

A Study on Employee Engagement



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Meenaxi Amit Raval
IBS Hyderabad
(meenaxiraval1412@gmail.com)

In a recent employee commitment review directed at a conspicuous bundling and printing organization in Vapi, Gujarat, the discoveries uncovered a huge connection between representative commitment and hierarchical execution. The study found that engaged workers are more productive, less likely to leave their jobs, and more satisfied with their work. Key variables adding to commitment included powerful authority, clear correspondence, and open doors for proficient development. The outcomes stress the significance of cultivating a strong workplace to support elevated degrees of commitment. The company's overall success in a competitive market is also fuelled by this engagement, which improves employee well-being.

Keywords: Employee Engagement, Organisational Performance, Job Satisfaction, Professional Growth, Competitive Market

1. Introduction

Employee engagement is now considered a crucial element for achieving organizational success, especially in the current fast-paced and competitive business landscape. It refers to the emotional and intellectual bond that employees establish with their organization, job position, co-workers, and workplace environment. Kahn (1990) described this idea as employees aligning their identities with their work responsibilities, highlighting the importance of physical, mental, and emotional dedication required for peak performance. A committed team not only enhances the happiness of each member but also boosts organizational achievements, such as heightened productivity, creativity, and financial prosperity.

This study explores the levels of employee engagement within a well-known printing and packaging company based in Vapi, Gujarat. By utilizing a well-organized questionnaire and a methodical approach to sampling, the study focused on 210 employees from different departments. The aim was to investigate the factors influencing engagement, evaluate the existing levels of engagement, and pinpoint areas that could be enhanced. The main aim of the study was to delve into the impact of engagement factors like professional development, career growth opportunities, managerial support, recognition, and work-life balance on both employee satisfaction and organizational alignment.

Exploring Engagement Variables

The research delved into various aspects of involvement, such as:

1. Professional development was recognized by the majority of respondents, with 65% acknowledging that their work contributes to their professional growth, while 35% strongly agreed.
2. Career growth support was perceived positively by an impressive 97% of individuals within the organization.
3. Around 85% of individuals reported feeling acknowledged for their talents, while 94% valued the chances to improve their skills.
4. Managerial guidance played a crucial role as 50% strongly agreed, while the rest agreed regarding its motivational influence.
5. Communication and Feedback: The satisfaction levels for communication channels and feedback mechanisms were high at 94%.
6. Job satisfaction was reported by the majority, with 26% indicating high levels of satisfaction.
7. Team Collaboration: A majority of 71% of employees expressed positive feedback regarding collaboration among colleagues.
8. Feedback on the training updates was mostly positive, with 21% suggesting areas for enhancement.
9. The awareness and application of organizational values were impressive, with 94% affirming their importance, while 62% indicated that they maintained a healthy work-life balance.
10. The results suggest that the organization's employee engagement is strong, as the majority of employees show high levels of satisfaction and commitment. Factors like career advancement opportunities, acknowledgment, and personal growth have been identified as key motivators for boosting engagement levels. Nevertheless, there are opportunities for improvement in areas such as work-life balance, training timeliness, and canteen facilities.
11. The significance of taking a comprehensive approach to employee engagement is highlighted by these results, which involve implementing strategic efforts that promote professional development, improve communication, and synchronize organizational culture with employee goals.

2. Literature Review

The exploration of employee engagement originated from the pioneering work of Kahn (1990). Researchers such as Maslach

and Leiter (1997) have transitioned their attention from the pessimistic view of burnout to the constructive angle of engagement. Schaufeli, Salanova, Gonzalez-Roma, and Bakker (2002) further pursued their research by linking it to the concept of energy. An engaged employee is described as being energetic, mentally resilient, committed to their work, and finding enjoyment in the challenges they face at work. Moreover, they believe that when employees are fully engaged, they become so immersed that it can be challenging to separate them from their tasks.

Customer service representatives are expected to demonstrate high levels of engagement and deliver exceptional performance. The unique characteristics of retail positions entail that salespersons must fulfill various roles and responsibilities. They operate in a high-pressure environment where they strive to achieve sales targets, meet deadlines, uphold store standards, and deliver top-notch service to customers (Lush and Serpkenci, 1990). Auh, Menguc, Fisher, and Haddad (2011) discovered that conscientious employees have a positive view of the service climate, which in turn has a positive impact on customer satisfaction and their likelihood to return to the store.

Another perspective on engagement is presented in burnout literature, where job engagement is portrayed as the positive opposite of burnout. It is highlighted that burnout entails the decline in one's engagement with their job (Maslach et al. , 2001). As per the research of Maslach and colleagues. In 2001, it was identified that six key aspects of work-life can contribute to burnout or engagement: workload, control, rewards and recognition, community and social support, perceived fairness, and values. It is believed by some that job engagement correlates with a manageable workload, a sense of autonomy, fair acknowledgment and compensation, a caring work environment, equitable treatment, and fulfilling and esteemed tasks. Similar to burnout, engagement is anticipated to serve as a mediator in the relationship between these six work-life factors and different work results.

Seijts, Gerard H.; Crim, Dan (2006) presents various options for taking action that can be outlined as the Ten C's of employee engagement include connecting, career growth, clarity, communication, and recognizing accomplishments. Contribute, manage, and work together, credibility and trust. Lockwood, Nancy R (2007) Asserts that employee engagement is crucial for the success of an organization. Tall levels of involvement in both national and international companies encourage the retention of skilled employees, nurture enhance organizational performance and stakeholder value by fostering customer loyalty. Intricate and complicated. engagement is impacted by various factors, including workplace culture, organizational. Leadership and company trust and respect are influenced by communication and managerial approaches public image. Schneider, Benjamin; Macey, William H.; Barbera, Karen M.; Martin, Nigel - authors of the text (2009) explores the correlation between employee engagement and customer satisfaction. The author describes employee engagement as the level of participation an individual has in their work. The amount of belief people have in their work and the job tasks they are performing. Aves, Maureen and Brusino (2009) discuss findings from research on employee involvement. The research findings indicated that only 33% of employees were actively involved. The trio of components that Encouraging employee engagement involves fostering contributions, connections, and growth. progress. Wallace and Trinko (2006) talk about the significance Increasing employee involvement to boost efficiency in challenging economic situations. As stated by Research shows that when employees are engaged, turnover decreases and focus improves, ultimately boosting productivity. approximately 20%. indicates that strong leadership leads to higher levels of employee commitment and involvement. leads to the performance of the organization.

Engagement is characterized by high energy levels and a strong connection to one's work, while burnout is characterized by low levels of both (Schaufeli & Salanova, 2007). When individuals are actively participating in their tasks, mentally aware, and deeply connected to others while showing their unique characteristics, engagement enables them to showcase their true selves and fulfill their responsibilities completely.

