

# A Study on Employee Engagement at Wipro Infrastructure Engineering PVT. LTD., Hindupur.

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## Abstract:

Employee engagement plays a crucial role in enhancing employee performance and organizational effectiveness. This study examines the level of employee engagement at Wipro Infrastructure Engineering Pvt. Ltd., Hindupur, and its impact on productivity, teamwork, and job satisfaction. Data was collected from 107 employees using a structured questionnaire and analyzed using percentage and correlation methods. The findings indicate moderate to high levels of engagement among employees. A strong positive relationship ( $r = 0.93$ ) was observed between employee engagement and productivity. The study concludes that strengthening engagement practices such as communication, recognition, and training can significantly improve overall organizational performance.

**Key words:** Employee Engagement, Employee Productivity, Job Satisfaction, Teamwork, Organizational Performance

## Introduction:

Employee engagement refers to the level of commitment, involvement, and enthusiasm employees show toward their work and organization. Engaged employees are emotionally connected, motivated to perform better, and willing to contribute beyond their basic responsibilities. In today's competitive environment, employee engagement has become essential for improving productivity, reducing turnover, and enhancing organizational performance. It is influenced by factors such as leadership support, communication, recognition, work environment, and career growth opportunities.

Employee engagement is a two-way process that requires active participation from both employees and management. Organizations that promote a supportive culture and value employee contributions are more likely to achieve higher performance and long-term success.

**Need of the Study:** The study is conducted to identify the factors that influence employee engagement and to understand the level of employee engagement at Wipro Infrastructure Engineering Pvt. Ltd. Hindupur.

**Scope of the Study:** The study focuses on understanding employee engagement among employees of Wipro Infrastructure Engineering Pvt. Ltd. Hindupur.

## Objectives of the Study:

- To study the level of employee engagement at Wipro Infrastructure Engineering Pvt. Ltd. Hindupur.
- To identify the factors influencing employee engagement among employees of Wipro Infrastructure Engineering Pvt. Ltd. Hindupur.
- To study the impact of employee engagement at Wipro Infrastructure Engineering Pvt. Ltd. Hindupur.

**Research Methodology:**

Sample Size: 107

Primary Data: Data is collected through structured questionnaire

Secondary Data : Secondary data is collected through various sources such as articles, websites, magazines.

Tools: Tables, Bar Graphs & Pie Charts.

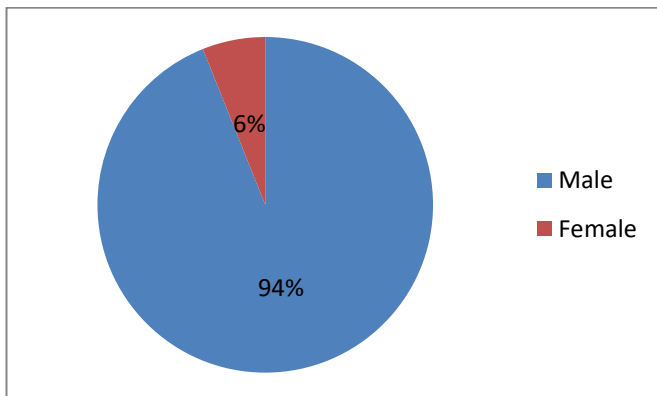
Techniques: Percentage, correlation.

**Data analysis:**

**Table 4.1: Gender**

Gender	No. of respondents	Percentage of respondents
Male	101	94%
Female	6	6%
Total	107	100%

**Chart 4.1: Gender**



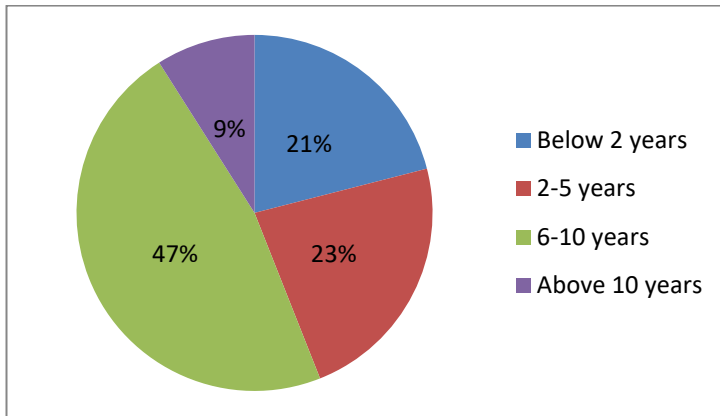
**Interpretation:** The above chart shows that, 94% are male, 6% are female. This indicates that the majority of respondents in the organization are male employees, reflecting the typical workforce composition in the engineering and manufacturing sector.

