

A STUDY ON EMPLOYEE INVOLVEMENT TOWARDS CHOLA SPINNING MILLS PVT LTD WITH REFERENCE TO ERODE

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Abstract—The study aims to investigate effective employee involvement as a tool for work team effectiveness. The quantitative approach to the study was conducted using a sample of 150 employees in a Spinning Mill company, in Erode. The data was conducted using a questionnaire and validity and reliability was assessed using Correlation Test. Data was analyzed using descriptive and inferential statistics. Statistical techniques were utilized to test the hypotheses. Either partial acceptance or acceptance of all hypotheses is evident in the study. The results were compared and contrasted with that of other researchers. The research indicates that the sub-dimensions of employee involvement significantly impact on the sub-dimensions of work team effectiveness in varying degrees, and employee involvement is an imperative tool for work team effectiveness.

INTRODUCTION

Employee involvement is the process of allowing employees to give their opinion on decisions that affect their work. This could be done through company meetings, committees, and so on. Employees have more control over their work and workplace when they participate in decision-making.

Employee involvement means that every employee is regarded as a unique human being, not just a cog in a machine, and each employee is involved in helping the organization meet its goals. Each employee's input is solicited and valued by his/her management. Employees and management recognize that each employee is involved in running the business.

Employee involvement is creating an environment in which people have an impact on decisions and actions that affect their jobs. Employee involvement is not the goal nor is it a tool, as practiced in many organizations. Rather, it is a management and leadership philosophy about how people are most enabled to contribute to continuous improvement and the on-going success of their work organization.

STATEMENT OF PROBLEM

Employee involvement became a very popular concept during past few years. Textile industry try to figure out if their employees are engaged and how to make them engaged by using different surveys and tools to stay competitive and improve performance. For the employees are more problem for engage right person for right job, there is employee engage for the working place affects job, productivity, product force, time schedule. Their reason is that the necessary prerequisite conditions to encourage participation in Nigeria are not available. However, research into leadership style has exposed employee's desire for involvement in decision making in their various organizations. Employees are at the same time important elements of the accomplishment of the organizational goals, and thus organizational survival.

OBJECTIVES OF THE STUDY

Primary objective: The Employees Involvement towards Chola spinning Mill Ltd at Erode.

Secondary Objectives:

- To identify the employee Involvement in an organization
- To identify the factors that leads to employee Involvement and empowerment in the organization.
- To find out the satisfaction levels of the Employees with the current system.
- To study the Employee Involvement practices in a well-established for spinning mill in the firm
- To measure the employees emotional and an involvement to their organization and its success
- To identify means to inspire and motivate employees to achieve organizational goals
- To suggest measures to improve the employee's involvement various organizational levels.

SCOPE OF THE STUDY

- The study is focus each and every employee and their engage make an efficiency of skills and knowledge for future planning to awareness.
- Employee involvement is emotional and positive attachment of an employee towards the organization, this study help to know the degree of engagement of the employee in the firm.
- It will examine and focus on how to make the employee more engaged and committed towards the organizational growth
- At the same time employee involvement is the ultimate role of the organization like motivation, counseling knowledge management, building moral etc., without these things employees unable to perform to their optimum level.
- Further, the findings of the study will be useful for future research to use it as a reference and secondary data.

LIMITATION OF THE STUDY

- Time is the major constraint in collecting the data from the employees.
- The data collection is conducted only in Erode.
- Hence, utmost care is to be taken while generalizing the result.
- This study is confined to the employee's details only.
- Some of the respondents are not responding for replay the schedule.

REVIEW OF LITERATURE

Susi & Jawaharrani (2023) According to the literature study on Employee engagement identified work-place culture, work-life balance policies & practices followed in industries promotes employee engagement in their organizations to raise productivity and retention rate. Work-life balance is key driver of employees' satisfaction. The study identified 26 major drivers of employee engagement with 8 factors evolving consistently across at least 4 studies. The eight factors are Trust and integrity, Nature of the job, Line of sight between individual performance and company performance, career growth opportunities, pride, team members, Employee Development and personal relationship with the manager.

A Thiagarajan B & Renugadevi V (2023) According to this study Career development, motivation factors and performance appraisal are associated to employee engagement. The consequences are that leaders should be cultured on engagement, career development opportunities which are most important and that performance improvement should champion work life balance, and these practices are useful to rise engagement levels.

Madhura Bedarkar, Deepika Pandita (2023) conducted a study on "Drivers of employee Engagement impacting Employee Performance. The study predicted three drivers of Employee Engagement; they are leadership, communication and work life balance. To the study on effective Employee Engagement factors it was observed that no single factor or specific type of factor will be suiting the person or the industry. The factor keeps on changing on time to time and industry to industry.

Dr.Samuel obino mokayo & Maureen Jerotich kipyegon (2022) According to their study Employee Engagement as highly influenced by personal growth and development, performance management, Remuneration, recreation facilities. They identified remuneration is the highest contributor of Employee Engagement and Recreation facilities has least impact on employee engagement.