Several recent studies have discovered that there is a direct correlation between employee engagement and performance in different types of jobs. For instance, Bakker and Bal (2010) discovered that teacher performance was anticipated by engagement. Rich, Lepine, and Crawford (2010) discovered a direct correlation in their research on full-time firefighters between engagement and task performance as well as organizational citizenship behaviour as rated by supervisors. Moreover, engagement completely mediated the connection between various precursors and performance, even with the inclusion of established performance predictors like job involvement, job satisfaction, and intrinsic motivation in the model. In their study in 2008, Xanthopoulou, Baker, Heuven, Demerouti, and Schaufeli discovered that engagement was a strong predictor of both in-role and extra-role performance for flight attendants. Halbesleben and Wheeler (2008) discovered in their research with a diverse group of working adults that there is a positive correlation between engagement and performance as evaluated by oneself, supervisors, and colleagues. In a study of the hospitality sector, Salanova, Agut, and Piero (2005) discovered that engagement was linked to customer-rated performance due to the influence of service climate.

It should also be pointed out that involvement has been identified as crucial for a company's prosperity and ability to compete. Macey, Schneider, Barbera, and Young (2009) discovered that in a study of 65 companies across various sectors, the top 25% with high engagement scores had higher return on assets (ROA), profit margins, and over double the shareholder value than the bottom 25%.

3. Research Methodology

Objective of Study

1. To understand Engagement among employees
2. Identify Drivers of Engagement
3. Measuring employee engagement
4. Assessing Current Engagement Levels

5. Benchmarking Against Industry Standards
6. Creating Actionable Insights
7. Gathering Feedback for Improvement
8. Promoting Dialogue and Participation

Research Methodology

Data collection:

Data is been collected through the primary research through questionnaire among the employees of the company. The questionnaire consisted 25 questions and all were related to the survey topic Employee Engagement. (Sample size is 210 employees)

Sampling Method

In my research the sampling method I went through is Stratified Sampling method in which different department were targeted with the different employee designation level of the employee.

Data analysis Tool

The analysis survey was done through questionnaire. (Primary data).

Limitation of Study

1. Bottom level employees are not having their mail id through which the survey was conducted in organization
2. Limitation of time
3. Not all employees were targeted like the bottom floor level

4. Rationale of the Study

The rationale of the study for an employee engagement survey lies in understanding and improving the factors that contribute to employee satisfaction, motivation, and commitment within an organization. Several key points can be highlighted

Organizational Performance: Engaged employees are often more productive, innovative, and committed to achieving organizational goals. By measuring employee engagement, organizations can assess their workforce's level of commitment and identify areas for improvement that could ultimately enhance overall organizational performance.

Retention and Turnover: High levels of employee engagement are often associated with lower turnover rates and higher employee retention. Understanding the factors that contribute to engagement can help organizations implement strategies to retain top talent and reduce the costs associated with employee turnover.

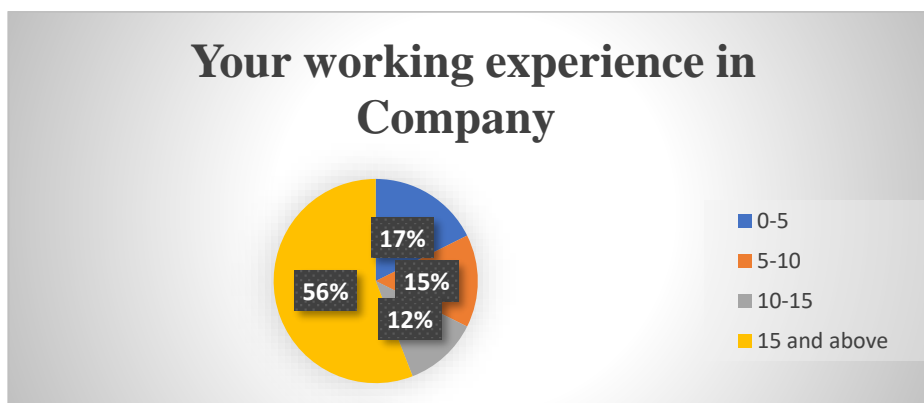
Workforce Well-Being: Employee engagement surveys can provide insights into the well-being and satisfaction of the workforce. By identifying areas where employees may be experiencing dissatisfaction or stress, organizations can take proactive measures to improve working conditions and support employee well-being.

Leadership and Management Effectiveness: Employee engagement surveys can also shed light on the effectiveness of leadership and management within an organization. By evaluating employee perceptions of leadership communication, support, and recognition, organizations can identify areas for leadership development and training.

Culture and Values Alignment: Engaged employees often feel a strong sense of alignment with the organization's mission, values, and culture. By assessing employee perceptions of organizational culture and values alignment, organizations can ensure that their workforce feels connected to the company's purpose and vision.

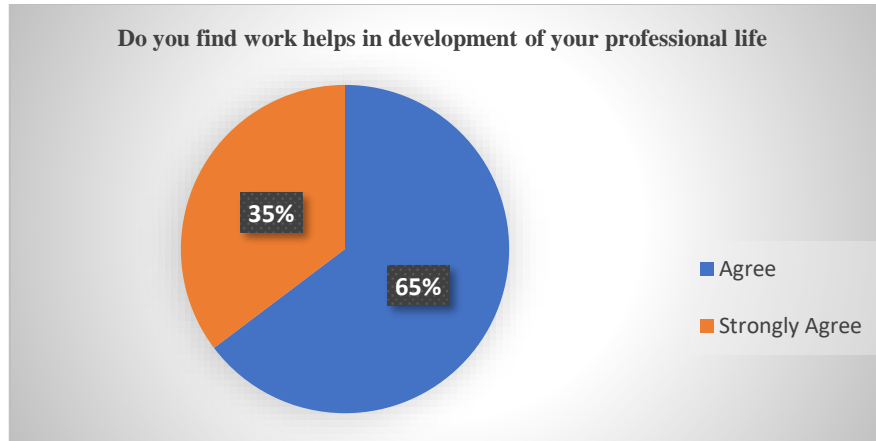
Overall, conducting an employee engagement survey provides valuable data and insights that can inform strategic decision-making, improve organizational effectiveness, and foster a positive work environment conducive to employee satisfaction and success.