**Table 4.2: Years of experience in the organization**

Years of experience	No. of respondents	Percentage of respondents
Below 2 years	22	21%
2-5 years	25	23%
6-10 years	50	47%
Above 10 years	10	9%

Total	107	100%
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**Chart 4.2: Years of experience in the organization**

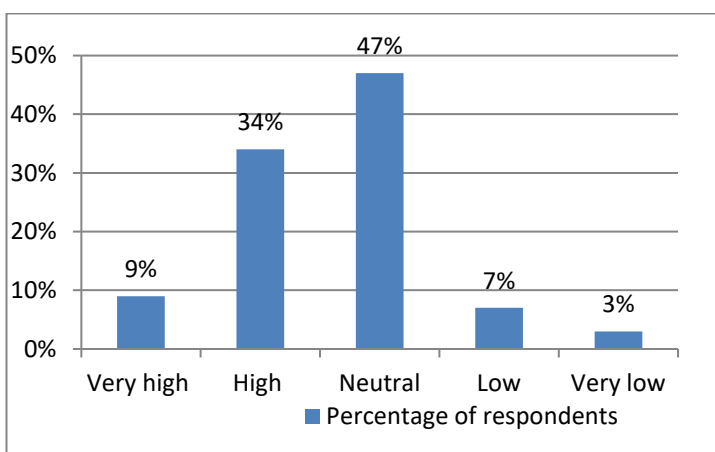


**Interpretation:** The above chart shows that most of the respondents (47%) have 6–10 years of experience in the organization. About 23% have 2–5 years of experience, while 21% have below 2 years of experience. Only 9% of respondents have above 10 years of experience. This indicates that the majority of employees have moderate work experience in the organization.

**Table 4.3: The motivation while performing the job in the organisation.**

Particulars	No. of respondents	Percentage of respondents
Very high	10	9%
High	36	34%
Neutral	50	47%
Low	7	7%
Very low	4	3%
Total	107	100%

**Chart 4.3: The motivation while performing the job in the organisation.**

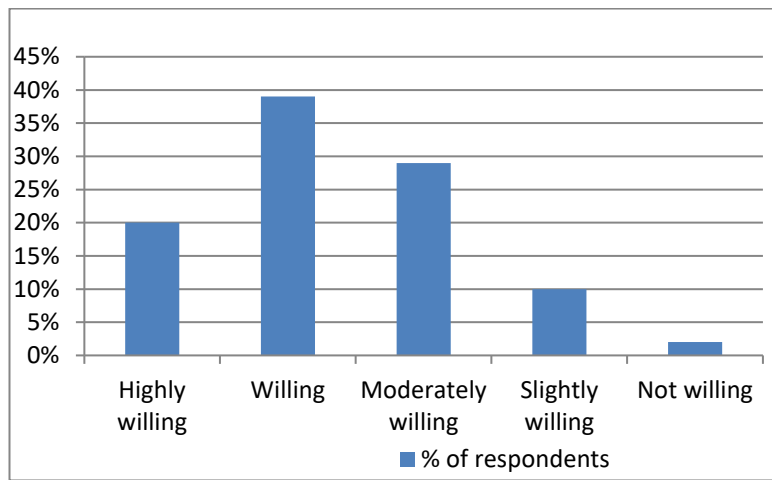


**Interpretation:** The above chart shows that motivation level of employees while performing their job. Among the respondents, 47% reported moderate motivation, 34% reported high motivation, and 9% reported very high motivation. Only 10% reported low or very low motivation. This indicates that most employees feel reasonably motivated in their job.

