



EMPLOYEE ENGAGEMENT IN MASS GLASS INDIA PRIVATE LIMITED

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Abstract:

Employee engagement is a critical factor in organizational success, influencing productivity, morale, and overall business outcomes. This study focuses on employee engagement at Mass Glass India Private Limited, analyzing key factors such as job satisfaction, leadership support, training, career opportunities, and work-life balance. Using primary and secondary data, statistical analysis highlights trends and challenges, providing insights for improving engagement strategies.

Key Words: Employee Engagement, Job Satisfaction, Work Culture, Organizational Performance, Leadership.

Introduction:

Employee engagement is a key element in ensuring business success and employee satisfaction. Engaged employees are committed, motivated, and aligned with the organization's objectives, leading to higher productivity and profitability. This study explores employee engagement at Mass Glass India Private Limited, a key player in the Indian glass manufacturing industry.

Mass Glass India Private Limited, headquartered in Coimbatore, Tamil Nadu, has built a strong reputation in producing high-quality glass products for various applications. As employee engagement is vital for sustaining operational efficiency and employee retention, this study evaluates factors influencing engagement within the company and suggests improvements.

Objectives:

- To examine employees' attitudes toward their job.
- To identify factors affecting employee engagement.
- To analyze challenges employees face in maintaining engagement.
- To assess the impact of team collaboration and leadership support on engagement.
- To provide recommendations for enhancing employee engagement.

Review of Literature:

- Grachev & Rakitsky (2024) highlighted the role of scientific management in improving productivity through engagement strategies such as teamwork and skill utilization.
- Bijaya Kumar Sundaray (2023) emphasized that organizations need structured engagement strategies to enhance productivity and job satisfaction.
- Perrin's Global Workforce Study (2023) identified that engagement is influenced by both emotional and rational factors linked to workplace experiences.
- May et al. (2023) found that job enrichment, supportive leadership, and organizational culture are significant predictors of employee engagement.
- Sharma Baldev R et al. (2020) explored how job descriptions, salaries, and career growth opportunities impact engagement levels in private sector organizations.

Research Methodology:

The viable "how" of any piece of investigate is alluded to as investigate method. It's almost how an analyst plans to consider in a precise way to create precise and dependable comes about that address the study's about objectives and targets. To put it another way, the strategy chapter ought to clarify the plan choices by illustrating that the techniques and methods chosen are the most excellent fit for the investigate objectives and destinations and will deliver substantial and reliable comes about. A great inquire about approach yields experimentally strong come about, though an awful technique yields none. Investigate plan, examining procedure, examining procedure, information collection and information examination are all components of inquire about technique.

Tools Used for Analysis:

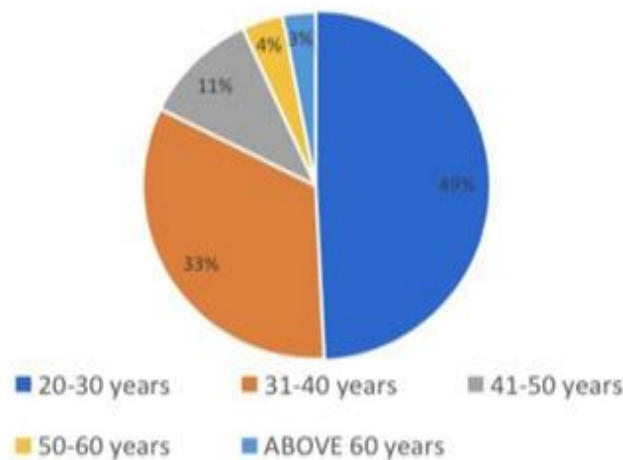
- Percentage Analysis
- Chi - Square Test
- Correlation

Percentage Analysis:

Table 4.1.1 Age of Respondents

Age of the respondents	Frequency	Percent
20-30 years	64	49.2
31-40 years	43	33.1
41-50 years	14	10.8
51-60 years	5	3.8
ABOVE 60 years	4	3.1
Total	130	100.00

