

A Study on Factors Influencing the Employee Engagement in MetroFlex Mattress Pvt Ltd

¹**Jebasingh R, ²Dr.P. Vanitha,**

¹ Student, ²Associate Professor,

¹Master of Business Administration,

¹M. Kumarasamy College of Engineering, Karur,TamilNadu,India

Abstract: This research work titled “A study on Factors Influencing the Employee Engagement in Metroflex Mattress Pvt Ltd”, was done with the main objective to study on Factors influencing the Employee Engagement in Metroflex Mattress Pvt Ltd. To know the influence of Company Management on their engagement and job satisfaction in the Metroflex Mattress Pvt Ltd. To provide the suggestion for the organization in Employee Engagement at Metroflex Mattress Pvt Ltd, Karur. It is descriptive research design. The Primary data has been used to collect data with the help of Questionnaire. The sample size is 120. Tools used in this study Correlation ANOVA and the major findings are the majority 79.2% of the respondents are of the gender male. The majority 55.8% of the respondents are Production Department. The suggestions for the betterment of the company is provide the competitive compensation along with attractive benefits packages. Offer flexible schedules or remote work to help employees balance work and personal life. Provide training to help employees grow in their roles and careers. Regularly review salaries to ensure they're competitive and fair. Create a supportive and inclusive workplace culture where everyone feels valued.

Keywords –Compensation, Job satisfaction, Employee growth opportunities, Working environment.

1.1 INTRODUCTION TO THE TOPIC

I. INTRODUCTION

Employee engagement has become a focal point for organizations striving to achieve sustainable success in today's competitive landscape. This study investigates the multifaceted factors influencing employee engagement and their implications for organizational performance. Employee engagement has emerged as a pivotal factor in organizational success and sustainability. This study aims to delve into the multifaceted nature of employee engagement by examining the various factors that contribute to it. By identifying and understanding these factors, organizations can develop targeted strategies to enhance employee engagement levels, thereby fostering a more positive work environment and driving organizational success.

II. OBJECTIVES OF THE STUDY

To study the factors influencing employee engagement of Metroflex Mattress Company.

To know the influence of Company Management on their engagement and job satisfaction.

To provide the suggestion for the organization in Employee Engagement.

III. SCOPE OF THE STUDY

The main aim of this study is to know the Factors Influencing the Employee Engagement among working in Metroflex Mattress Pvt ltd.

IV. NEED FOR THE STUDY

The purpose of this study is to know the Factors Influencing the Employee Engagement the influence of company management on their engagement, job satisfaction of the employee and their growth and development on employee engagement in Metroflex Mattress Pvt Ltd.

II. REVIEW OF LITERATURE

- 1. Liao, H., & Tangirala, S. (2021)** "Understanding Employee Voice Behavior: Integrative Conceptualization, Literature Review, and Future Research Agenda." The article outlines a future research agenda, suggesting potential avenues for further investigation in this area. This could include exploring new antecedents and outcomes of employee voice behavior, investigating its boundary conditions (contexts where it may be more or less effective), and considering the implications of emerging trends such as remote work or technological advancements on employee voice behavior.
- 2. Shuck, B., Twyford, D., Reio, T. G., & Shuck, A. (2021)** "The employee engagement state of the science: A content analysis and future research agenda." The article likely delves into various aspects of employee engagement, discussing its current understanding based on existing research, conducting a content analysis to identify trends or gaps in the literature, and proposing suggestions for future research directions in this field. It may cover topics such as the definition and measurement of employee engagement, its impact on organizational outcomes, factors influencing engagement, interventions to enhance engagement, and implications for management practices.
- 3. Budriene & Diskiene (2020)** "Exploring Employee Engagement: Theoretical Approaches and Organizational Implications" to identify the distinguishing characteristics of two kinds of participation in scientific literature and organization, also links that indicate the potential role of human resource management in the management of employment among employees. The aim involves tasks: to disclose the nature of engagement and the variables determining it; furthermore, a theoretical interface model is provided.
- 4. Sabu & Manoj (2020)** "Impact of Employee Desire and Engagement on Organizational Performance" The method for structural equation modelling (SEM) was used to investigate the causal connection between variables. The study showed that OP had a favourable impact on EE. The research supports further the EE mediation effect in the ED-OP connection. Statistically significant are the consequences. The research provides useful information for practical managers that may promote EE and enhance operations.
- 5. Bilski, B., & Peszko, R. (2020)** "The Importance of Employee Recognition and Reward Systems." highlight the benefits that organizations derive from implementing effective recognition and reward systems. These benefits may include improved employee retention, reduced turnover, increased job satisfaction, and enhanced organizational performance. Challenges and Considerations: The article may also address the challenges associated with designing and implementing recognition and reward systems.

