employee welfare, communication systems, recognition procedures, and training possibilities.

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