



A study on relationship between employee engagement and job satisfaction

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I. Introduction:

Employee engagement and job satisfaction are crucial factors that impact the performance and success of any organization. In the safety equipment industry, where worker safety is a top priority, the relationship between these two variables becomes even more critical. As such, this study aims to explore the relationship between employee engagement and job satisfaction in the safety equipment industry, with a special reference to a safety equipment company.

The safety equipment industry is responsible for producing various products that protect workers and the public from harm, injury, illness, and other hazards. Given the importance of worker safety in this industry, employee engagement and job satisfaction are essential for ensuring that employees are motivated, productive, and committed to the organization's goals. This study seeks to investigate how these two factors are related and how they can be improved to enhance organizational performance and success.

The study will focus on a safety equipment company, which operates in a highly competitive market and serves various sectors, including construction, manufacturing, health care, transportation, and energy. The company faces several challenges, such as intense competition, price sensitivity, and changing consumer preferences. By examining the relationship between employee engagement and job satisfaction in this context, the study aims to provide insights into how the company can improve its performance and remain competitive.

Overall, this study is significant for the safety equipment industry as it provides valuable insights into how employee engagement and job satisfaction can impact organizational success. By examining the relationship between these two variables in a safety equipment company, this study can provide insights into how other companies in the industry can enhance their employee engagement and job satisfaction levels to improve their overall performance.

II. Review of literature

Arshadi, N., & Damiri, H. (2019). The relationship between organizational culture, job satisfaction, and employee engagement: A systematic review. *Management Science Letters*, 9(10), 1757-1766. The study found that organizational culture has a positive impact on employee engagement, which in turn positively affects job satisfaction.

"The Relationship between Employee Engagement and Job Satisfaction: A CrossSectional Study" (2017) by Ming-Yuan Chen and Chi-Wei Cheng - This study investigates the relationship between employee engagement and job satisfaction in the context of Taiwanese information technology firms, finding a positive relationship between the two.

"Employee Engagement and Job Satisfaction: A Systematic Review of Literature" (2018) by T. S. Narayanaswamy and V. K. Manjunatha - This review analyzes the relationship between employee engagement and job satisfaction, finding that employee engagement is a predictor of job satisfaction.

"The Relationship between Employee Engagement and Creativity: A Systematic Review" (2020) by Saeed Roshani and Seyed Mohammadreza Hosseini - This review examines the relationship between employee engagement and creativity, finding a positive relationship between the two.

"Employee Engagement and Proactivity: A Systematic Review and Research Agenda" (2018) by Lixin Jiang and Junqi Shi - This review explores the relationship between employee engagement and proactivity, finding a positive relationship between the two and suggesting a research agenda for future studies.

III. Abstract

This study investigates the connection between employee engagement and job satisfaction among employees of "Safe Secure and Safety Equipment" company in Chennai. A standardized survey was used to measure engagement and satisfaction levels of 106 employees. ANOVA and Pearson's correlation coefficient tests were used to analyze the data, with a significance value less than 0.05. The results indicate a significant positive relationship between employee engagement and job satisfaction among employees. The study suggests that organizations can improve engagement and satisfaction levels by promoting opportunities for growth, instilling a sense of pride in work, and improving working conditions. The five keywords for this study are employee engagement, job satisfaction, ANOVA, Pearson's correlation coefficient, and human resource management practices. The findings of this study have significant implications for organizations seeking to improve employee engagement and job satisfaction levels.

Keywords: Employee engagement, Job Satisfaction Safety equipment, Human resource management, Workplace safety

IV. OBJECTIVES OF THE STUDY:

PRIMARY OBJECTIVES:

To study the relationship between employee engagement and job satisfaction

SECONDARY OBJECTIVES:

- To study the influence of demographic factors, such as age, gender, and education, on employee engagement and job satisfaction.
- To assess overall job satisfaction among employees.
- To determine if employees feel that their skills and abilities are utilized effectively in their job.
- To determine if employees feel that their contributions are recognized and appreciated.