Data interpretations



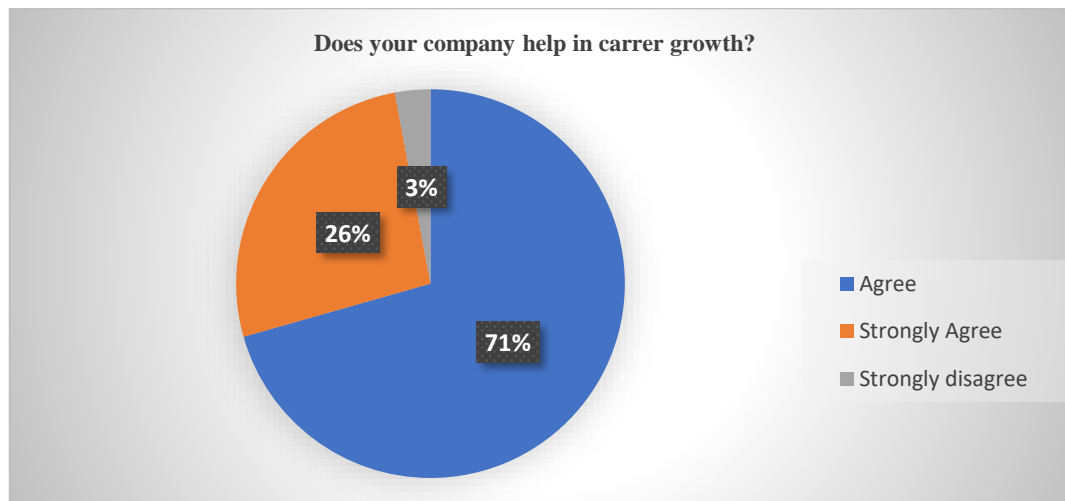
17% of the employees at Company have 0-5 years of experience.
 15% of the employees have 5-10 years of experience.
 12% of the employees have 10-15 years of experience.
 The majority, 56% of the employees, have more than 15 years of experience.

This suggests that there is a significant portion of long-tenured employees within the company, with over half having more than 15 years of experience. This could indicate a stable workforce with a depth of institutional knowledge and expertise. However, there is a relatively lower proportion of employees with mid-range experience (5-15 years), which may imply either a trend of employees staying with the company long-term or challenges in retaining mid-level talent. Further analysis could explore factors contributing to the distribution of experience levels and its implications for the organization's performance and human resource strategies.

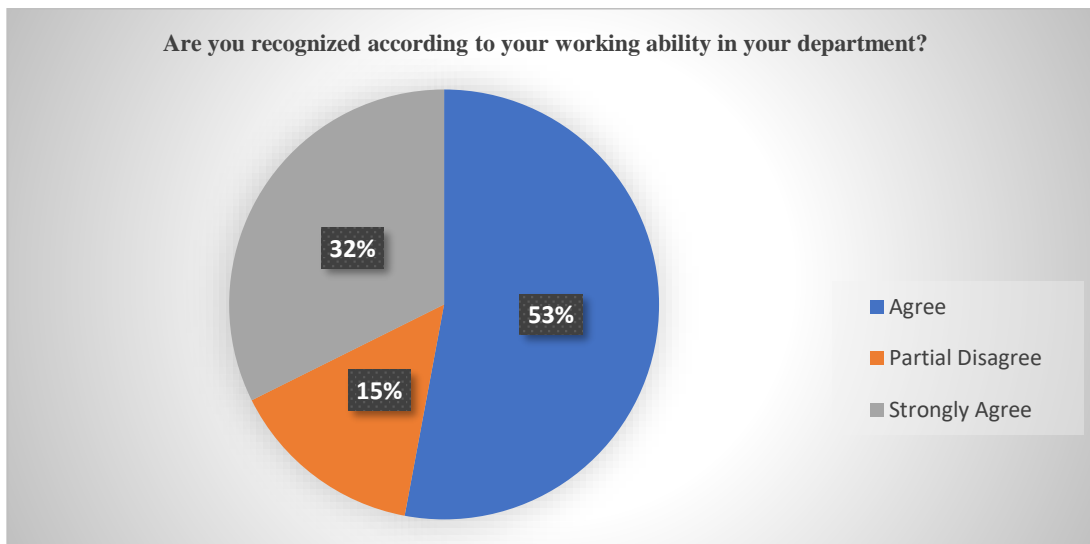


65% of employees agree that work helps in the development of their professional life.
 35% of employees strongly agree with this statement.

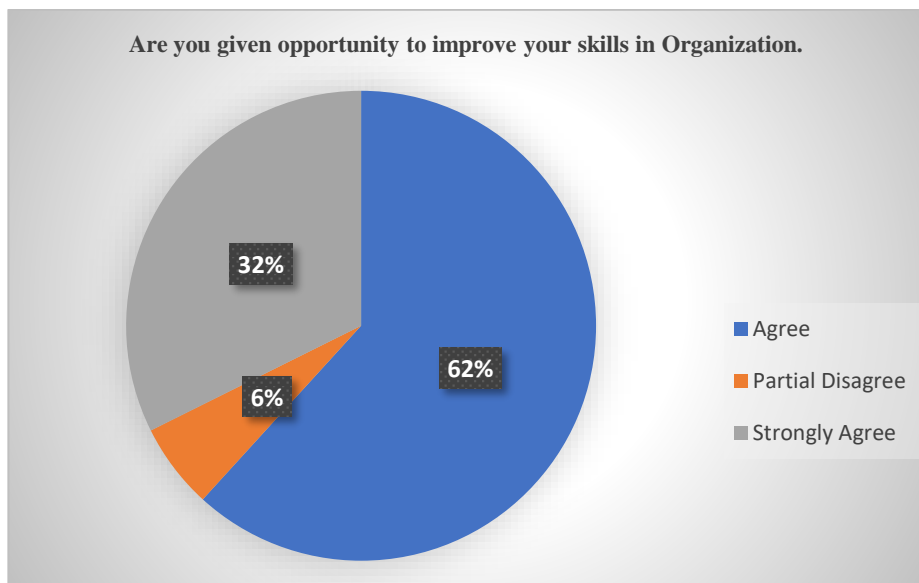
This suggests a high overall positive sentiment towards the role of work in professional development among the employees surveyed. The majority of employees either agree or strongly agree, indicating a perceived value in their work experience for personal and professional growth. This positive perception could be indicative of effective professional development programs, supportive work environments, or fulfilling job roles within the organization.



The majority of employees (97%) either agree or strongly agree that the company supports career growth, with 71% expressing agreement and 26% strongly agreeing. This indicates a strong positive perception among the workforce regarding the company's efforts towards career development. However, the 3% who strongly disagree may signify a minority of employees who feel unsupported in their career aspirations.