**Table 4.4: Willingness to put extra effort for the organisation.**

Particulars	No. of respondents	Percentage of respondents
Highly willing	21	20%
Willing	42	39%
Moderately willing	31	29%
Slightly willing	11	10%
Not willing	2	2%
Total	107	100%

**Chart 4.4: Willingness to put extra effort for the organisation.**

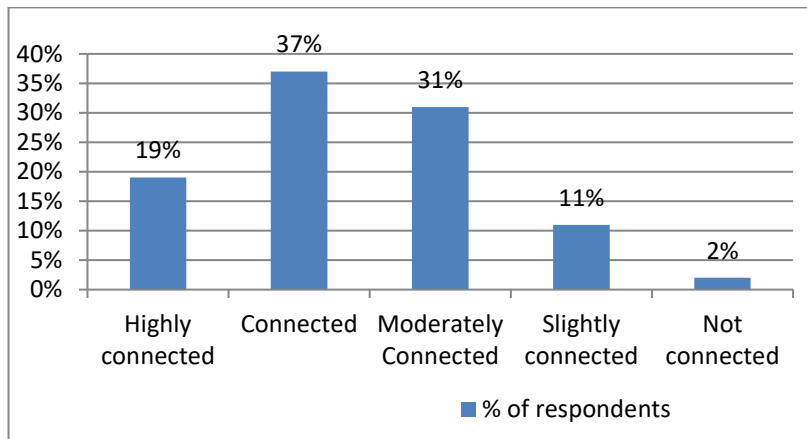


**Interpretation:** The above chart shows that, 39% of respondents are willing and 20% are highly willing, while 29% are moderately willing. Only 12% show low willingness. This suggests that the majority of employees are ready to contribute additional effort for the organization.

**Table 4.5: Connection with the organisation.**

Particulars	No. of respondents	Percentage of respondents
Highly connected	20	19%
Connected	40	37%
Moderately Connected	33	31%
Slightly connected	12	11%
Not connected	2	2%
Total	107	100%

**Chart 4.5: Connection with the organisation.**

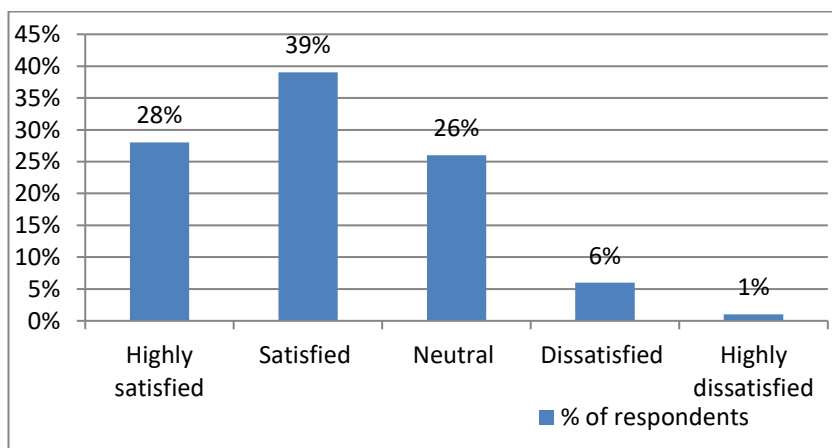


**Interpretation:** The above chart shows that, 37% of respondents feel connected, 31% feel moderately connected, and 19% feel highly connected. Only 13% feel slightly or not connected. This indicates a generally strong level of organizational attachment among employees.

