IJNRD.ORG ISSN : 2456-4184
INTERNATIONAL JOURNAL OF NOVEL RESEARCH AND DEVELOPMENT (IJNRD) | IJNRD.ORG
An International Open Access, Peer-reviewed, Refereed Journal

A STUDY ON EMPLOYEE SATISFACTION AND ENGAGEMENT IN STEEL SECTOR

Mohammed Suhail K.[1], Shahina K S.[2], Muhammed Hashim O P.[3],

MR. SHANMUGHA PRABHU J[4], M.B.A., (PHD)

[1]Student II MBA, VLB Janakiammal college of arts and science, Coimbatore

[2]Student II MBA, VLB Janakiammal college of arts and science, Coimbatore

[3]Student II MBA, VLB Janakiammal college of arts and science, Coimbatore

[4]Assistant professor, Department of Management Studies (PG) & Research,

VLB Janakiammal college of arts and science, Coimbatore

ABSTRACT

Employee satisfaction and engagement are two of the most important determinants of productivity, organizational success, and workforce retention, especially in the highly competitive and labour-intensive steel industry. This study explores the factors that determine employee satisfaction and engagement in the steel industry, particularly workplace culture, compensation, career growth opportunities, work-life balance, and job security. These impacts that employee engagement makes on operation efficiency, innovation, and safety aspects determine the sustainable capabilities of steel businesses. Also included are a discussion of risks of high levels of stress or hazard to employees and lack of mobility in one's career-very common negatives on employee morale. Strategies proposed include regular mechanisms of feedback for enhancement, appreciation through recognition programmes and skill upgrading efforts. Findings indicate that a participative and supportive work environment is crucial to enhancing satisfaction and engagement, leading to long-term organizational performance and competitiveness. The study highlights the need for aligning organizational goals with the aspirations of employees to create a resilient and motivated workforce in the steel sector

I.INTRODUCTION

Employee satisfaction and engagement are crucial success factors for steel manufacturing companies, where complex processes, heavy machinery, and high temperatures make the job environment a challenge and demanding.

steel manufacturing is a technically labour-intensive field involving a lot of technical skill, precision, and strict adherence to safety protocols to produce quality- standard reinforced steel bars. These bars are essential to the construction industry, where strength and durability are key. Since safety and productivity both go hand in hand with huge stakes, it is a need for the companies in this sector to keep the employees satisfied and engaged to maintain a good workforce, enhance productivity, and maintain high standards. Employee satisfaction in steel manufacturing encompasses the extent of satisfaction that the employees feel in relation to their work, work environment, remuneration, job security, Recognition and work-life balance. The better an employee's needs are met, the more likely he is to do a good job, play well in the team, and show better morale.

Satisfaction is basic because it is at the core of an employee's attitude toward the job and toward the organization as a whole. Dissatisfied workers can feel demotivated, experience high stress, and even burn out. That contributes to a high turnover rate, which is expensive and disruptive in an industry relying on skilled labor. Employee engagement, while being related to satisfaction, runs much deeper; it is an actual emotional and intellectual connection with work and the organization. Steel used for making construction materials in different shapes. Several structural steel shapes take the shape of an extended beam with the profile of specific cross section. steel shapes, sizes, chemical composition, mechanical properties like strength, storage procedures, etc, are standardized by standards in almost all industrialized nations. Most steel shapes, I-beams have high second Moments of area, which means they are very stiff in respect to their cross-sectional area and thus can support a high load without excessive sagging. Steel is an alloy made up of iron with typically a few tenths of a percent of carbon to improve its strength and fracture resistance compared to other forms of iron. Many other elements may be present or added. Stainless steels that are corrosion- and oxidation-resistant need typically an additional 11% chromium. Because of its high tensile strength and low cost, steel is used in buildings, infrastructure, tools, ships, trains, cars, machines, electrical appliances, and weapons. Iron is the base metal of steel. Depending on the temperature, it can take two crystalline forms, known as allotropes: body-centered cubic and face-centered cubic.

OBJECTIVES OF THE STUDY

* To discover the employee relationship with his boss and colleagues.

* Evaluate the degree of employee satisfaction in the working environment.

* Employee well-being evaluating factors like working conditions, and personal growth

II. RESEARCH METHODOLOGY

In the investigation of employee satisfaction and engagement in the steel manufacturing, the approach used would involve a mixed methodology to deliver on both qualitative and quantitative insight gathering. The applied research design shall be descriptive as it shall encompass surveys and questionnaires in achieving the data requirements for quantitative analyses on some significant factors influencing factors such as satisfaction and engagement like safety, remuneration, the work environment, and career prospects. Besides: A total of semi-structured interviews and focus groups involving various employees and jobs will ensure more qualitative approaches. This study shall use a stratified random sampling technique on an appropriate set of employees representative to the group with diverse

outlooks at several company levels. There will be quantification as it will result from the secondary source of a review of secondary research.using statistical tools for pattern identification and thematic analysis to qualitative data, which will allow the identification of recurring themes. Ethical issues include confidentiality, informed consent, and open participation.This research tries to provide an all-inclusive perspective of factors relating to satisfaction and engagement in steel manufacturing.