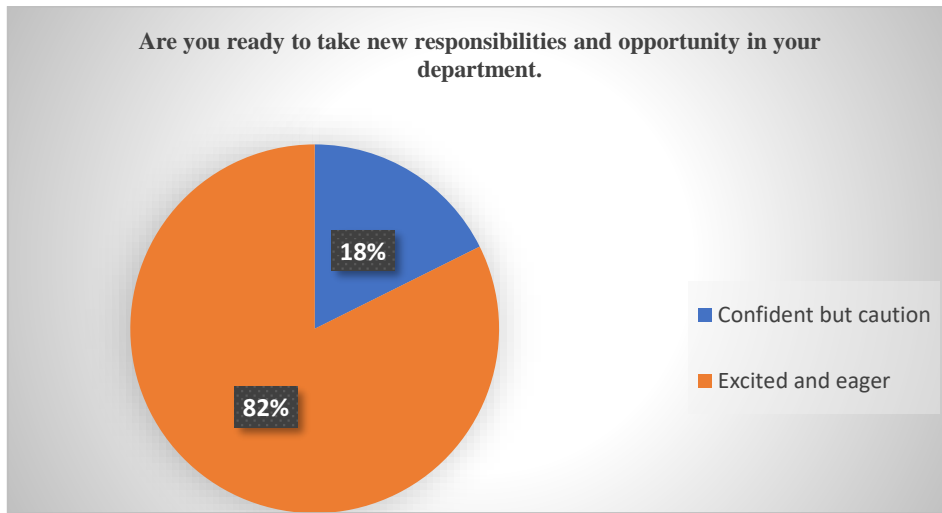


Based on the responses provided, it's evident that a significant portion of employees feel positively about the recognition of their abilities within the department. With 32% strongly agreeing and 53% agreeing, a total of 85% of employees express satisfaction or strong satisfaction with how their skills are acknowledged. However, it's noteworthy that 15% partially disagree, suggesting there's room for improvement in recognizing the abilities of some employees. This data suggests that while the majority feel recognized, efforts should be made to address the concerns of those who feel only partially acknowledged. Strategies such as regular performance evaluations, transparent feedback mechanisms, and recognition programs could be implemented to ensure that all employees feel valued for their contributions within the department.



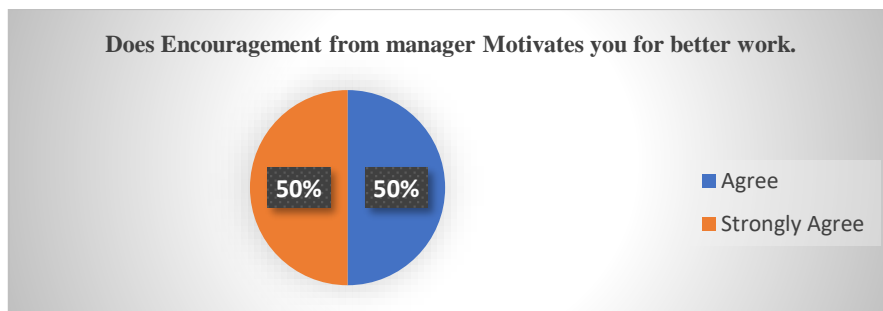
62% of respondents agree that they are given the opportunity to improve their skills at Company.
 6% of respondents partially disagree with this statement.
 32% of respondents strongly agree that they are given the opportunity to improve their skills.

Overall, the majority (94%) of respondents either agree (62%) or strongly agree (32%) that they have the opportunity to enhance their skills at company. This indicates that the company likely emphasizes and supports employee development and growth. However, there is a small portion (6%) of respondents who either partially disagree or have reservations about the opportunities provided for skill improvement



18% of respondents are confident but cautious about taking new responsibilities and opportunities in their department. 82% of respondents are excited and eager to take on new responsibilities and opportunities.

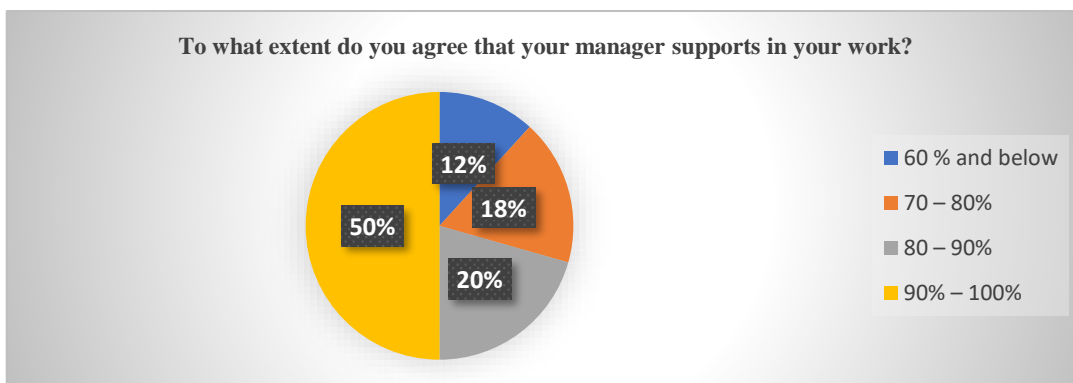
The majority (82%) of respondents are enthusiastic and eager to embrace new responsibilities and opportunities within their department. This indicates a high level of motivation and readiness for growth and development among the workforce. However, a notable minority (18%) express confidence but with a sense of caution, suggesting that while they may be open to new opportunities, they may also have reservations or concerns that need to be addressed.



50% of respondents agree that encouragement from their manager motivates them for better work.

50% of respondents strongly agree that encouragement from their manager motivates them for better work.

The data indicates a unanimous agreement among respondents regarding the motivational impact of encouragement from their managers. An equal proportion of respondents (50% each) either agree or strongly agree that receiving encouragement from their managers motivates them to perform better at work. This suggests that managerial encouragement is perceived as a highly effective tool for enhancing motivation and productivity within the workforce. The equal distribution between "agree" and "strongly agree" responses underscores the significance of managerial support and positive reinforcement in fostering a conducive work environment.



12% of respondents rated their manager's support in their work at 60% or below.

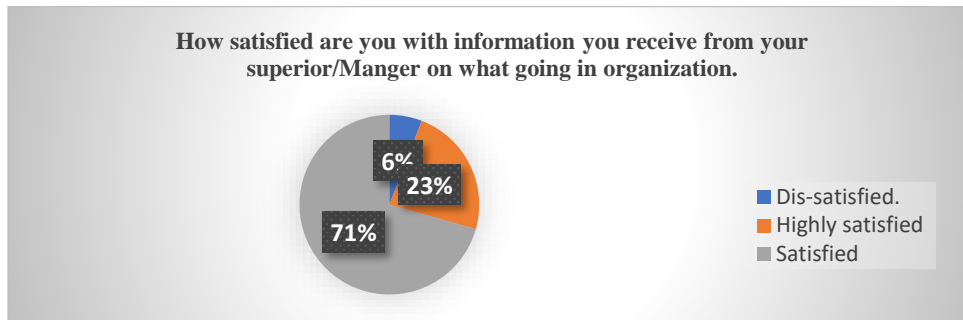
18% of respondents rated their manager's support in their work between 70% and 80%.

20% of respondents rated their manager's support in their work between 80% and 90%.

50% of respondents rated their manager's support in their work between 90% and 100%.

From this data interpretation, it can be concluded that the majority of respondents (70%) rated their manager's support quite positively, with 90% or higher. However, a notable portion (30%) rated their manager's support lower, with 20% falling between 60% and 80%.