Chart 4.1.1 Showing Distribution of Respondents Based on Age Category



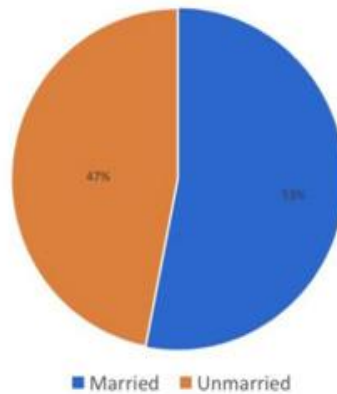
Interpretation:

The total number of respondents of the survey is 130. Out of 130 respondents, 49.2% of the respondents belong to the age category 20-30 years, 33.1 % of the respondents belong to the age category of 31-40, 10.8% of the respondents belong to the age category of 41- 50, 3.8% of the respondents belong to the age category of 50-60 and 3.1% of the respondents belong to the age category of above 60. The results show the employee’s demography of a responses collected in the company.

Table 4.1.2 Marital status of Respondents

Marital status	Frequency	Percent
Married	69	53.1
Unmarried	61	46.9
Total	130	100.0

Chart 4.1.2 Showing Distribution of Respondents Based on Marital Status



Interpretation:

The total number of respondents of the survey is 130. Out of 130 respondents, 53.1% are married and 46.9% are unmarried. It is clear that there are many numbers unmarried employees are present in the company.

Chi Square Test 1:

Gender and Excitement to Work:

- H_0 the variables are independent, there is no relationship between the gender and excitement of work.
- H_1 the variables are dependent, there is a relationship between the gender and excitement of Work.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
gender * excitement	130	100.0%	0	0.0%	130	100.0%

gender * excitement Crosstabulation

		excitement			Total	
		No	Sometimes	Yes		
gender	Female	Count	2	8	32	42
		%withingender	4.8%	19.0%	76.2%	100.0%
		% within excitement	25.0%	42.1%	31.1%	32.3%
	Male	Count	6	11	71	88
		%withingender	6.8%	12.5%	80.7%	100.0%
		% within excitement	75.0%	57.9%	68.9%	67.7%
Total	Count	8	19	103	130	
	% within gender	6.2%	14.6%	79.2%	100.0%	
	% within excitement	100.0%	100.0%	100.0%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi- Square	1.102 ^a	2	.576
Likelihood Ratio	1.076	2	.584
N of Valid Cases	130		

a. 1 cells (16.7%) have expected count less than 5. The minimum expected count is 2.58.

Interpretation:

From the above table the calculated p value of chi square test is 0.576 which is greater than the significant value 0.05. H_0 is accepted and the variables are independent, there is no relationship between the gender and excitement of work.

Chi Square Test 2:

Marital Status and Work Assignments:

- H_0 the variables are independent, there is no relationship between the marital status and work assignment.
- H_1 the variables are dependent, there is a relationship between the marital status and work assignment.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Martial * assigning	130	100.0%	0	0.0%	130	100.0%

Martial * assigning Crosstabulation

		Assigning					Total
		Agree	Disagree	Neutral	Strongly agree	Strongly disagree	
Married	Count	38	2	10	19	0	69
	% within Martial	55.1%	2.9%	14.5%	27.5%	0.0%	100.0%
Martial Unmarried	% within assigning	71.7%	50.0%	50.0%	36.5%	0.0%	53.1%
	Count	15	2	10	33	1	61
Total	% within Martial	24.6%	3.3%	16.4%	54.1%	1.6%	100.0%
	% within assigning	28.3%	50.0%	50.0%	63.5%	100.0%	46.9%
Total	Count	53	4	20	52	1	130
	% within Martial	40.8%	3.1%	15.4%	40.0%	0.8%	100.0%
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi- Square	14.312 ^a	4	.006
Likelihood Ratio	15.031	4	.005
N of Valid Cases	130		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is 0.47.

