

## **Paper Title: ‘Study on Employee Engagement Practices in Brasspart Industry in Gujarat State’**

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### **ABSTRACT**

The purpose of this study is to measure employee engagement practices and employee fairness in brasspart industry in the state of Gujarat. Descriptive research design is used in this study. Formulated hypothesis were tested by sample based methods, using questionnaire and convenience sampling method. A sample size of 100 employees from brasspart industry was analyzed using chi square test to test the proposed hypothesis. Findings of the study indicate that employee engagement practices at brasspart industry follows all the norms and activities in order to engage the employee and retains them.

**Key words:** Brasspart, Employee, Engagement, Industry, Organization

### **INTRODUCTION**

The machine tool industry located in Gujarat, Bengaluru, & Delhi. The supply transaction is processed domestically and in the international market.

Employee engagement has emerged as a popular organizational concept in recent years. It is the level of commitment and involvement of an employee towards the organization and its values.

Employee engagement creates greater motivation within employees for the work they do and their commitment to the organization. It is about creating an enthusiasm for their roles, their work and the organization, and ensuring they are aligned with the values of the organization.

## **REVIEW OF LITERATURE**

**1. Nemțeanu, M. S., Dinu, V., Pop, R. A., & Dabija, D. C. (2022)** found that in the case of counterproductive work behaviour, employee satisfaction diminishes, while efficient performance of tasks and responsibilities, knowledge and skills capitalization, internal vision communication, and the existence of an employee reward system for employee input can all generate greater organizational attachment.

**2. Franklin M. Lartey & Phillip M. Randall (2022)** found that Organizations will be better able to identify and address challenges faced by traditional workplace employees and remote workers.

**3. Ciprian Obrad and Cristina Circa. (2021)** found that perceived student engagement and motivation are major determinants of work engagement in teaching.

## **RESEARCH OBJECTIVES**

- To Measure Employee engagement practices in brasspart industry
- To Measure employee fairness in brasspart industry
- To give suitable recommendations

## **METHODOLOGY**

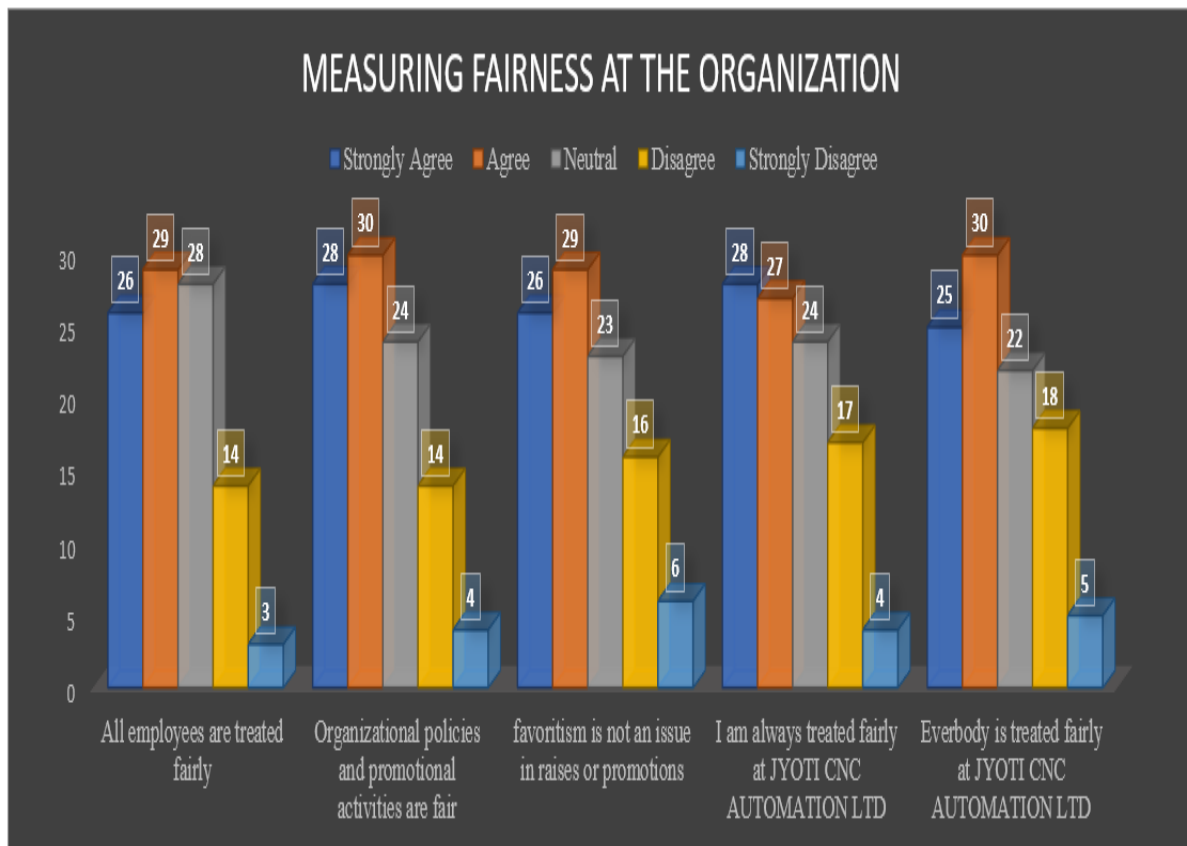
Primary data for this study was collected using self-administered questionnaire sent online using non-probability convenience sampling technique. The survey was conducted Gujarat State in India i.e. 100 responses were gathered for this survey.

