

Employee Engagement at Bhalkeshwar Sugar Ltd. Bajolga Karnataka

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Abstract- *Employee engagement has been the subject of appreciative individual's responsibility in a connection, and individual found and empowered on where it suits in the alliance's motivation. Employee engagement be concerning of how an individual in an organization creates good impression, by satisfying management's needs, goals and objectives. This helps to create good image, name and fame for the firm. This makes the management and an individual more effective, thus makes employees engaged with their work in the organization.*

Indexed Terms- *Employee engagement, Technical Skills, Salary, Job satisfaction.*

I. INTRODUCTION

In India we find the large number of sugar consumers and it stands second largest in production of sugar. In sugar manufacturing the best position in Brazil is a globe major producer of sugar. In India sweetie trade hold second position beside cotton materials manufacturing in importance. In the Indian Industries of manufacturing sugar, sugar manufacturing unit is the 2nd biggest agro-industry at rustic territories. It provides employ to almost 5 lakh of folks openly sugar is essential product in India considerable quantity of sugar is produced since old days.

Indian sugar fabricating has been for financial development in the provincial ranges, with respect to 50 million sugarcane advancement and further exercises, constitutes 7.5% of nation inhabitants. Additionally, the generation gives work to around 2 million talented/semi gifted specialists and other for the most part as of the country zones. The assembling creates control for its individual fundamental as well as additional expert for pitch to different nations to the extreme in view of by-items, it likewise delivers

ethanol, liquor which use for created and advantageous uses, and can be utilized to the deliver ethanol, an environment agreeable and inexhaustible fuel for blend with oil.

II. SWOT ANALYSIS

1 STRENGTHS

- The company utilizes the time according to the situation effectively and efficiently.
- There is good communication between the employees. So it makes to produce good quality of products.
- Good distribution and transportation system.
- Good infrastructure facility available.

2 WEAKNESSES

- High labour turnover
- Rigid promotion procedure in the organization
- No specific department such as HRD
- No schemes offered

3 OPPORTUNITIES

- Expansion of projects like paper unit, ethanol production, bio-fertilizers and power generation.
- All these above mentioned projects may give high profits.
- As sufficient power is not supplied by the KPTCL, there is an opportunity for the factory to produce electricity by its wastages.

4 THREATS

- Strong competition from neighbouring factories such as MGSSK, BSSK and others.
- Opposition from neighbouring people to the factory as it disposes some harm full chemical content wastages the Karanja River which is just 1km away from factory.

III. LITERATURE REVIEW

Konard (2006) has determined so as to appointment isreflected while personnel specific themselves physically, cognitively and emotionally with their paintings with agency.Enterprise to enterprise international (n.d.): has described to employee engagement be an aggregate of commitment by the business enterprise that price, potential and willingness to support the recruits the business enterprise. An busy worker is one who have a robust want closer to his/her process as well as absolutely dedicated toward contribute to the organizational dreams with objectives.

Dicke, Holwerda, and Kontakos (2007) have highlighted that worker appointment be a technique thru which an organization increases dedication and competence of its personnel toward get the organizational goals.

Oliver and Rothmann, (2007) have discovered that appointment of the worker is a position within which the worker be committed to his or her great viable performance at paintings with be assured of his or her efficacy.

Vazirani (2007) have discuss that employee meeting is worried by the taking part and inspiration of the employees in direction of the organisation. A properly influenced worker will carry out his/her duty in a right way as well as total his/her paintings well timed.

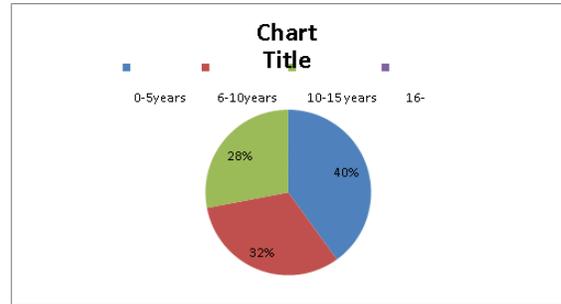
Wilson (2009): have composed so as to the worker commitment is another word and is 'more than' basic occupation fulfilment and high consistency standard. A drew in worker is one who is completed.

IV. QUESTIONNAIRE

Q-1. Your services at the concerns?

Particular	respondents	percentage
0-5 years	20	40%
6-10 years	16	32%
10-15 years	14	28%

16-20 years	0	0%
Total	50	100

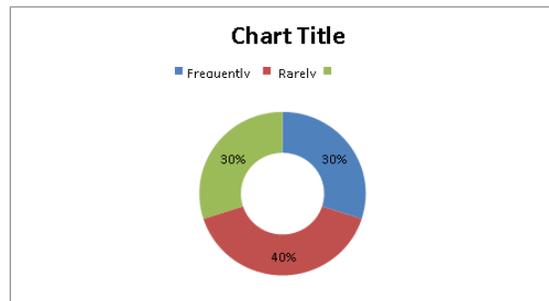


Analysis: From the above table it was found that 40% respondent 0-5 year service at the concern,32% respondent 6-10 years,28% respondent 10-15 years, 16-20 years not responding in the organization.

Interpretation: From the above graph it can be analysis that 40% of service in the organization because of annual salary will be high.

Q-2. What is your remuneration per month?