III RESEARCH METHODOLOGY

RESEARCH DESIGN

A research design is the plan or framework used to conduct a research study. It involves outlining the overall approach and methods that will be used to collect and analyze data to answer research questions or test hypotheses. This paper has employed a descriptive research method. This study aims to study effectiveness of the labour welfare measure on employee satisfaction.

METHOD OF DATA COLLECTION

This paper is solely based on the primary data. A well-structured questionnaire have been used to collect the data. The interview method was employed while the data was collected.

POPULATION

A population is a group of people, objects, or events that have specific characteristics and are of interest to the researcher and here employees of the company Metroflex Mattress Pvt Ltd are taken as the population for this research.

SAMPLING UNIT

A sampling unit is a basic unit that is selected from a population. It is the unit about which information is collected and data are analyzed. The sampling unit will be with employees of Metroflex Mattress Pvt Ltd.

SAMPLE SIZE

The Sample size is 120.

SAMPLING METHOD

The Simple Random sampling method was employed for the sampling of data collection.

TOOLS FOR DATA ANALYSIS

DESCRIPTIVE STATISTICS

This chapter deals with the descriptive and statistical analysis of the primary data collected from the employee who working in the organization. The hypotheses drawn by the researcher are confirmed with the support of statistical tools and results are inferred. Percentage analysis is a simple statistical instrument which is widely used in analysis and interpretation of primary data. It deals with the number of Respondents' reply to a questionnaire in percentage attained from the total population nominated for the study. It is one of the simple forms of analysis which helps the researcher to realize the outcome of the research.

CORRELATION

Correlation is a statistical measure that indicates the extent to which two or more variables fluctuate together. A positive correlation indicates the extent to which those variables increase or decrease in parallel, a negative correlation indicates the extent to which one variable increase as the other decreases. For example, height and weight are related, taller people tend to be heavier than shorter people.

ANOVA

Analysis of Variance (ANOVA), is used for examining the differences in the mean values of the dependent variable associated with the effect of the controlled independent variables, after taking into account the influence of the uncontrolled independent variables..

SCALING METHOD

The process of arriving at a set of statements to measure attitude, opinion, or perception is known as scaling. In this paper, the impact of the labour welfare measures on the employee satisfaction is analyzed using a questionnaire based on a five-point Likert scale.

IV DATA ANALYSIS AND INTERPRETATION

DATA ANALYSIS

Data analysis is a process of inspecting, cleaning, transforming and modelling data with the goal of discovering useful information, informing conclusions and supporting decision making. Data analysis has multiple facets and approaches, encompassing diverse techniques under a variety of names, and is used in different business, science, and social science domains. It provides a deeper understanding of processes, behaviors, and trends. It allows organizations to gain insights into customer preferences, market dynamics, and operational efficiency.

4.1 DESCRIPTIVE STATISTICS

TABLE NO 4.1.1
Impact of job satisfied on level of engagement.

Impact of job satisfied on level of engagement	No. Of respondents	Percentage
STRONGLY SATISFIED	46	38.3%
SATISFIED	60	50.0%
NEUTRAL	14	11.7%
DISSATISFIED	0	0%
STRONGLY DISSATISFIED	0	0%
TOTAL	120	100.0%

Inference

From the above table 4.1.1 it was found that about 50.0% respondents are satisfied with the impact of job satisfied on level of engagement, 38.3% respondents are strongly satisfied with the impact of job satisfied on level of engagement, and rest 11.7% are Neutral with the impact of job satisfied on level of engagement. This shows that most of the respondents are satisfied with the impact of job satisfied on level of engagement.

4.2 CORRELATION

4.2.1 HYPOTHESIS STATEMENT

H0 – There is no significant correlation between the Fairness of compensation with others and compensation reflects the value of employee contribution to the organization.

H1 – There is a significant correlation between the Fairness of compensation with others and compensation reflects the value of employee contribution to the organization.

TABLE 4.2.1
Fairness of compensation with others and compensation reflects the value of employee contribution to the organization

		Fairness of compensation with others	Compensation reflects the employee contribution
Fairness of compensation with others	Pearson correlation	1.000	0.508
	Sig. (2-tailed)		0.000
Compensation reflects the employee contribution	Pearson correlation	0.508	1.000
	Sig. (2-tailed)	0.000	

Inference

From the correlation table 4.2.1, it can be seen that the correlation coefficient value is 0.508 which lies in the moderate correlation region. Since p-value ($0.00 < 0.05$), we accept the alternate hypothesis (H1). It can be concluded that there is significant correlation between the fairness of compensation with others and compensation reflects the value of employee contribution to the organization.

4.2.2 HYPOTHESIS STATEMENT

H0 – There is no significant correlation between the feel a sense of pride in their work and organization supports for their career development goals.

H1 – There is a significant correlation between the feel a sense of pride in their work and organization supports for their career development goals.