**Table 4.6: Level of satisfaction with the recognition given for the work.**

Particulars	No. of respondents	Percentage of respondents
Highly satisfied	30	28%
Satisfied	42	39%
Neutral	28	26%
Dissatisfied	6	6%
Highly dissatisfied	1	1%
Total	107	100%

**Chart 4.6: Level of satisfaction with the recognition given for the work.**

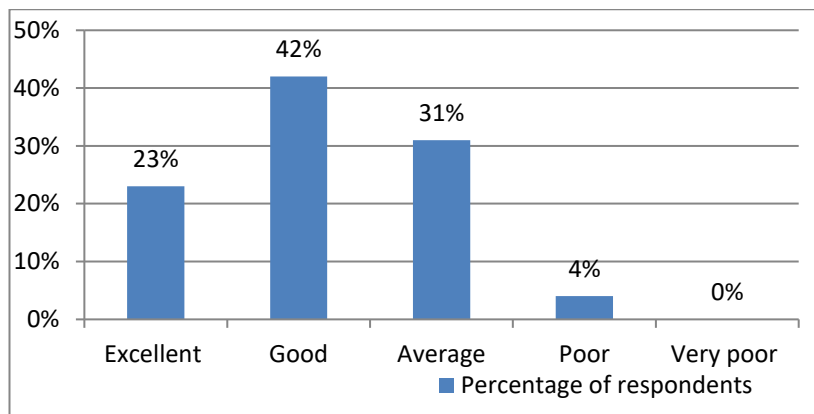


**Interpretation:** The table shows employee satisfaction regarding recognition for their work. 39% are satisfied and 28% are very satisfied, while 26% remain neutral. Only 7% express dissatisfaction. This indicates that recognition practices in the organization are generally satisfactory.

**Table 4.7: The work environment in the organisation.**

Particulars	No. of respondents	Percentage of respondents
Excellent	28	26%
Good	42	39%
Average	33	31%
Poor	4	4%
Very poor	0	0%
Total	107	100%

**Chart 4.7: The work environment in the organisation.**

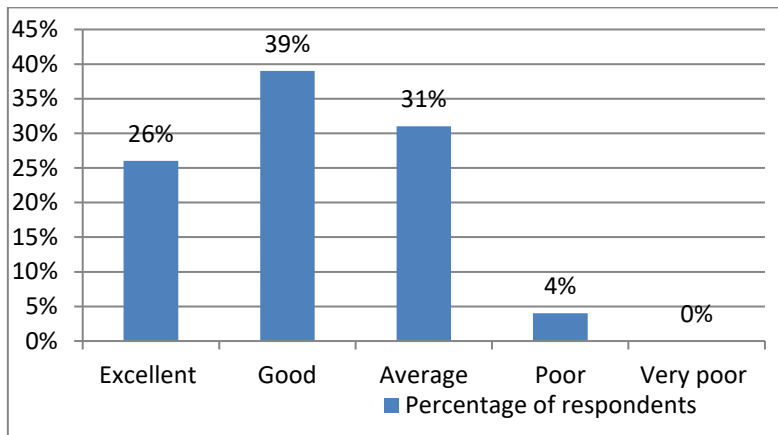


**Interpretation:** The table indicates employees’ perception of the work environment. 42% rated the work environment as good and 23% rated it as excellent, while 31% rated it as average. Only 4% rated it as poor. This shows that the majority of employees perceive the work environment positively.

**Table 4.8: The opportunities for training and career growth.**

Particulars	No. of respondents	Percentage of respondents
Excellent	25	23%
Good	45	42%
Average	33	31%
Poor	4	4%
Very poor	0	0%
Total	107	100%

**Chart 4.8: The opportunities for training and career growth.**

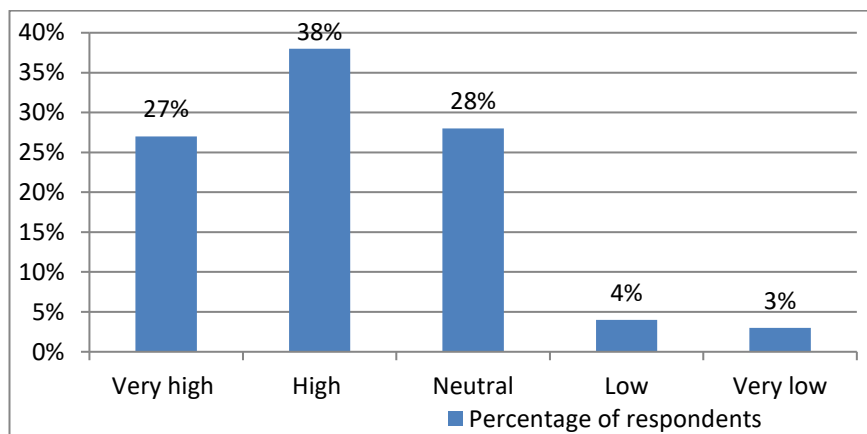


**Interpretation:** The table shows employee evaluation of training and career growth opportunities. 39% rated them as good and 26% as excellent, while 31% rated them as average. Only 4% rated them as poor. This indicates that employees generally feel positive about the development opportunities provided by the organization.