**DATA ANALYSIS**

**Table 1**

Table showing measuring fairness at the organization

Sr. No.	Particulars	All employees are treated fairly	Organizational policies and promotional activities are fair	favoritism is not an issue in raises or promotions	I am always treated fairly at JYOTI CNC AUTOMATION LTD	Everbody is treated fairly at JYOTI CNC AUTOMATION LTD
1	Strongly Agree	26	28	26	28	25
2	Agree	29	30	29	27	30
3	Neutral	28	24	23	24	22
4	Disagree	14	14	16	17	18
5	Strongly Disagree	3	4	6	4	5
	Total	100	100	100	100	100



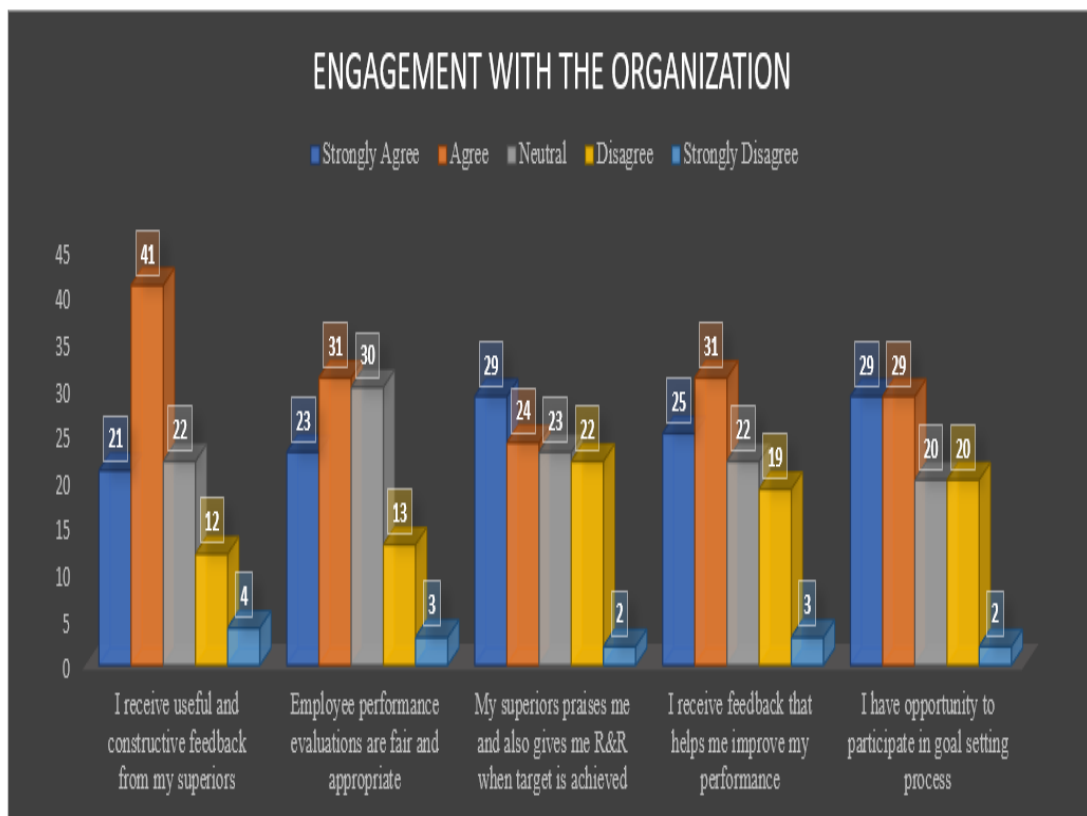
**Interpretation:**

The above chart represents that majority of the employees find fairness given to them at organization.

**Table 2**

Table showing engagement with the organization of employees

Sr. No.	Particulars	I receive useful and constructive feedback from my superiors	Employee performance evaluations are fair and appropriate	My superiors praises me and also gives me R&R when target is achieved	I receive feedback that helps me improve my performance	I have opportunity to participate in goal setting process
1	Strongly Agree	21	23	29	25	29
2	Agree	41	31	24	31	29
3	Neutral	22	30	23	22	20
4	Disagree	12	13	22	19	20
5	Strongly Disagree	4	3	2	3	2
	Total	100	100	100	100	100



**Interpretation:**

The above chart represents that majority of the employees find fruitful engagement at organization.

**HYPOTHESIS TESTING**

**H0:** - There is no relationship between gender and fairness of employees in brasspart industry

**H1:** - There is relationship between gender and fairness of employees in brasspart industry

**Table 3**  
**Opinion Regarding measuring fairness**

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Row Total</b>
<b>All employees are treated fairly</b>	26	28	26	28	25	133
<b>Organizational policies and promotional activities are fair</b>	29	30	29	27	30	145
<b>favoritism is not an issue in raises or promotions</b>	28	24	23	24	22	121
<b>I am always treated fairly</b>	14	14	16	17	18	79
<b>Everybody is treated fairly</b>	3	4	6	4	5	22
<b>Column Total</b>	100	100	100	100	100	500

<b>Chi-square calculated value</b>	3.329
<b>Df</b>	16
<b>p-value</b>	.999
<b>Chi-square table value</b>	26.30

The above tests tells that p value is greater than 0.05 which shows that there is significant relationship and so null hypothesis is rejected and I conclude that there is significant relation between gender and measuring employee fairness in brasspart industry in Gujarat State.