TABLE 4.2.2
Feel a sense of pride in their work and organization supports for their career development goals.

		Feel a sense of pride in their work	Organization supports for their career development goals
Feel a sense of pride in their work	Pearson correlation	1.000	0.482
	Sig. (2-tailed)		0.000
Organization supports for their career development goals	Pearson correlation	0.482	1.000
	Sig. (2-tailed)	0.000	

Inference

From the correlation table 4.2.2, it can be seen that the correlation coefficient value is 0.482 which lies in the low correlation region. Since p-value ($0.00 < 0.05$), we accept the alternate hypothesis (H1). It can be concluded that there is statistically significant correlation between the feel a sense of pride in their work and organization supports for their career development goals.

4.3 ANOVA

4.3.1 HYPOTHESIS STATEMENT

H0: There is no relationship between the experience and overall satisfaction with the leadership provided by company management.

H1: There is a relationship between the experience and overall satisfaction with the leadership provided by company management.

TABLE 4.3.1
Experience vs Overall satisfaction with the leadership provided by company management.

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	6.40	4	1.60	3.31	0.013
Within Groups	55.56	115	0.48		
Total	61.97	119			

Inference

From the above table no 4.3.1, the p-value is 0.013 which is lesser than the alpha value (0.05). Hence Alternative hypothesis (H1) is accepted. Therefore, there is a significant relationship between the experience and overall satisfaction with the leadership provided by company management. This shows that the experience is related with the overall satisfaction with the leadership provided by company management.

4.1.1 HYPOTHESIS STATEMENT

H0: There is no relationship between age and level of satisfaction with their current compensation package.

H1: There is a relationship between age and level of satisfaction with their current compensation package.

TABLE 4.3.2
Age vs Satisfaction with their current compensation package

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	5.57	3	1.86	6.05	0.001
Within Groups	35.60	116	0.31		
Total	41.17	119			

Inference

From the above table 4.3.2, the p-value is 0.001 which is lesser than the alpha value (0.05). Hence Alternative hypothesis (H1) is accepted. Therefore, there is a significant relationship between age and level of satisfaction with your current compensation package. This shows that the age is related with their satisfaction of employee's current compensation package.

V FINDINGS

1. The Majority, 50.0% of the respondents are satisfied with the impact of job satisfied on level of engagement.
2. Significance correlation between the fairness of compensation with others and compensation reflects the value of employee contribution to the organization.
3. Significant correlation between the fairness of compensation with others and compensation reflects the value of employee contribution to the organization.
4. There is a significance relationship between the experience is related with the overall satisfaction with the leadership provided by company management.
5. There is a significance relationship between the age is related with their satisfaction of employee's current compensation package.

VI SUGGESTION

1. Acknowledge employees' efforts and results with praise and rewards in both monetary and non-monetary benefits.
2. Fair and competitive compensation, along with attractive benefits packages, are essential for employee satisfaction and engagement.
3. Offer flexible schedules or remote work to help employees balance work and personal life.
4. Provide training to help employees grow in their roles and careers.
5. Regularly review salaries to ensure they're competitive and fair and create a supportive and inclusive workplace culture where everyone feels valued

VII CONCLUSION

Employee Engagement is the buzz word term for employee communication. The study aimed the factors influencing on employee engagement and 120 samples were taken for the research. Data was collected through a self-administrated questionnaire across the employees of Metroflex Mattress Pvt Ltd by simple random sampling method and it was found that employees are agree with the Employee Engagement factors handled by the company. Research indicates that by better understanding engagement, new strategies could be developed that would increase levels of employee engagement, thereby possibly decreasing the costly negative effects of burnout for employees in the human services field.

REFERENCES

1. **Liao, H., & Tangirala, S. (2021)** Understanding Employee Voice Behavior: Integrative Conceptualization, Literature Review, and Future Research Agenda. *Journal of Management*, 47(1), 51–80. DOI: 10.1177/0149206320942455.
2. **Shuck, B., Twyford, D., Reio, T. G., & Shuck, A. (2021)** The employee engagement state of the science: A content analysis and future research agenda. *Journal of Business and Psychology*, 36(1), 1–22. DOI: 10.1007/s10869-020-09698-3
3. **Budriene, V., & Diskiene, D. (2020)** Exploring Employee Engagement: Theoretical Approaches and Organizational Implications. *Journal of Organizational Psychology*, 35(2), 123-140
4. **Sabu, S., & Manoj, M. (2020)** Impact of Employee Desire and Engagement on Organizational Performance: A Study in Kerala, India. *Journal of Applied Management*, 25(3), 87-102.
5. **Bilski, B., & Peszko, R. (2020)** The Importance of Employee Recognition and Reward Systems. **Journal of Positive Management*, 11*(2), 213–233. DOI: [10.12775/JPM.2020.013](https://doi.org/10.12775/JPM.2020.013)