Interpretation:

From the above table the calculated p value of chi square test is .006 which is less than the significant value 0.05. H_1 is accepted the variables are dependent; there is a relationship between the marital status and work assignment.

Correlation 1:
Satisfaction with Work Environment & Salary Satisfaction:

Correlations		Satisfaction with work environment	Salary satisfaction
Satisfaction with work environment	Pearson Correlation	1	.882**
	Sig. (2-tailed)		.000
	N	130	130
Salary satisfaction	Pearson Correlation	.882**	1
	Sig. (2-tailed)	.000	
	N	130	130

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

Interpretation:

Pearson correlation: 0.882 (significant at 0.01 level). This indicates a very strong positive correlation, meaning that as satisfaction with the work environment increases, salary satisfaction also tends to increase.

Correlation 2:
Satisfaction with Work Environment & Job Position Satisfaction:

Correlations		Satisfaction with work environment	Job position satisfaction
Satisfaction with work environment	Pearson Correlation	1	.955**
	Sig. (2-tailed)		.000
	N	130	130
Job position satisfaction	Pearson Correlation	.955**	1
	Sig. (2-tailed)	.000	
	N	130	130

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

Interpretation:

Pearson correlation: 0.955 (significant at 0.01 level). This is an extremely strong positive correlation, suggesting that employees who are happy with their work environment are also highly satisfied with their job position.

Correlation 3:
Job Position Satisfaction & Salary Satisfaction:

Correlations		Job position satisfaction	Salary satisfaction
Job position satisfaction	Pearson Correlation	1	.905**
	Sig. (2-tailed)		.000
	N	130	130
Salary satisfaction	Pearson Correlation	.905**	1
	Sig. (2-tailed)	.000	
	N	130	130

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

Interpretation:

Pearson correlation: 0.905 (significant at 0.01 level). Again, a very strong positive relationship. This suggests that employees who are satisfied with their job position are also likely to be satisfied with their salary.

Suggestions:

- The feedback collected regularly from the employee's should be solved to improve the trust of the employee's.
- The relationship of the employee's and employers should be maintained smoothly with proper communication.
- Employee encouragement in learning from their mistakes will be successful factor that the company should adopt.
- Career opportunity in the organization should be known to every employee to their career growth and company growth.
- Every employee's idea should be considered for new policy that the organization going to adopt for their betterment of the company.
- Stay connected with employees, regularly checking in on their well-being and offering support as needed.
- Every achievement by the employee's should be appreciated / recognized by the company to gain the employee trust.
- Provide training on effective communication skill to help employees feel more confident in expressing their thoughts and opinions.
- Promotion should be given to the employee's by analyzing the employee's past performance and also their capability to work on.

- Training should be more practical to gain the knowledge according to the job that the employee going to work in the company.
- Every employee should know their positional responsibility to know more about their job and career growth in this organization.
- Creating feedback - friendly culture where employees feel comfortable giving and receiving feedback from the supervisors, fostering open communications and continuous improvement.
- The employees should focus on specifics to increase the conscientiousness in the workplace.
- Encourage employees to take advantage of career development opportunity within the company, such as training program, mentorship opportunity to help them grow and advance in their careers.

Conclusion:

Employee engagement at work could be a driving force of employee job satisfaction thus a lead to better organizational performance in term of reaching the aimed goals. The more employee engagement is applicable the high job satisfaction and performance of organization is guaranteed.

The main objective of this project is to understand employee engagement factors that can help increase or willingness of the employee to be innovative at work. Though there are many studies on employee engagement, this study has highlighted useful information with regards to innovation in Glass industry through employee engagement. The unexpected outcome of employees being more engaged by training and development opportunities, than reward and compensation will indicate to management that money is not necessarily influencing their employees to give more of their discretionary effort.

The Mass Glass private limited have the great employee's engagement system one of the representatives are exceptionally are cheerful to work in this organization, it keeps great communication between its colleagues, administration and also between the superior and its subordinators. The employee's engagement study carried out in Glass industries Pvt. Ltd was successful in achieving specific objective with their employee's co-operation.

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