This suggests that while a significant portion of employees feel well-supported by their manager, there's still room for improvement in ensuring all employees receive adequate support in their work.



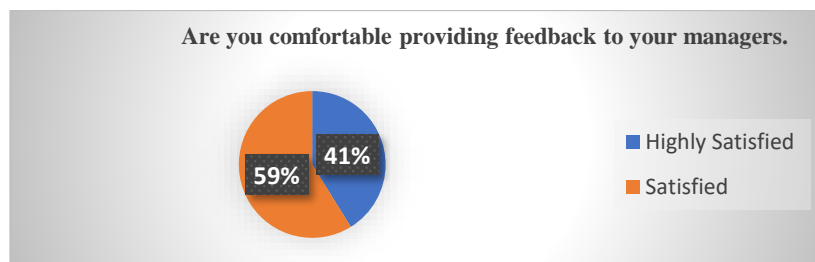
71% of respondents are satisfied with the information they receive from their superior/manager.

6% of respondents are dissatisfied with the information they receive.

23% of respondents are highly satisfied with the information they receive.

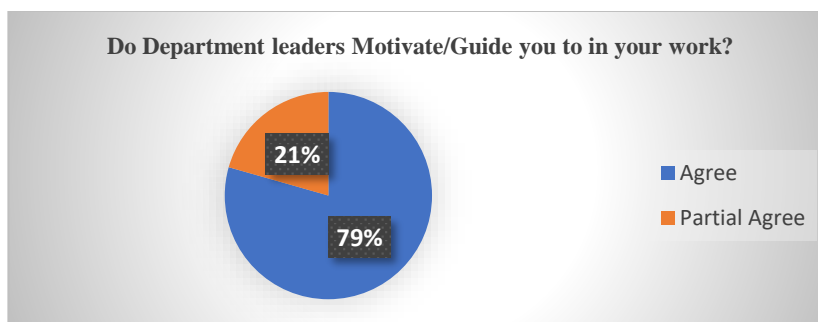
This data suggests that a significant majority (94%) of respondents are either satisfied or highly satisfied with the information they receive from their superior/manager. Only a small fraction (6%) express dissatisfaction.

This level of satisfaction indicates that communication channels within the organization, particularly from superiors/managers to their subordinates, are generally effective. It also suggests that the organization likely has transparent and open communication practices, which contribute to overall satisfaction and engagement among employees.



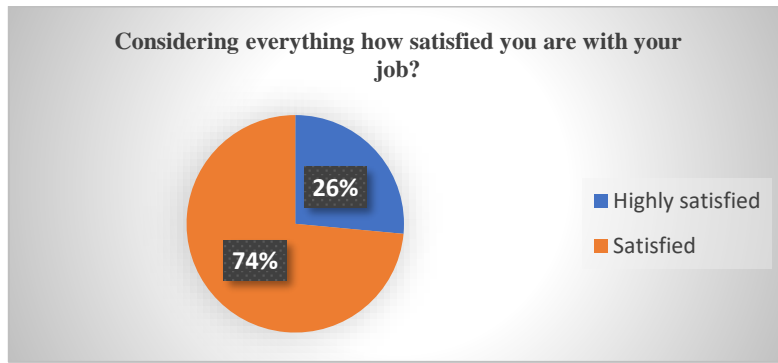
Data indicates that there's a substantial level of satisfaction among employees when it comes to providing feedback to their managers. With 41% of respondents expressing being "highly satisfied" and 59% indicating they are "satisfied," it suggests a predominantly positive sentiment towards this aspect of their professional interactions.

This data suggests that the majority of employees are content with the current channels or methods through which they provide feedback to their managers. It also reflects positively on the managerial approach, indicating a receptive and supportive environment where employees feel comfortable expressing their opinions and concerns.



Based on the data provided, it appears that there is room for improvement in how department leaders motivate and guide employees in their work. With only 21% of respondents agreeing and 79% partially agreeing with the statement, it suggests that there may be some gaps in leadership effectiveness in this aspect.

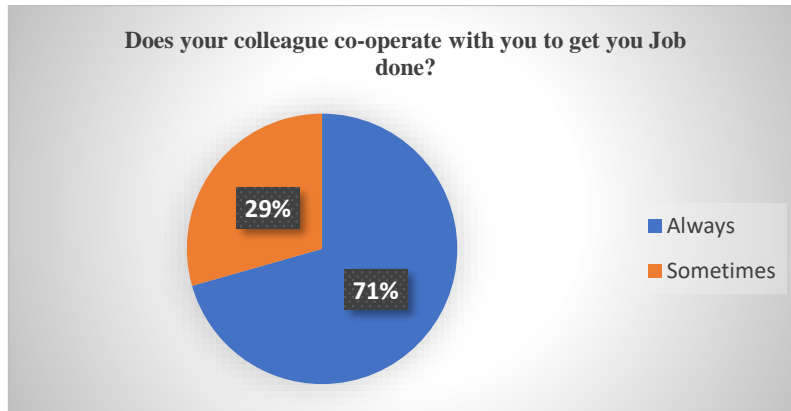
The high percentage of partial agreement indicates that while some employees feel they receive motivation and guidance from department leaders, it may not be consistent or sufficient for everyone. This could indicate a need for clearer communication of expectations, more personalized support, or additional resources to aid employees in their tasks.



As, per the provided data, it appears that a majority of respondents are satisfied with their job, with 26% expressing being "highly satisfied" and 74% indicating they are "satisfied."

This suggests a predominantly positive sentiment towards their current employment situation. However, it's essential to note that while the majority are satisfied, there is still a portion who may not be as content. Understanding the factors contributing to both high satisfaction and potential areas of dissatisfaction is crucial for improving overall job satisfaction across the organization.

Addressing concerns raised by those who are not highly satisfied can lead to a more engaged and productive workforce. It may involve initiatives such as improving communication channels, providing opportunities for professional growth, addressing work-life balance issues, or enhancing recognition and rewards programs.

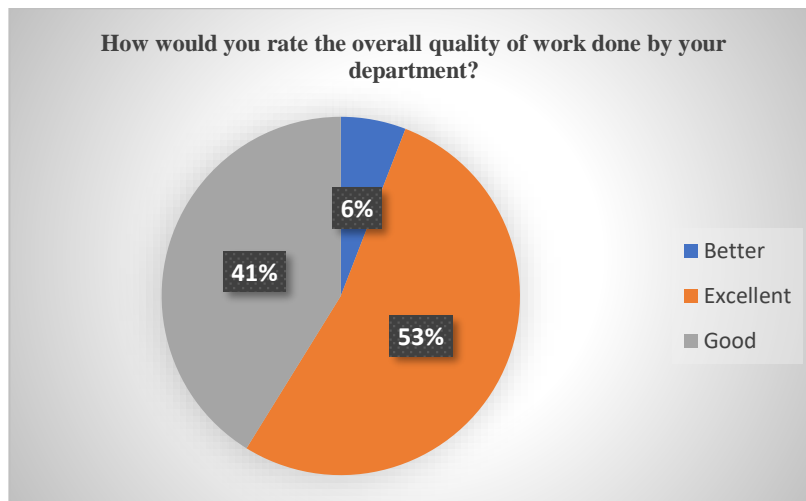


The data suggests that a significant majority, 71%, of respondents reported always collaborating with their colleagues to get their job done. This high percentage indicates a strong commitment to teamwork and collective effort in achieving tasks and objectives. Conversely, 29% reported collaborating only sometimes, which could imply occasional or less consistent engagement with colleagues in completing job responsibilities.



