

# EMPLOYEE ENGAGEMENT SURVEY REPORT



MOODLAKATTE INSTITUTE OF  
TECHNOLOGY KUNDAPURA  
DEPARTMENT OF MANAGEMENT STUDIES (MBA)

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## Research Design

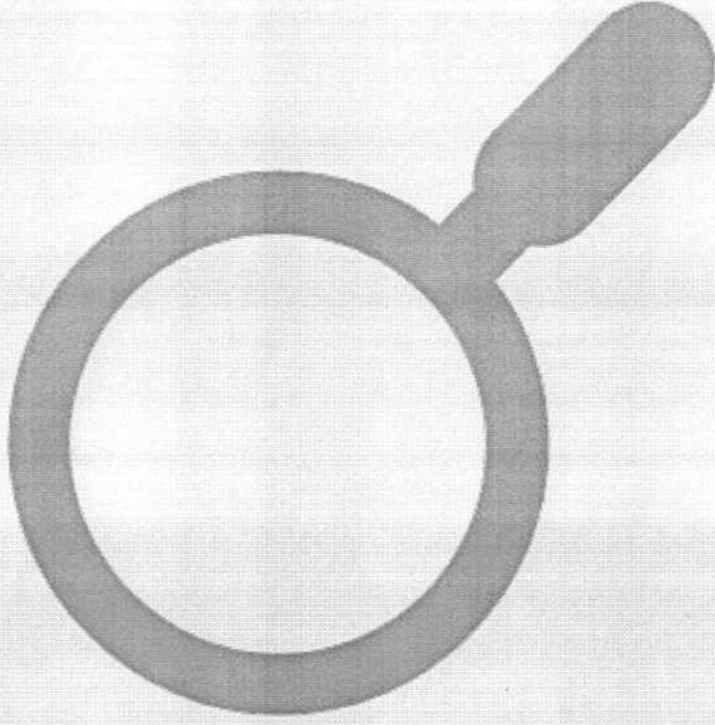
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**Research  
Design**



# Statement of the Problem

The aim of this study is to attempt to find out what encourages employees to have a passion for the job they do, which encourages them to display the efforts that will push them on the extra mile to do their job with the best of their ability and also identifying the hindrance on the workfront.



# Need for the study

01

To get true picture of Employee Engagement.

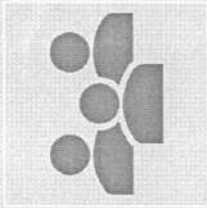
02

To Understand the problems from employees point of view.

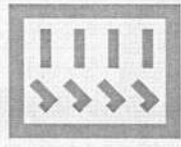
03

To develop the current system and it's effectiveness.