Particular	respondents	percentage
3000-5000	13	26
5001-10000	17	34
Above 10000	20	40
Total	50	100



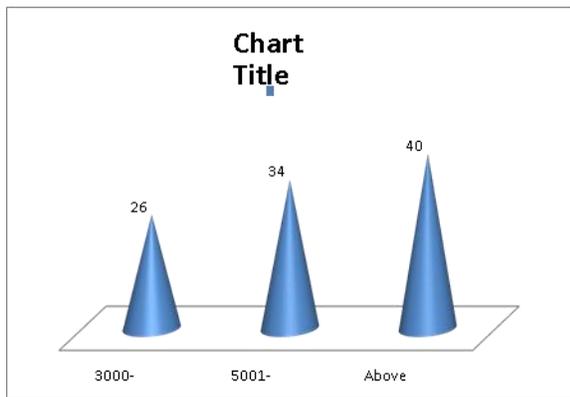
Analysis: From the above table it was found that 40% respondent above-10000, 34% respondent 5001-10000, 26% respondent 3000-5000 monthly remuneration per month in the organization.

Interpretation: From the above graph it can be

analysis that 40% of employees monthly remuneration per month in the organization because of employee experience.

Q-3. Weather your suggestion will be considered your job?

Particulars	Respondents	Percentage
Frequently	15	30%
Rarely	20	40%
Occasionally	15	30%
Total	50	100

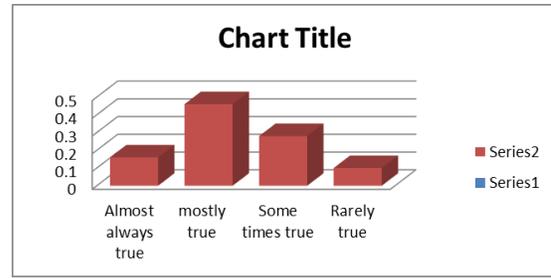


Analysis: From the above table it was found that 40% respondent rarely, 30% respondent frequently and occasionally employees suggestion will be consider during their job in the organization.

INTERPRETATION: From the above graph it can be analysis that 40% maximum rarely in the organization.

Q-4. Do you have the opportunities to do the work best?

Particular	respondents	Percentage
Almost always true	8	16
Mostly true	23	46
Sometimes true	14	28
Rarely true	5	10
Total	50	100

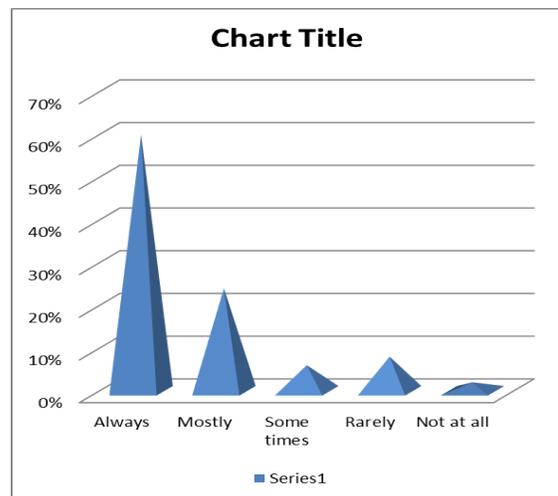


Analysis: From the above table it was found that 46% respondent mostly true, 28% respondent some time true, 16% almost always true, 10% respondent rarely true employees have the opportunities in the organization.

INTERPRETATION: From the above graph it was found that maximum mostly true in the organization.

Q-5. Does the mission and purpose make you feel the importance of your job?

particular	respondents	Percentage
Always	30	60
Mostly	12	24
Sometimes	3	6
Rarely	4	8
Not at all	1	2
Total	50	100

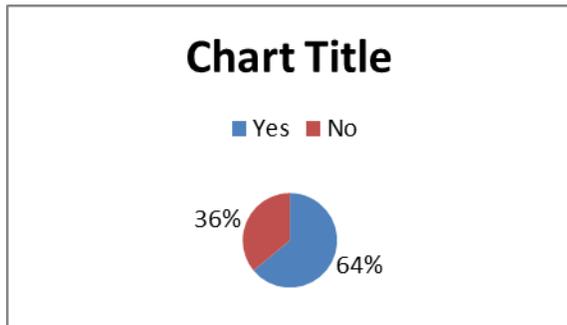


Analysis: From the above table it was found that 60% respondent always, 24% respondent mostly, 8% respondent rarely, 6% respondent sometimes, 2% respondent not at all in the organization.

Interpretation: From the above graph it was found that maximum always employees feel the importance of their job in the organization.

Q-6. Are you get proper field to execute your ideas?

Particular	respondents	Percentage
Yes	32	64
No	18	36
Total	50	100



Analysis: From the above table it was found that 64% respondent yes, 36% respondent no employees get the proper field execute their ideas in the organization.

Interpretation: From the above graph it was found that maximum yes respondent in the organization.

V. FINDINGS

- 50% of employees are bellow age group of 35.
- 70% of employees are engaged with the organisation since 5 years to above 20years.
- More than 85% employees having education level is PUC to PG.
- 70% employees are technically skilled and 30% is professionally.
- 57% of employees working under manufacturing.
- 80% of employees getting salary between 10,000 to above 30,000/-.
- 45% of employees are highly satisfied with the organisation environment and 25% are neutral, 20% are not satisfied.

VI. SUGGESTIONS

- 50% of employees are below the age of 35 and they can work harder and their ability will be high for that reason the company need to focus on this group and make necessary changes to make this group more productive and engaged in the factory work.
- 85% of employees having education level are more than PUC they can understand easily the things of work so that they can be selected for the training and make them more productive.
- 70% employees are technically skilled they are the strength of the factory, keep them motivated to maintain them as a part of factory.

CONCLUSION

This study was a learning experience for me and I came to know the training programs in Karanja Rubber Industries Pvt. Ltd. But still more training and development is needed in Karanja rubber industries so that the employees are motivated.

KIPL is very conscious of the needs of the employees and does it best to keep the training to its workers. Most of the employees focus on developing team work and leadership skill.

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