**Table 4.9: Employee engagement contributes to higher productivity.**

Particulars	No. of respondents	Percentage of respondents
Very high	25	23%
High	42	39%
Neutral	31	29%
Low	5	5%
Very low	4	4%
Total	107	100%

**Chart: 4.9: Employee engagement contributes to higher productivity.**

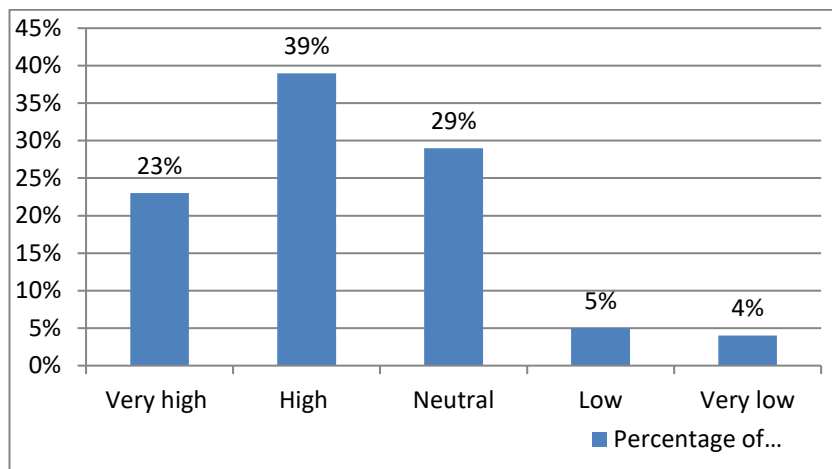


**Interpretation:** The table shows employees’ opinion on how employee engagement improves productivity. 38% of respondents believe engagement improves productivity to a high extent, while 27% believe it improves to a very high extent and 28% believe it improves moderately. Only 7% feel the improvement is low or very low, indicating that employee engagement positively influences productivity.

**Table 4.10: The impact of employee engagement on teamwork in the organisation.**

Particulars	No. of respondents	Percentage of respondents
Very high	29	27%
High	41	38%
Neutral	30	28%
Low	4	4%
Very low	3	3%
Total	107	100%

**Chart 4.10: The impact of employee engagement on teamwork in the organisation.**

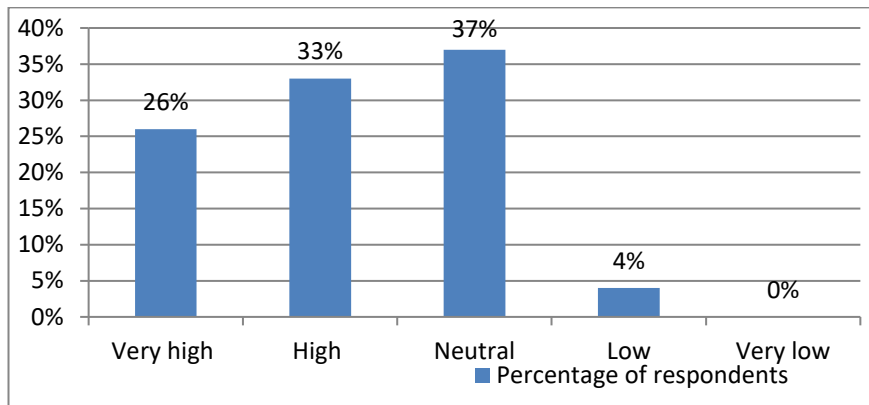


**Interpretation:** The table shows the impact of employee engagement on teamwork in the organization. 39% of respondents believe engagement improves teamwork to a high extent, 23% believe to a very high extent, and 29% believe to a moderate extent. Only 9% feel the improvement is low or very low, indicating that employee engagement plays a significant role in strengthening teamwork.