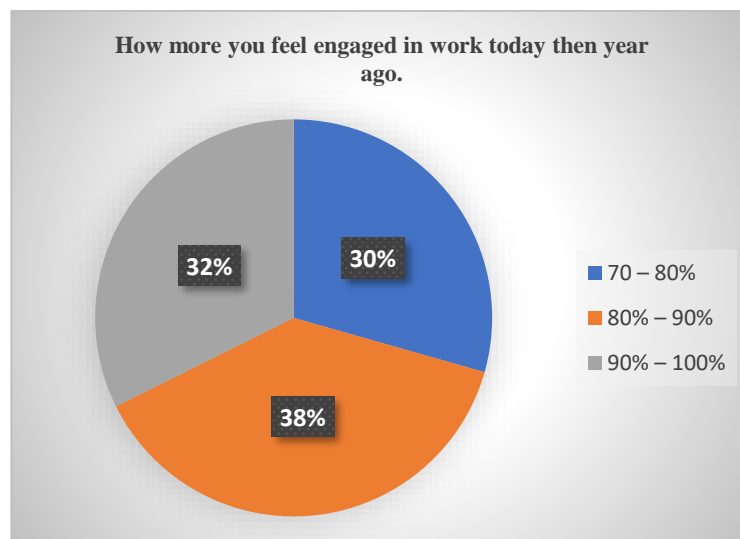
The data illustrates a generally positive perception regarding the timely training for job updates, with a significant majority of 79% (15% strongly agree and 64% agree) expressing satisfaction with the current training provisions. This indicates that a large portion of the workforce acknowledges and appreciates the efforts made to keep them updated with relevant training for their roles.

However, it's noteworthy that 21% (12% disagree and 9% partially disagree) have reservations about the timeliness or adequacy of the training provided. This suggests there may be room for improvement in certain aspects of the training program to better address the needs and expectations of this minority group.



The data reveals a highly positive assessment of the overall quality of work conducted by the department, with an overwhelming majority of 53% rating it as "Excellent." This indicates a significant level of satisfaction and confidence in the department's ability to deliver high-quality results consistently.

Additionally, 41% of respondents rated the work as "Good," reflecting a further endorsement of the department's performance. Only a small percentage, 6%, rated it as "Better," suggesting a minority perspective that there may be some room for improvement but overall still a positive sentiment.

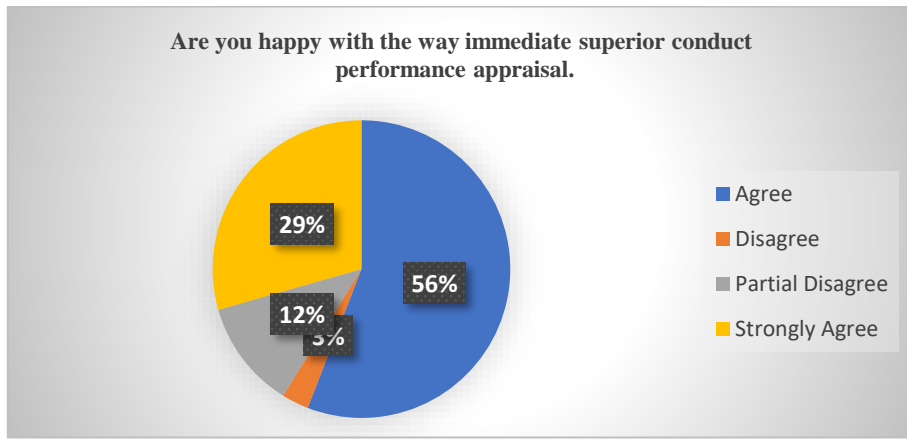


70-80% engagement: 30%
 80-90% engagement: 38%
 90-100% engagement: 32%

The data indicates a positive trend in work engagement compared to a year ago. The majority of respondents fall within higher engagement brackets, with 70-80% representing 30%, 80-90% representing 38%, and 90-100% representing 32%.

These numbers suggest an overall increase in engagement levels, particularly in the upper brackets. The significant proportion falling into the 80-90% and 90-100% engagement categories implies that a substantial portion of the workforce feels more deeply involved and committed to their work compared to a year ago.

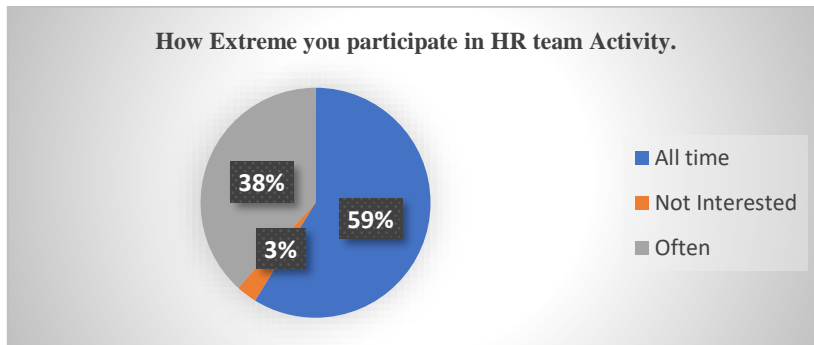
This upward trend in work engagement is promising, as higher levels of engagement are often associated with increased productivity, job satisfaction, and overall organizational success. However, it's essential to continue monitoring and nurturing engagement levels to sustain and further enhance employee motivation and performance over time.



The data suggests a generally positive sentiment regarding the performance appraisal conducted by immediate superiors. A notable majority of 85% (56% agree and 29% strongly agree) express satisfaction with the appraisal process. This indicates a high level of confidence and approval in the way performance evaluations are carried out by superiors.

Conversely, only a small percentage of respondents, 3%, express disagreement with the performance appraisal process. Additionally, 12% partially disagree, indicating some reservations or areas for improvement but not outright rejection of the appraisal methods.

Overall, the data reflects a predominantly favourable view of how immediate superiors conduct performance appraisals.