V. RESEARCH METHODOLOGY

RESEARCH DESIGN

The approach adopted in this research is descriptive research.

TYPES OF DATA COLLECTED

Primary data was collected using a structured questionnaire and Secondary data were taken from books, journals, and records.

SAMPLE SIZE

A sample size of 106 employees has been taken in this study.

TOOLS FOR ANALYSIS

After the data has been collected, analysis is made from questionnaire and tabulation method is followed. Tabulation is a technique procedure where in data is classified and put in the form of tables. The tables thus obtained were analysed with statistical tools like • Simple percentage analysis •

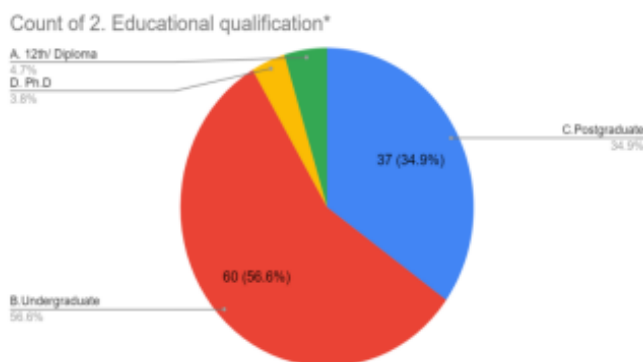
- ANOVA
- PEARSON'S CORRELATION

VI. Data Analysis

Table 1 showing Educational Qualification

S.N O	Educational qualification	Sum	Percentage
1	C.Postgraduate	37	34.91%
2	B.Undergraduate	60	56.60%
3	D. Ph.D	4	3.77%
4	A. 12th/ Diploma	5	4.72%
	Grand Total	106	100.00%

Chart 2 Showing Educational Qualification



Interpretation From the above table it is interpreted that the number of respondents 60 or 56.6% of the respondents are undergraduates, 37 or 34.9% of the respondents are postgraduates, 8 or 4.2% of the respondents are 12th/ diploma, 4 or 3.8% of the respondents are PH.D

Table 2 shows how they feel that they have opportunities to learn and grow within the organization.

S.NO	I feel that I have opportunities to learn and grow within the organization.	Sum	Percentage
1	C. Neutral	37	34.91%
2	B. Strongly Disagree	32	30.19%
3	D. Agree	36	33.96%
4	A. Strongly Disagree	1	0.94%
5	Grand Total	106	100.00%

Chart 2 shows how they feel that they have opportunities to learn and grow within the organization.



Interpretation: From the above table it is interpreted that 37 or 37.9% of the respondents are neutral, 36 or 34.0% of the respondents agree, 32 or 30.2% of the respondents strongly agree, 0.9% of the respondents strongly disagree that Opportunity to grow in the organization

ONE WAY ANNOVA

ONE WAY ANOVA TEST Hypothesis:

H0 Null Hypothesis: There is no significant difference in the mean scores of "I feel that I have opportunities to learn and grow within the organization" among different levels of educational qualification.

H1 Alternative Hypothesis: There is a significant difference in the mean scores of "I feel that I have opportunities to learn and grow within the organization" among different levels of educational qualification.

Descriptives

Educational Qualification	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
A. Strongly Disagree	1	1.00					1	1
B. Strongly Disagree	32	2.00	0.000	0.000	2.00	2.00	2	2
C. Neutral	37	2.30	0.571	0.094	2.11	2.49	1	3
D. Agree	36	2.83	0.697	0.116	2.60	3.07	1	4
Total	106	2.38	0.639	0.062	2.25	2.50	1	4

ANOVA

Educational Qualification	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	14.176	3	4.725	16.776	0.000
Within Groups	28.730	102	0.282		
Total	42.906	105			

ANOVA Effect Sizes^a

Educational Qualification	Eta-squared	Point Estimate	95% Confidence Interval	
			Lower	Upper
	Epsilon-squared	0.330	0.173	0.441
	Omega-squared Fixed-effect	0.311	0.149	0.425
	Omega-squared Random-effect	0.309	0.148	0.422
		0.130	0.055	0.196

a. Eta-squared and Epsilon-squared are estimated based on the fixed-effect model.

