

Factors Influencing Employee Engagement in Mysore Paints and Varnish Limited

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ABSTRACT

The application of employee engagement had gained lot of attention in IT Industries. Employee engagement has also been spread to other Industries also. Keeping employee full engaged is very much essential. Engaged employee will be more productive, effective and efficient. In this paper factors influencing employee engagement in Mysore Paints And Varnish Limited is taken for the study. Hundred samples were taken for the study. Threety seven attribute were taken for analysis. Only nine factors have strong influence on employee engagement.

KEYWORDS: Employee engagement, salary, communication, Job Resources, Growth and Development

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Employee engagement is a concept which becomes more popular during 1990s. In the year 1990s it was in nascent stage over the period of time the concept has become even more important and relevant. The applicability of employee engagement started to penetrate all the industry. The expert in the industry understood that the employee engagement is not just one time activity. It is a continuous process which needs to be done regularly. In the organization to get the maximum benefits of employee engagement.

According to Scarlett Surveys

Employee Engagement is measured with the help of attachment an employee has towards job that is positive or negative emotional attachment. The employee with high positive emotional attachment will lead to willingness to learn and perform in work. They influence positive vibes to colleagues and organization.

Employee engagement is a passion, positive feeling and association of on individual towards the job. The organization always wants to make the profit. It is possible only when you the employee who are working in the organization are engaged. The

engaged employees are assets to the organization. They will be able to make lots of profit, productivity and high amount of involvement in the job is found in the engaged employees

All type of organization like government and private organization look out for the better ways to keep the employee engaged in the organization. In most of the private organization have taken lots of interest in conducting the employee engagement programs, activities and surveys. when compared to private organization fewer initiatives are taken by government organization. But both the government and private organization are very interested to understand what are the factors which influence employee engagement.

Fang Lee Cooke et.al (2019), the author has taken 2040 employees in the Chinese banking industry. The growing interest in employee resilience in the organizational context and its contribution to organizational performance. However, little is known the extent to which high-performance work systems (HPWS) contributes towards enhancing employee's resilience as well as their levels of engagement. After

the investigation it is found that if skills and attributes of employee are increased it leads to development of individuals and the organization.

Hussein Nabil Ismail et.al 2019, In this paper is to explore the relationship between employee engagement and job performance in the country of Lebanon, and to test whether creativity mediates the relationship between engagement and performance. The research sample consisted of 186 respondents working in Lebanese firms. The questionnaire included established measures relating to employee engagement, job performance and creativity – in addition to various demographic questions. Stepwise multiple regression and bootstrapping methods were employed in the analysis of the data. The findings showed a significant positive effect of employee engagement on job performance. However, mediation analysis using bootstrapping methods has shown that creativity has fully mediated the relationship between engagement and performance.

MitikaNangia et.al (2020), the author has taken the volatile, uncertain complex and ambiguous (VUCA) scale. Which was introduced by U.S people in 1980.They have used both primary and secondary data to explain about employee engagement and talent management in IT industry. Providing up skilling platforms, taking Employee life cycle virtual, virtual leader support programs will lead to employee engagement.

MeenakshiKaushiket.alia(2020), the author opines that employee connection special social gathering became problem. The physical and vocal relationship and friendship were lost during lockdown time. It is conceptual paper were author has used secondary data to discuss the positive and negative impacts of employee relationship and engagement.

Kevin M. Kniffin et.al.(2020), It is an working paper, were the authors have highlighted the changing needs of employees during covid 19. The impact of the working from home, virtual teams, unemployment and mental well-being on a gender, family status, personality, and cultural are studied. They suggest that based on above mentioned parameters employees need to be given flexibility to increase employee engagement.

For the studying the factors influencing employee engagement The Mysore Paints and Varnish Ltd was taken. Brief information regarding the company. The Mysore Paints and Varnish Ltd was established in the year 1937 by king of Mysore NalwadiKrishnarajaWodeyar. the Ink is prominently manufactured which is used or know as Voter's Ink. MPVL Indelible Ink has demonstrated over 4.5 billion citizens both in India and over the world. The primary client for the permanent ink is Election Commission of India and a portion of the far off nations like Nepal, Cambodia, Turkey, South Africa, Nigeria and so forth.

OBJECTIVE OF THE STUDY

To examine the factors influencing employee engagement.

RESEARCH METHODS

The need of the study was to identify employee engagement factors

Dependent variable: Employee engagement.

Independent variable: Hundred attributes were taken into studies

Data collection method : Both primary and secondary data are used in the paper.

RESEARCH DESIGN

The research design used in the paper is descriptive, using the survey method. Descriptive research accurately and systematically describes the characteristics or behaviour of an observed phenomenon or a particular population

SAMPLE DESIGN

Non parametric. That is convenient sampling was used for the study.

SAMPLING UNIT

Mysore paints and varnish limited in Mysore was the sampling units used in this study

SAMPLE SIZE

Hundered employees of Mysore paints and varnish limited in Mysore were choosen from all the levels of department.