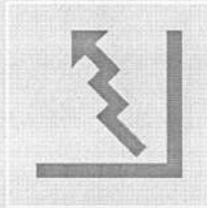
# Objectives



Understand the  
Employee Engagement practices



Evaluate the effectiveness of Employee  
Engagement



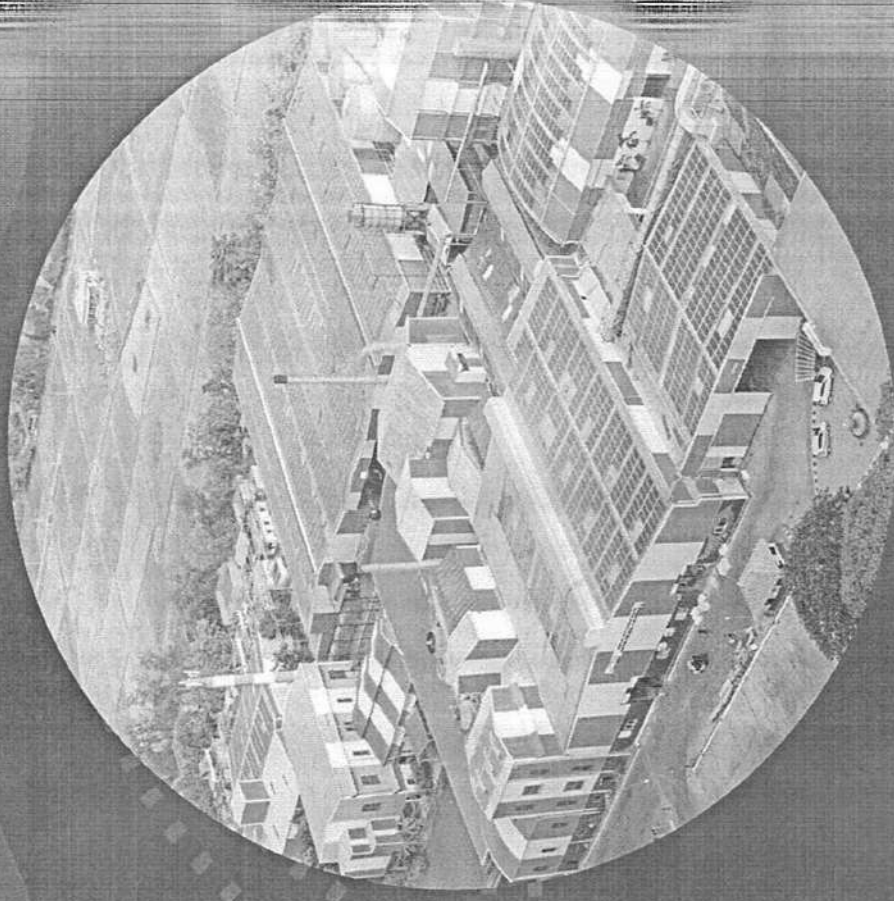
Identify satisfaction level of the  
employees with the current system



Identifying the gap that will help in  
formulating strategies for better  
Employee Engagement

# Scope of the study

- The scope of the study is limited to the employees who are currently working in Janatha Fish Meal and Oil Products, Kota





## **Research Methodology**

Both qualitative and quantitative approach.

The research data is to be collected qualitatively using five-point Likert scale.

During the analysis, the collected data would be converted into quantitative values.

# Limitations



Illiteracy of some respondents may affect the quality of the data.



The question of anonymity of responses may affect the quality of response.



Communication gap during the delivery of questionnaire instructions may affect the quality of response.

The background is a dark, textured grey. It features several large, overlapping, semi-transparent circular shapes. In the lower-left quadrant, there is a pattern of small, light-colored squares arranged in a grid that follows the curve of a circle. The overall aesthetic is modern and technical.

# Analysis and Interpretation



## Terms Used - Mean Value:

- The mean value is the average value found by dividing the sum of values of responses per question by population size.

$$\text{Mean Value} = \frac{\text{Sum of values of responses}}{\text{Population Size}}$$

## Mean Value Interpretation

Mean Value	Meaning
5	Most favorable. (Perfect score)
4	Favorable.
3	Neutral.
2	Unfavorable.
1	Most unfavorable.

# Quantitative Values Assigned For Likert Scale

Legend	Assigned Value
Particulars	
Strongly Agree	5
Agree	4
Neutral	3
Disagree	2
Strongly Disagree	1