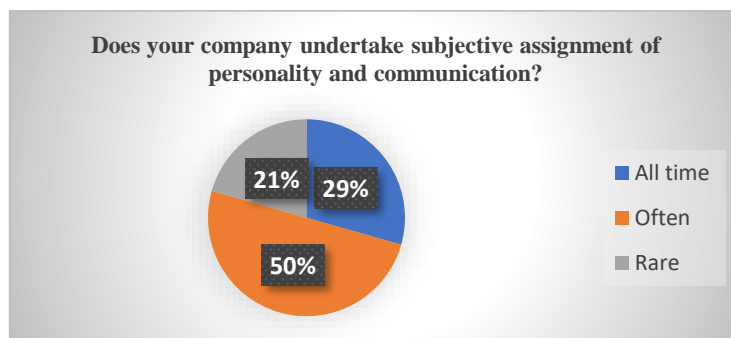
The data suggests a high level of engagement and participation in HR team activities, with a significant majority of 59% indicating they are involved "All the Time." This indicates a strong commitment to HR team initiatives and projects, reflecting positively on the team's cohesion and effectiveness.

Additionally, 38% report participating "Often," further underscoring the active involvement of team members in HR-related tasks and responsibilities. However, it's worth noting that a small percentage, 3%, express disinterest in participating, which may warrant further exploration to understand the reasons behind their lack of engagement.

Overall, the data highlights a culture of active participation and collaboration within the HR team, which bodes well for the successful execution of HR initiatives and the achievement of organizational goals related to human resource management.

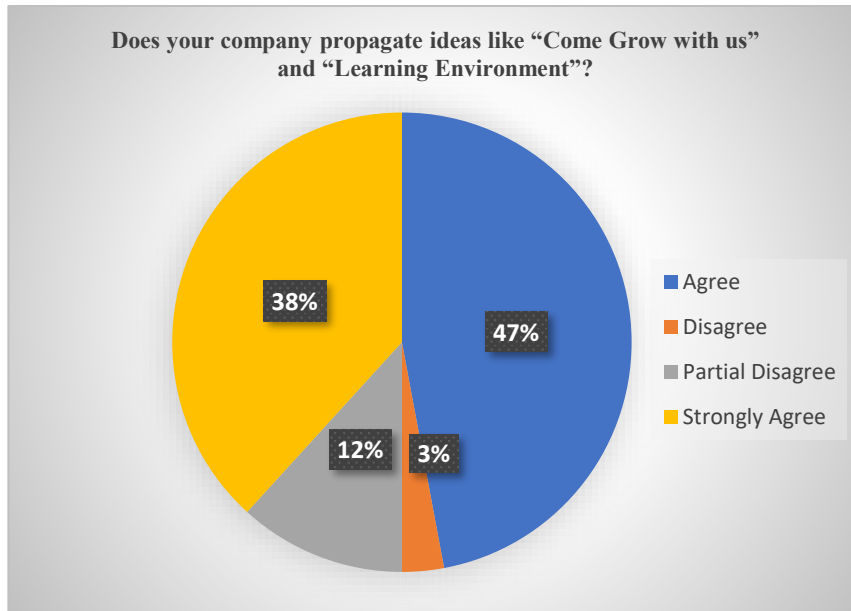
The data indicates a high level of regular involvement in work events and team building activities, with a significant majority of 68% indicating they participate "All the Time." This suggests a strong commitment to engaging in team-building initiatives and work-related events among the respondents.

Additionally, 32% report participating "Often," further highlighting the active involvement of a sizable portion of the workforce in such activities. This demonstrates a positive attitude towards team cohesion and organizational culture-building efforts.



The data suggests that subjective assignment of personality and communication traits is a common practice within the company. A significant majority, comprising 79% (29% all the time and 50% often), report that such assignments occur frequently. This indicates that subjective assessments of personality and communication styles are integrated into various aspects of company operations and interactions.

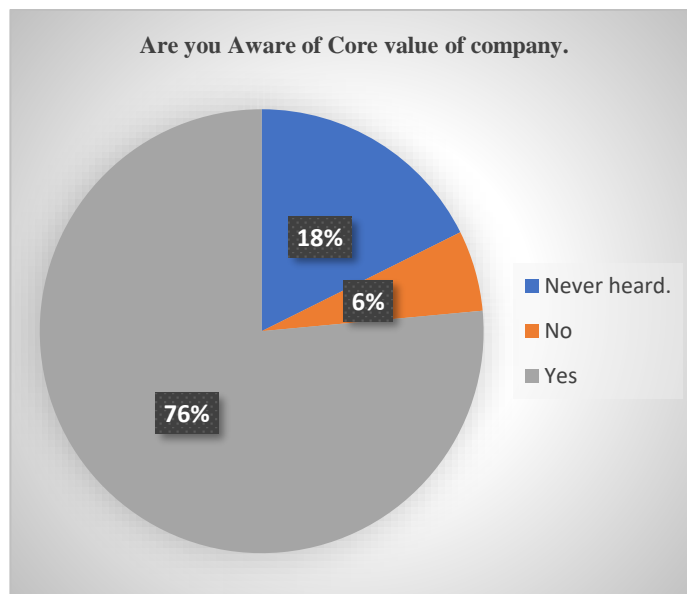
Conversely, 21% indicate that such assignments are rare, suggesting that a minority perceives less frequent reliance on subjective assessments in these areas. It's worth noting that while subjective assessments can provide insights, they may also introduce biases or inaccuracies if not executed carefully and transparently.



The data indicates a generally positive perception regarding the propagation of ideas like "Come Grow with Us" and "Learning Environment" within the company. A majority of 85% (38% strongly agree and 47% agree) express agreement with these ideals, suggesting that these concepts are actively promoted and embraced by the organization.

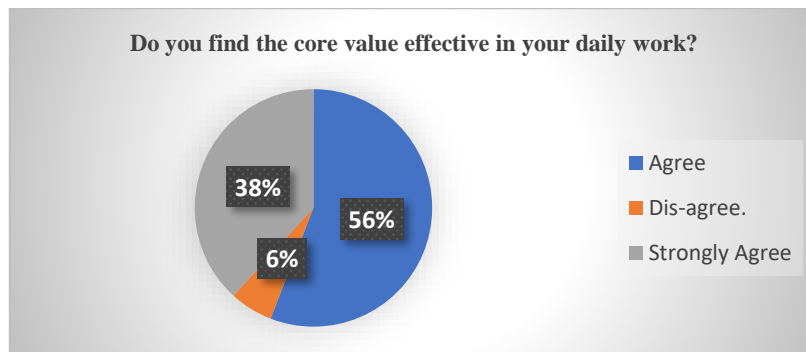
Conversely, only a small minority, comprising 15% (12% partially disagree and 3% disagree), express disagreement to some extent with these ideas. While the percentage of disagreement is low, it's essential for the company to address the concerns of this minority group to ensure alignment with organizational values and objectives.

Thus, the data reflects a strong endorsement of the company's commitment to fostering growth opportunities and a learning-oriented culture, which are essential elements for employee development, engagement, and organizational success.