METHODS OF DATA COLLECTION

Data was collected from both primary and secondary sources of information. The questionnaire is the source of collecting primary data and the secondary data are collected from various books, journals, websites.

1. Primary data - Primary data is the data which is used or collected from first time and it is not used by anyone in the past. These are number of sources of primary data from which the information can be collected. From gathering primary data, a well design structured questionnaire was prepared and all the necessary information useful from the study was collected through Google form. I had a set of 20 questions and requested to the respondents for the correct information's through google forms.

2. Secondary data – secondary data is the data which is collected in the past. It includes various information's from books, websites etc.

Statistical tools

- Correlation
- Chi square

Chi square

Chi-square is a statistical test commonly used to compare observed data with data one would expect to obtain according to specific hypothesis. The chi-square test is always testing what scientists call the null hypothesis, between the Expected and observed stares that there is no significant difference result.The formula to compute chi-square =(O-E)2/E

Correlation

Correlation is calculated into what is called the correlation coefficient, which falls between -1 and +1, if the correlation is 0, the movements of the securities are said to have no correlation, they are completely random.

$$r = [n (\sum xy)-(\sum x) (\sum y)]$$

$$\sqrt{} [n \sum x 2-(\sum x)2(n\sum y2-(\sum y)2$$

III. ANALYSIS AND INTERPRETATION

CORRELATION ANALYSIS FOR EMPLOYEES AGE AND GENDER

		Age of employees	Gender of employees
AGE	Pearson Correlation	1	.027
	N	249	249
GENDER	Pearson correlation	.027	1
	N	249	249

CONCLUSION

There is a significant positive correlation between the respondents age and gende related factor **(r=.027).**

CHI SQUARE ANALYSIS BETWEEN AGE AND STRONG RELATIONSHIP BETWEEN THE COWORKERS

Null hypothesis:

H_0: There is no association between age and strong relationship between the coworkers.

Alternative hypothesis:

H_1: There Is an association between age and strong relationship between the coworkers.

CHI SQUARE TEST

	Value	Df	Systematic significance
PEARSON CHI SQUARE	8.778a	12	.722
LIKELY HOOD RATIO	7.103	12	.851
LINEAR- BY-LINEAR ASSOCIATION	1.315	1	.251
N OF VALID CASES	249		

CONCLUSION

Chi square table shows the Pearson chi square significant value is 0.722. when we compare with p value (0.05), our calculated value is greater than the p value 0.722>0.05. Therefore, we have to accept our null hypothesis H_0 and rejecting alternate hypothesis H_1. Hence is no association between age and strong relationship between the coworker

FINDINGS

- There is a significant positive correlation between the respondents age and gender related factor (r=.027).

- Chi square table shows the Pearson chi square significant value is 0.722. when we compare with p value (0.05), our calculated value is greater than the p value 0.722>0.05. Therefore, we have to accept our null hypothesis H_0 and rejecting alternate hypothesis H_1. Hence is no association between age and strong relationship between the coworkers.

SUGGGETIONS

To enhance employee satisfaction and engagement in the steel sector:

1. Prioritize Safety: Maintain strict safety protocols and provide regular training
2. Clear Communication: Foster transparency and encourage employee feedback.
3. Skill Development: Offer training, career growth opportunities, and mentorship.
4. Work-Life Balance: Implement flexible shifts, adequate leave policies, and wellness programs.
5. Recognition and Rewards: Acknowledge achievements with bonuses and appreciation program
6. Modern Tools: Invest in technology and ergonomically designed equipment.
7. Strong Culture: Promote teamwork, inclusion, and employee involvement.
8. Competitive Compensation: Provide industry-standard salaries and benefits.

Regularly assess and refine strategies based on feedback to maintain satisfaction and engagement.

IV. CONCLUSION

employee satisfaction at Steel Manufacturing is vital for fostering a productive and engaged workforce. By prioritizing safety, offering competitive compensation, and providing opportunities for career development, the company can create an environment where employees feel valued and motivated. Implementing open communication channels, recognition programs, and initiatives that promote work life balance and inclusivity further enhances overall satisfaction. Ultimately, a happy and engaged workforce not only drives operational efficiency but also contributes to a positive organizational culture, leading to improved retention and overall business success.

Investing in employee satisfaction is a strategic imperative for the long-term growth and sustainability of Steel Manufacturing.

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V. REVIE OF LITERATURE

1. Warn (2003), critical aspects of the work place, which led to depression and dissatisfaction with work. Stress is typically associated with a powerlessness over the desired outcomes. In the work place, tension arises due to a loss of control, job conflict, and ambiguity that lead to frustration. The checkability principle solves the problem of reduced pressures and leads to job satisfaction in which a person exhibits attitude of wants and needs that is function of aspirations of the individual and regulates various dimensions of the working context. A favorable working environment, like a favorable environment to learn or no workplace abuse or fear at work, reduces depression and enhances job satisfaction.

2. Zaki (2003), Elucidates Lebanese non-management banking staffs job satisfaction and results. Researchers found a strong connection by the aspect of pay and supervision between working satisfaction and gender. Only satisfied people in the company are ready to do their work and duties. Female workers were satisfied with the salary, while men were more satisfied with the aspect of supervision. The author himself often asserts that it doesn't matter since the self-rate is exaggerated, and his colleagues' success tends to be undervalued.