S.Kiruthika and Dr.V.Kavitha (2022) According to this study Pay and benefit is the most influencing factor of Employee Engagement. The study describes that there is an association between factors like Role, work environment, Training and Development, Relationship with supervisor and Employee Engagement.

V. Vijay Anand& C.vijay Banu (2022) This study explains that Employee Engagement is the key factor for all organizations to sustain. Employee Engagement is positively influenced by job, Rewards and recognition, opportunities, team work and communication. It acts as a Retention tool.

Maslach et al. (2021) engagement is considered by energy, involvement, and efficacy, which are the direct opposite of the three burnout dimensions of exhaustion, cynicism, and inefficacy. Engagement of employees was first conceptualized as the “harnessing of organizational members’ selves to their work roles”. Kahn recognized three antecedents of employee engagement: psychological meaningfulness (measured by job enrichment, work role fit and co-worker relations), psychological safety (measured by supervisor relations, co- worker relations and co-worker norms) and psychological availability (Measured by resources, work role security and outside activities).

Miles (2021) defined Engagement as Involvement of the employees in high-engagement forces that create empathetic, negotiation, feedback and accountability, empower people to creatively support their subunits, teams and individual jobs with the major change of the enterprise. It is developing employees to work with not only their minds and body but also with ‘hearts’.

Stockley (2021) defined ‘engagement’ as an extent that the employee believes in the mission, purpose and values of the organization and reveals their commitment through their actions as an employee and their attitude towards the organization and the customers. Defined employee engagement is a positive attitude believed by the employees towards the organization and its values. An engaged employee is responsive towards business environment, and works with colleagues to improve performance within the job for the advantage of the organization. The organization must place effort to develop and encourage engagement, which requires a two- way relationship between employer and employee.

(Mahendru et.al, 2020) defined Employee engagement is the extent to which people enjoy and believe in what they do, and feel valued by doing it. It is the degree of commitment towards the hub that an individual performs and until however long the individual remains with the organization as the results of their commitment.

Mc. Bain (2020) According to him employee engagement is a modern concept, which defines employees’ commitment, job satisfaction and involvement. Robinson (2018): According to him employee engagement can be attained through designing an organizational environment where positive emotions such as involvement and pride are encouraged, subsequently organizational performance improves, employee turnover reduces.

Perrin (2020) argues that organizational commitment additionally differs from engagement in this it refers to a person’s perspective and attachment towards their organization, whilst it could be argued that engagement is not simply an attitude, it is the degree to that a personal is focused to their work and absorbed within the performance of their role. In addition, while OCB involves voluntary and informal behavior that can help co-workers and the organization, the focus of engagement is one’s formal role performance rather than purely extra-role and voluntary behavior.

Fernandez (2019) displays the dissimilarity between job satisfaction, the well-known construct in management, and engagement competing that employee satisfaction is not the same as employee engagement and since managers cannot depend on employee satisfaction to retain the best and the brightest; employee engagement becomes a critical concept.

Sweetman & Luthans 2019) defined from the psychological perspective, engagement is a state-like phenomenon which is portrayed as an affective-cognitive state-like condition. It is not a temporary state such as mood nor as relatively non-malleable as fixed characteristics such as personality traits.. It is deemed quite stable.

Johnson (2019) asserts that if applied correctly the engagement data can well act as a warning system for the organization, the study reports a negative correlation between the specific instances of work place deviations and levels of EE within the organization.

RESEARCH METHODOLOGY

RESEARCH DESIGN

“A Research Design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with the economy in procedure”. The research design adopted for the studies is descriptive design. The researcher has to describe the present situation in order to know the behavior of the consumers. Hence descriptive research study is used. Descriptive research can only report what has happened and what is happening.

PERIOD OF STUDY

The duration taken by the researcher for the data collection and analysis regarding the employees engage of 3 month

METHOD OF COLLECTION:

It has two types

1. Primary data
2. Secondary data

Primary data: Primary data means data which is fresh collected data. Primary data mainly been collected through a questioner.

Secondary data: Secondary data provides economy in time and cost. It is easily available and unbiased. Secondary data may either be published data or unpublished data. For this study secondary data were collected from the annual reports of the company and from the company website. The study depends mainly on the primary data and secondary data namely the text books, journals, newspapers, magazines and internet.

SAMPLING POPULATION

The aggregate elementary units in the survey are referred to as the population. Here it covers the entire employees of Chola Spinning Mill Ltd at Erode.

Sample Size: The study based only on the employee engage Total number of sample taken for the study is 150 respondents.

Sampling Unit

Sampling unit is in Erode.

Sample design: Convenience sampling techniques were used for the study.

STATISTICAL TOOLS USED

- Simple Percentage Method
- Chi-square Method
- Correlation Method

DATA ANALYSIS AND INTERPRETATION

CHI SQUARE TEST

NULL HYPOTHESIS H₀: There is no significance relationship between Age of the respondents and opportunities for professional growth

ALTERNATIVE HYPOTHESIS H₁: There is a significance relationship between Age of the respondents and opportunities for professional growth.