The data reveals a high level of awareness among respondents regarding Hubergroup's four core values, with 76% indicating they are familiar with them. This suggests that the majority of employees are well-informed about the foundational principles that guide the company's operations and culture.

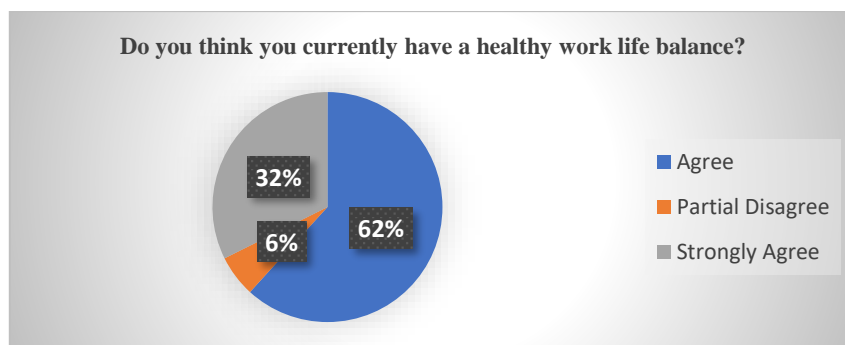
While the vast majority are aware of the core values, it's important to note that 24% either haven't heard of them or are unsure (18% never heard and 6% no). Addressing this minority group's lack of awareness could be beneficial for reinforcing the company's values and ensuring alignment across the organization.



The data indicates a strong positive sentiment regarding the effectiveness of Hubergroup's core values in daily work. A significant majority, comprising 94% (56% agree and 38% strongly agree), express agreement with the notion that the core values are effective in guiding their daily work.

Conversely, only a small percentage, 6%, express disagreement with the effectiveness of the core values. This suggests that while the vast majority perceive the core values as beneficial and relevant in their daily tasks and decision-making, there is still a minority who may have reservations or perceive limitations in their applicability.

Overall, the overwhelmingly positive response reflects the importance and impact of having well-defined core values that resonate with employees and contribute to a cohesive and purpose-driven work environment.



The data indicates a mixed perception regarding work-life balance among respondents. While the majority (62%) agree that they currently have a healthy work-life balance, there is a notable minority of 6% who strongly disagree.

Additionally, a significant proportion (32%) strongly agree that they have a healthy work-life balance, indicating a substantial portion of the workforce feels very satisfied with their current situation.

The presence of respondents in both the strongly disagree and strongly agree categories suggests a significant polarization of opinions regarding work-life balance within the organization. While many employees feel content with their current balance, there is a distinct group experiencing significant dissatisfaction in this regard.

5. Findings

Survey Participants: A total of 210 employees were targeted for participation in the employee engagement survey conducted at well renowned company in printing and packaging sector located in a town name Vapi, Gujarat. The survey was administered through a structured questionnaire designed to gather insights into various aspects of employee engagement within the organization.

1. Through the research it has been found that Company have (17%) of 0-5 years' experience employee (15%) of them have 5-10 years' experience and (12%) of them have 10-15 experience, at last, 56% of employee have more than 15 years' experience.
2. Through the research 65% of employee agree that their working place help in professional development and 35%employee strongly agree with it
3. Most of the respondent that is company support for carer growth in that 71% are agree and 26% are strongly agree and 3% of employee strongly disagree with that.
4. Based on the response 53% of employee agree that they are been recognized with their working ability in their department and 32% of them strongly agree with the same and 15% of them are partial disagree with these due to some or other reason.

5. Well, based on the responses that are collected 62% employee agree that Company gives opportunity to improve the skills and ahead with that 32% of them are strongly agree with it and 6% of them are partial disagree
6. For taking new opportunity and responsibility at company 82% of the employee are excited and eager for it and 18% of them are confident but caution
7. When we talk about the encouragement to employees for their manager here 50% of the strongly agree and 50% of them agree with it
8. As per the responses 50% of employee have 90-100% satisfaction that their manager supports in their work further 20% of them have 80-90% satisfaction 18% and 12% have 70-80% and 60% and below respectively satisfaction for the same.
9. Here, 71% of employee are satisfied with the information received from the superior 23% of them are highly satisfied and 6% of them are dissatisfied.
10. When it comes to providing feedback to managers 59% of staff is satisfied with that and 41% of them are highly satisfied with it.
11. Well in term of motivation in company 79% of employee agree that their department leaders motivate/guide in their work and 21% of them partial agree
12. In the terms of satisfaction of job 74% of staff is satisfied with their jobs and 26% of them are highly satisfied
13. Well further in terms of coordination among employee 71% of employee are having feedback that they are always getting cooperation of their colleague and 29% of them gets sometimes
14. In term of training in job 64% of them agree that they are getting training with new updated further 15% of them strongly agree for the same 12% of them disagree and 9% of them partial disagree.
15. Rating overall quality of work done by department 53% of employee have excellent review 6% of them have better and 41% of them have good
16. In terms of employee engaged in company today then year ago is 70-80% of them are 30% engaged 80-90% of them are 38% engaged and 32% of them are 90-100% engaged
17. With the performance appraisal conducted by superior in which 56% of employee are agree with it, 3% of them disagree with it 12% of them partial disagree and 29% of them strongly agree.
18. Active participation in HR activities 59% of employee use to participate all-time 38% of them are often and 3% of them are not interested
19. In regular work event and team building activities 68% of them are all time engaged and 32% of them are often
20. When the company undertakes subjective assignment of personality and communication 29% of employee have all time response 50% of them have often response and 21% of them have rare
21. When it comes to company ideas 47% of them know that and agree with it 12% of them partial disagree 38% of them strongly agree
22. In the awareness of 4 core of Company 76% of employee know that 18% of employee have never heard and 6% don't know it
23. 56% of employee feels that the core value are used effectively in daily work 38% of them strongly agree and 6% of them disagree
24. Having healthy work life balance 62% of employee agree with it 32% of employee strongly agree and 6% of employee partial disagree

6. Conclusion

Research on employee engagement in a well-known printing and packaging company in Vapi, Gujarat, uncovers important insights on workforce satisfaction and its crucial impact on the success of the organization. Most employees show high levels of engagement, being satisfied with opportunities for professional growth, support from managers, recognition, and clear communication. The information indicates that these elements play a major role in improving productivity, job satisfaction, and retention rates by connecting employee desires with company objectives. Nevertheless, opportunities for enhancement were recognized in areas like maintaining a balance between work and personal life, providing training programs in a timely manner, and implementing specific managerial practices.

The study emphasizes the significance of promoting a culture that values ongoing learning, transparent communication, and matching organizational values with employee requirements. By filling the gaps and leveraging strengths, the company can increase employee engagement to a greater extent. This will enhance personal welfare and also enhance the company's competitive edge in its sector. In general, the results provide a guide for specific tactics that highlight employee participation as a crucial aspect for sustainable development and success within an organization.

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