## **FINDINGS**

1. The finding of the study shows that majority of the respondents strongly agree with the organization fairness as they feel like going to work, they know what their responsibilities are, they feel that they are valued by colleagues, they feel they are bursting with energy.
2. The finding of the study shows that majority of the respondents strongly agree that they are respected at their work place, satisfied with their compensation, and benefits
3. The finding of the study shows that majority of the respondents strongly agree with that their feedback is taken as a positive approach in order to engage them with their activities
4. The finding of the study shows that majority of the respondents strongly agree with the growth and development of the organization such as they are agree with Working conditions are continuously improving, the Information is shared freely throughout the company, company encourages them to help in developing improved process, they feel comfortable sharing ideas and opinions with their superior for the growth.

5. The finding of the study shows that majority of the respondents feel that they have voice in the organization

## **SUGGESTIONS**

1. To improve Reward and Recognition among the employees, organization should print and or develop online magazine once a year in order to include the details where no employee feels left out.
2. Those employee who are concerned with their growth and development who feel they are not prioritized give them a separate counselling in order to rectify their query.
3. Keep monthly session for the dissatisfied employee where they are lacking to balance the professional life and personal life in order to create a culture where employees grow.
4. To overcome from the thought process of employee who do not feel respected at the workplace should be rectified immediately in order to avoid the clashes.
5. The point of employee treated with fairness must be maximum as these are the loud promoters of the organization. Moreover a team of management should be developed who looks after the situation and correct it on the spot.

## **CONCLUSION**

I conclude from this research that employee engagement practices at brasspart industry follows all the norms and activities in order to engage the employee and retains them.

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