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	3.805E2 ^a	16	.000
Likelihood Ratio	335.675	16	.000
N of Valid Cases	150		
a. 9 cells (36.0%) have expected count less than 5. The minimum expected count is .56.			

Symmetric Measures					
		Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
Ordinal by Ordinal	Kendall's tau-b	.918	.014	44.470	.000
	Kendall's tau-c	.880	.020	44.470	.000
N of Valid Cases		150			
a. Not assuming the null hypothesis.					
b. Using the asymptotic standard error assuming the null hypothesis.					

RESULT Hence the value is less than 0.05, we accept null hypothesis and reject alternate hypothesis. So there is no significant difference between Age of the respondents and opportunities for professional growth

CORRELATIONS

Thus the table shows that Experience of the Respondents and contributions to the company are recognized and valued.

Descriptive Statistics			
	Mean	Std. Deviation	N
Experience of the Respondents	2.82	1.386	150
contributions to the company are recognized and valued	2.94	.876	150

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Correlations				
		Experience of the Respondents	contributions to the company are recognized and valued	
Experience of the Respondents	Pearson Correlation	1	.903**	
	Sig. (2-tailed)		.000	
	Sum of Squares and Cross-products	286.140	163.380	
	Covariance	1.920	1.097	
	N	150	150	
contributions to the company are recognized and valued	Pearson Correlation	.903**	1	
	Sig. (2-tailed)	.000		
	Sum of Squares and Cross-products	163.380	114.460	
	Covariance	1.097	.768	
	N	150	150	
**. Correlation is significant at the 0.01 level (2-tailed).				

Correlations				
			Experience of the Respondents	contributions to the company are recognized and valued
Kendall's tau_b	Experience of the Respondents	Correlation Coefficient	1.000	.873**
		Sig. (2-tailed)	.	.000
		N	150	150
	contributions to the company are recognized and valued	Correlation Coefficient	.873**	1.000
		Sig. (2-tailed)	.000	.
		N	150	150

Spearman's rho	Experience of the Respondents	Correlation Coefficient	1.000	.934**
		Sig. (2-tailed)	.	.000
		N	150	150
	contributions to the company are recognized and valued	Correlation Coefficient	.934**	1.000
		Sig. (2-tailed)	.000	.
		N	150	150
**. Correlation is significant at the 0.01 level (2-tailed).				

RESULT: This is a positive correlation Analysis. There are relationships between Experience of the Respondents and contributions to the company are recognized and valued.

FINDINGS

- It is Majority 25.3% of the respondents are 31 - 40.
- It is Majority 64.0% of the respondents are male.
- It is Majority 70.0% of the respondents are Unmarried peoples.
- It is Majority 29.3% of the respondents are earn. Rs. 10,000 – Rs 20,000
- It is Majority 42.0% of the respondents are 2 – 5 years experienced.
- It is Majority 26.0% of the respondents are Graduated people.
- It is Majority 38.7% of the respondents are Subordinate in the firm.
- It is Majority 62% of the respondents are engaged in Production department of the firm.
- It is Majority 34.7% of the respondents are Satisfied with opportunities for professional growth.
- It is Majority 34.7% of the respondents are Highly satisfied with job-related training.
- It is Majority 40.7% of the respondents are Dissatisfied with opinion for opportunities to apply your talents and expertise.
- It is Majority 36% of the respondents are strongly agree of career growth
- It is 54% of the respondents ideas are implemented in their organization
- It is Majority 41.3% of the respondents said often recognized by participation appreciated / recognized by company.
- It is Majority 83.3% of the respondents feel sufficient arrangement is dealing employees problem
- It is Majority 49.3% of the respondents are highly satisfied of Positional Responsibilities
- It is Majority 40.7% of the respondents are highly satisfied of job engage level.
- It is Majority 48.0% of the respondents are Productivity of Highly satisfied in benefits of employee satisfaction.
- It is Majority 36.7% of the respondents are performance appraisal of different ways of employee involvement.
- It is Majority 45.3% of the respondents are New tasks and market conditions of recognized and valued.
- It is Majority 49.3% of the respondents are satisfied of Overall teamwork within the company works

SUGGESTIONS

Based upon the findings and responses the researcher has suggested some recommendations to employee involvement. The following steps are required to be initiated for improving the employee involvement practices in Cholla spinning mill.

- Training programmes can be organized for the development of employee's skills.
- Opportunities given to overall development of employees
- The organization can organize programmes to their employees at different levels to reduce their job stress
- Employees must be motivated through monetary benefit as well as other welfare services.
- The work statement of the employees must be improved to enhance the turnover of the industry.
- Company can provide transport facilities to their workers those who are coming from for distance.

CONCLUSION

It Study reveals that in labor force is important asset for each organization. They should be motivated by the organization, so that they will perform well. They should have a positive attitude towards the organization which would results in increasing the productivity and that will contribute to the economic development by the country. Overall it is divulged from the study employers are concerned and taking measures to empower employees in all dimensions. Employees may be allowed more to participate in decision making process, communication system can be improved like giving preference to face to face and telephone/cell phone communication and more of morale, motivation building practices like seminar, conferences and workshops are the suggestions given from the study for the betterment.

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