Table -1

Total Variance Explained									
Comp onent	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	10.702	28.923	28.923	10.702	28.923	28.923	5.391	14.569	14.569
2	5.439	14.699	43.623	5.439	14.699	43.623	5.167	13.966	28.535
3	3.584	9.686	53.309	3.584	9.686	53.309	4.799	12.970	41.505
4	3.091	8.355	61.664	3.091	8.355	61.664	2.994	8.091	49.596
5	2.423	6.548	68.211	2.423	6.548	68.211	2.979	8.052	57.647
6	2.300	6.217	74.428	2.300	6.217	74.428	2.923	7.901	65.548
7	1.804	4.876	79.305	1.804	4.876	79.305	2.843	7.685	73.233
8	1.323	3.575	82.880	1.323	3.575	82.880	2.713	7.331	80.564
9	1.036	2.800	85.679	1.036	2.800	85.679	1.893	5.115	85.679
10	.893	2.412	88.092						
11	.851	2.300	90.391						
12	.767	2.073	92.464						
13	.650	1.758	94.222						
14	.499	1.349	95.571						
15	.430	1.161	96.732						
16	.284	.767	97.499						
17	.240	.649	98.148						
18	.214	.578	98.726						
19	.178	.480	99.207						
20	.163	.441	99.647						
21	.097	.263	99.911						
22	.028	.077	99.988						
23	.005	.012	100.000						
24	1.433E-15	3.873E-15	100.000						
25	7.396E-16	1.999E-15	100.000						
26	5.692E-16	1.538E-15	100.000						
27	4.147E-16	1.121E-15	100.000						
28	1.891E-16	5.111E-16	100.000						
29	8.113E-17	2.193E-16	100.000						
30	5.811E-17	1.570E-16	100.000						
31	3.417E-17	9.235E-17	100.000						
32	-5.756E-17	-1.556E-16	100.000						
33	-1.536E-16	-4.152E-16	100.000						
34	-2.937E-16	-7.938E-16	100.000						
35	-4.015E-16	-1.085E-15	100.000						
36	-4.578E-16	-1.237E-15	100.000						
37	-5.615E-16	-1.517E-15	100.000						
Extraction Method: Principal Component Analysis.									

The Table 1 shows the total variance between the components. Component Analysis table shows the factors which strongly influence employee engagement. Among the 37 items taken, 9 factors were extracted which have Eigen value of more than 1. The total variance explained by 9 factors was 85.67%.

H₀ There is no positive relationship between employee engagement and salary

H₁ There is a positive relationship between employee engagement and salary

H₀ There is no positive relationship between employee engagement and Growth and Development

H₂ There is a positive relationship between employee engagement and Growth and Development

H₀ There is no positive relationship between employee engagement and Job Resource.

H₃ There is a positive relationship between employee engagement and Job Resource.

H₀ There is no positive relationship between employee engagement and communication.

H₄ There is a positive relationship between employee engagement and communication.

H₀ There is no positive relationship between employee engagement and work life balance.

H₅ There is a positive relationship between employee engagement and work life balance.

H₀ There is no positive relationship between employee engagement and Decision making.

H₆ There is a positive relationship between employee engagement and Decision making.

H₀ There is no positive relationship between employee engagement and Unity in Teams.

H₇ There is a positive relationship between employee engagement and Unity in Teams.

H₀ There is no positive relationship between employee engagement and Freedom.

H₈ There is a positive relationship between employee engagement and Freedom.

H₀ There is no positive relationship between employee engagement and Manager.

H₉ There is a positive relationship between employee engagement and Manager.

Table 2: Factor naming

Sl. No.	Factors	Employee Engagement	P- Value
1	Salary	.791	.000
2	Development and Growth	.656	.000
3	Job Resources	.573	.000
4	Communication	.455	.000
5	Work life Balance	.460	.000
6	Decision making	.479	.000
7	Unity in Teams	.426	.000
8	Freedom	.379	.000
9	Manager	.369	.000

Source: Primary Data.

Table 2 discuss about correlation table. All the nine factors taken for the study had positive correlation values with employee engagement and r was significant at 0.05 levels. So the **Null hypothesis of nine factors is not accepted.**

Finding and conclusion

When we talk about the employee engagement in government undertaken companies. Salary is still the first priority of the employees to keep them engaged in the work. The company may be government or private organization employee look out firstly for salary. The employees in government companies look out for development and growth by the help of

performance appraisal. Job Resources availability make them more engaged in the work. employees like to have communication. Work life balance is the priority of the employees. Decision making will also impact on employee engagement. Unity in teams, freedom in the work and lastly manager play an important role in making employee engaged.

Manager is a last factor which influence employee engagement in the government undertaken companies attrition was very less or we can also call it as zero. so manager word and behaviour will not affect the employee more when we compare to private owned companies.

If the company Mysore paints and varnish adopt to do the employee engagement survey in the organization. Definitely it will help the organization to give better performance of the employee in the organization.

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