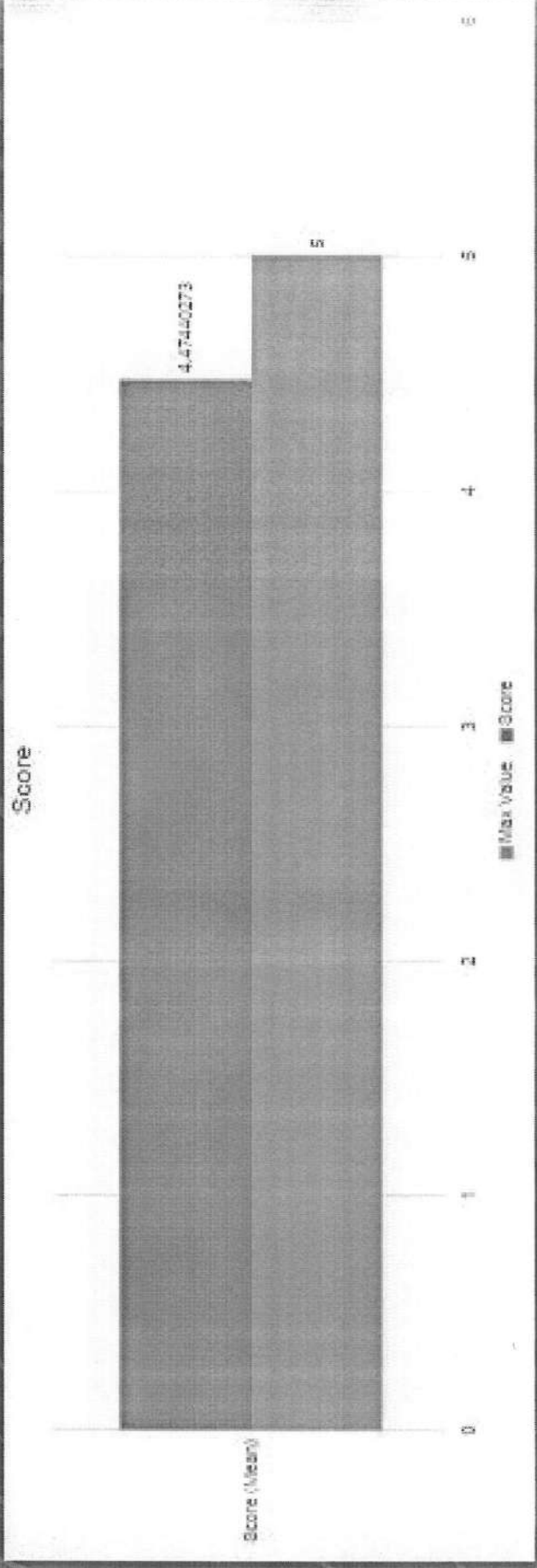


The background features a dark, textured surface with a grid pattern. Overlaid on this are several concentric circles and a series of small, light-colored squares arranged in a grid, creating a complex geometric design.

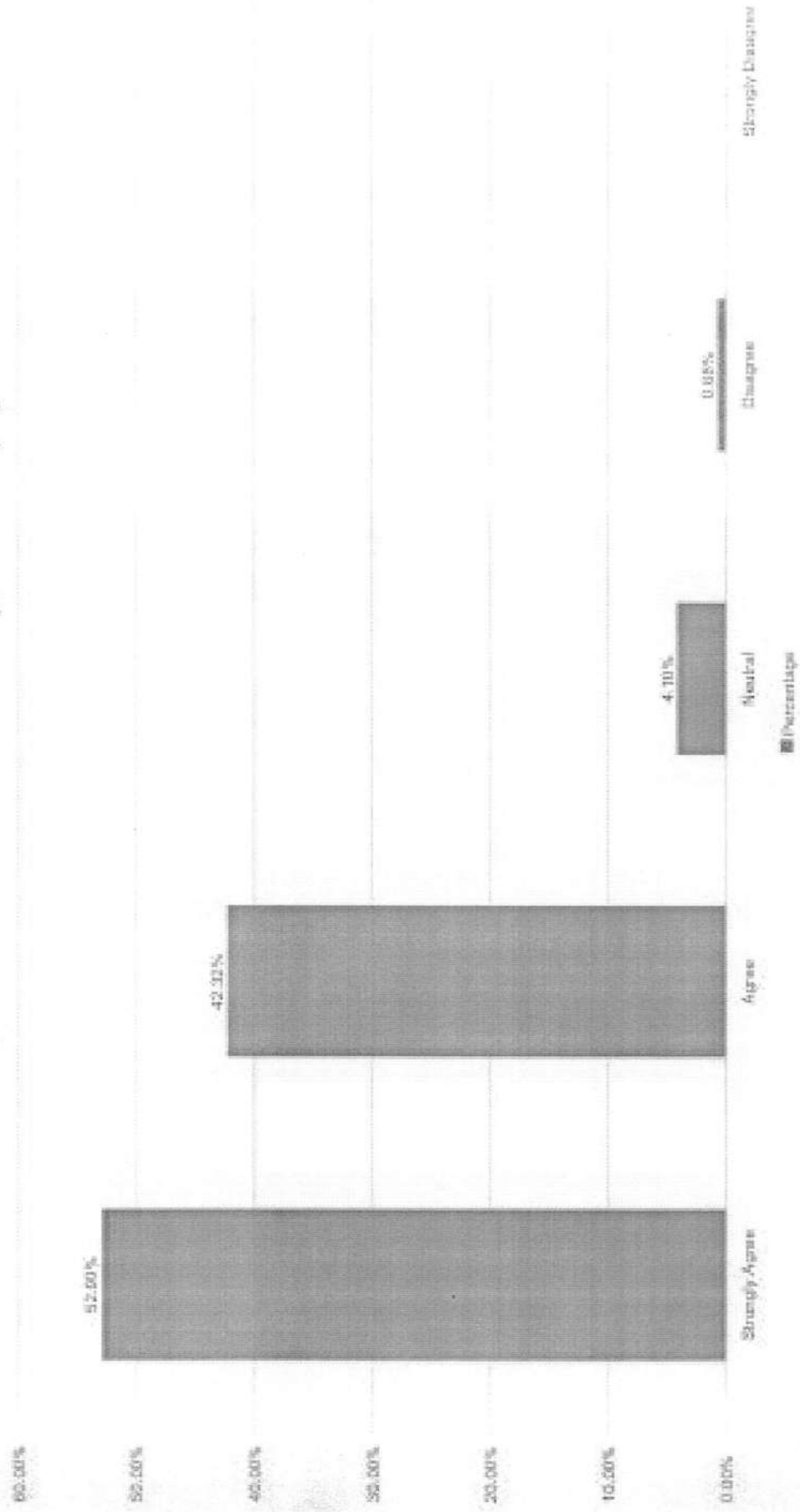
# **Graphical Representation of response data Q1 to Q18**