**Table 4.11: The impact of employee engagement on job satisfaction.**

Particulars	No. of respondents	Percentage of respondents
Very high	28	26%
High	35	33%
Neutral	40	37%
Low	4	4%
Very low	0	0%
Total	107	100%

**Chart 4.14: The impact of employee engagement on job satisfaction.**



**Interpretation:** The table shows how employee engagement influences job satisfaction. 37% of respondents believe engagement increases job satisfaction moderately, 33% believe it increases to a high extent, and 26% believe it increases to a very high extent. Only 4% feel the increase is low, indicating that employee engagement contributes positively to job satisfaction.

**Testing of Hypothesis**

**Hypothesis**

- $H_0$  (Null Hypothesis): There is no significant relationship between employee engagement and employee productivity in Wipro Infrastructure Engineering Pvt. Ltd., Hindupur.
- $H_1$  (Alternative Hypothesis): There is a significant relationship between employee engagement and employee productivity in Wipro Infrastructure Engineering Pvt. Ltd., Hindupur.

Employee Engagement		Employee Productivity	
Particulars	No. of respondents	Particulars	No. of respondents
Highly connected	20	Very high	29
Connected	40	High	41
Moderately Connected	33	Neutral	30
Slightly connected	12	Low	4
Not connected	2	Very low	3

	Employee engagement	Employee productivity
Employee engagement	1	0.930514335
Employee productivity	0.930514335	1

The formula for Pearson Correlation (r) is:

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}}$$

**Interpretation:** The data shows a very strong positive correlation ( $r = 0.93$ ) between employee engagement and productivity, indicating that as engagement increases, productivity also rises. Most employees who are highly engaged report moderate to high productivity levels, demonstrating that engaged employees perform more effectively and contribute better to organizational goals. Since the correlation is close to +1, the null hypothesis ( $H_0$ ) of no relationship is rejected, and the alternative hypothesis ( $H_1$ ) is accepted, confirming that employee engagement significantly enhances employee productivity.

## Findings

- The workforce is predominantly male (94%) and relatively young, with most employees aged 25–35 years and a majority having over 6 years of experience.
- Employee motivation and commitment are generally strong, with many respondents showing moderate to high motivation and a willingness to put extra effort into their work.
- A significant proportion of employees feel connected to the organization, reflecting a healthy level of engagement.
- Most respondents rated supervisor support, communication, work environment, recognition, and growth opportunities as good or excellent, indicating overall satisfaction with organizational practices.
- Employee engagement is widely perceived to improve productivity, teamwork, and job satisfaction, contributing positively to organizational success.

## Conclusion

The study concludes that employee engagement plays a significant role in improving employee productivity, teamwork, motivation, and overall job satisfaction at Wipro Infrastructure Engineering Pvt. Ltd. The results show that most employees have positive opinions about the organization's work environment, supervisor support, communication practices, and recognition systems. These factors contribute to higher levels of engagement among employees. The findings also indicate that employees who feel engaged with the organization are more willing to put extra effort into their work and actively contribute to achieving organizational goals. Additionally, good teamwork and supportive management further strengthen employee commitment and performance. Therefore, it can be concluded that maintaining strong employee engagement practices helps the organization enhance employee performance, improve workplace relationships, and achieve long-term organizational success.

## Suggestions

The organization should focus on maintaining a positive work environment that enhances employee satisfaction and productivity. Management should provide more training and development programs to improve employees' skills and support their career growth. Effective reward and recognition systems should also be implemented to motivate employees and appreciate their contributions. In addition, communication between employees and management should be strengthened to promote transparency, trust, and better understanding within the organization. The organization should also encourage teamwork and collaboration through team-building activities and employee engagement initiatives. Furthermore, regular employee feedback and engagement surveys should be conducted to identify areas for improvement and ensure continuous organizational development.

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