H1 > H0: H1 is accepted.

Interpretation Hence there is Significant relationship between the educational qualification and growth in the organisation.

Pearson's Correlation:

Hypothesis:2 H0(Nullhypothesis)= There is no significant correlation between feeling motivated to come to work each day and feeling a sense of pride in the work that I do.

H1 (Alternatehypothesis)= There is a significant positive correlation between feeling motivated to come to work each day and feeling a sense of pride in the work that I do

Correlations

		I feel motivated to work each day	I feel I have pride in the work I do
I feel motivated to work each day	Pearson Correlation	1	.783**
	Sig. (2-tailed)		0.000
	N	106	106
I feel I have pride in the work I do	Pearson Correlation	.783**	1
	Sig. (2-tailed)	0.000	
	N	106	106

** . Correlation is significant at the 0.01 level (2-tailed).

H1 > H0: H1 is accepted.

Interpretation Hence there is Significant relationship between “I feel motivated to work each day” and “I feel I have pride in the work I do”.

VII. FINDINGS

The findings of the study on employee engagement and job satisfaction in the safety equipment industry indicate that the majority of respondents were male (76.4%) and undergraduate (56.6%) with an age range of 25-35 years (34.0%). The majority of respondents

reported feeling motivated to come to work every day (53.8%), that their opinions were valued by their superiors (58.5%), and that their contributions to the organization were recognized (66.3%). In addition, respondents reported being satisfied with their benefits (78.3%), feeling that their workload was manageable (65.1%), and having a good work-life balance (57.5%). Overall, the majority of respondents (74.5%) reported that their jobs were meaningful and fulfilling, and they had effective communication with the organization (74.5%). These findings suggest that organizations in the safety equipment industry can enhance employee engagement and job satisfaction by providing opportunities for growth, recognizing employee contributions, and promoting work-life balance.

VIII. SUGGESTIONS & RECOMMENDATIONS

To improve employee engagement and job satisfaction in the safety equipment industry, organizations should foster a positive work culture by promoting open communication, recognizing good performance, and providing work-life balance. Providing opportunities for skill development and career advancement through training, mentorship, and involving employees in decision-making processes can also enhance engagement and satisfaction. Offering competitive compensation and benefits packages, including non-financial incentives, can attract and retain top talent. Regularly measuring employee engagement and job satisfaction through surveys and acting on feedback received can identify areas for improvement and ensure efforts are effective. By implementing these practices, organizations can improve productivity, motivation, and retention of employees in the safety equipment industry.

IX. CONCLUSION

The study shows a strong positive correlation between employee engagement and job satisfaction. Factors such as job autonomy, career growth opportunities, recognition, and work-life balance contribute to these variables. To improve engagement and satisfaction, organizations can offer training, flexible work arrangements, recognition, and clear career paths. Demographic factors such as age, gender, and educational qualification also influence engagement and satisfaction. By investing in these areas, organizations can improve retention, productivity, and overall performance.

X. REFERENCE

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Haque, A. U., Kiani, A. K., & Rahman, S. (2017). Employee engagement, job satisfaction and organizational commitment: A study on banking sector in Bangladesh. *Academy of Strategic Management Journal*, 16(4), 1-14.

"The Role of Leadership in Employee Engagement: A Systematic Review" (2020) by Caitlin Walker and Eleni Stavrou "Employee Engagement and Proactivity: A Systematic Review and Research Agenda" (2018) by Lixin Jiang and Junqi Shi

"The Relationship Between Employee Engagement, Organizational Citizenship Behavior, and Job Satisfaction: An Analysis of Linear and Non-Linear Models" by C. C. Y. Ng (2017)