1.  
ಸಂಸ್ಥೆಯಲ್ಲಿ ಕೆಲಸ ಮಾಡಲು ನನಗೆ ಹೆಮ್ಮೆ ಇದೆ.  
(I am proud to work in my organization.)

Score: 4.47



1. I am proud to work in my organization.

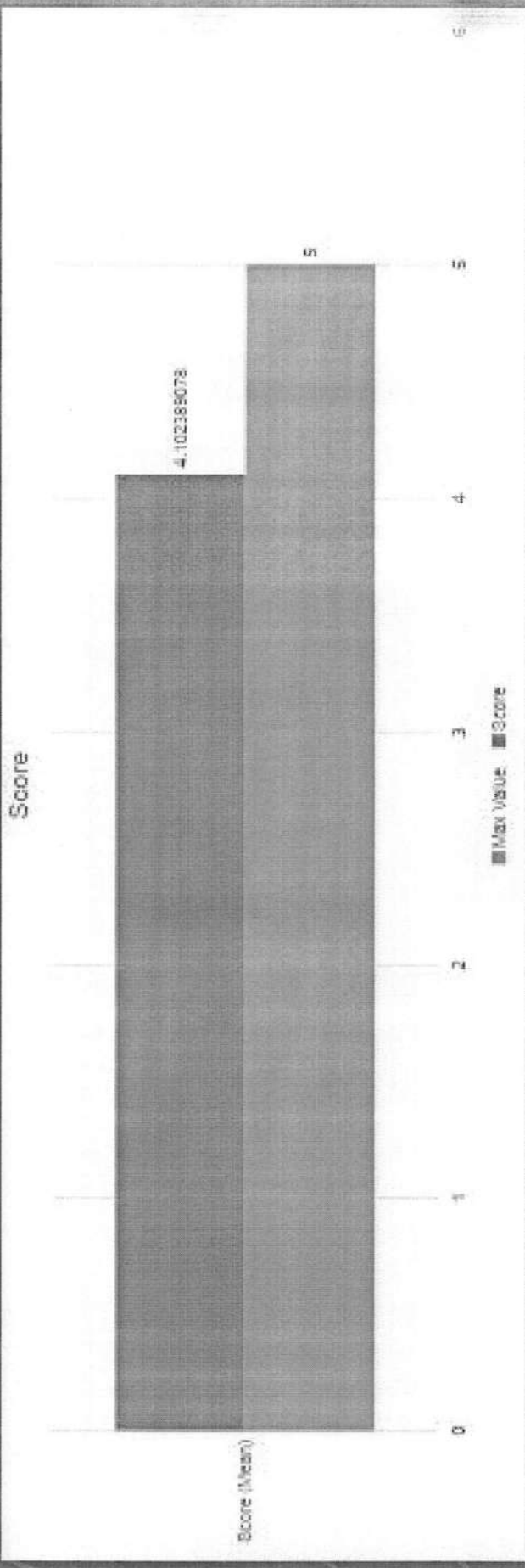




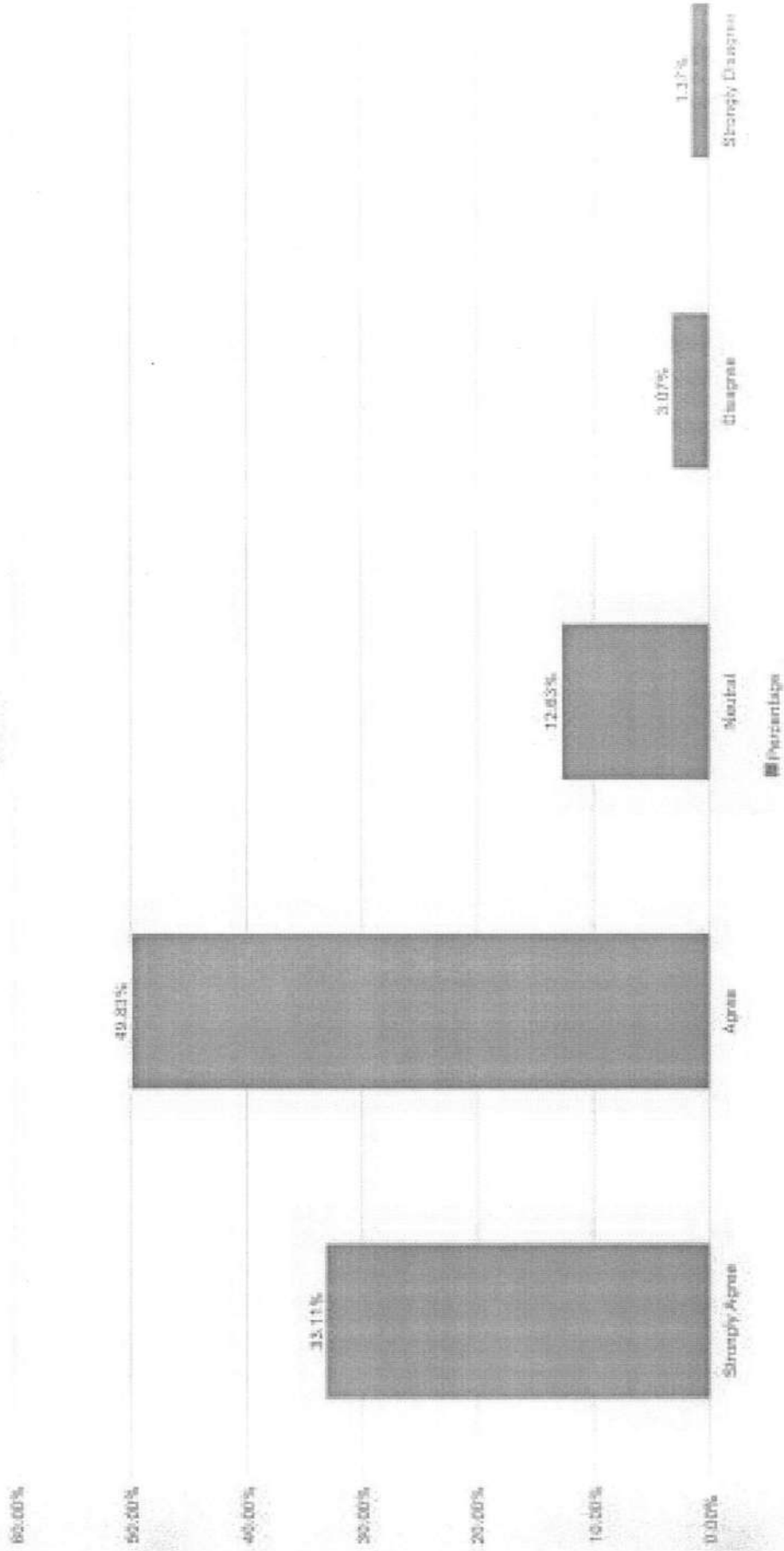
2.

ನನ್ನ ದೈಹಿಕ ಮತ್ತು ಮಾನಸಿಕ ಯೋಗಕ್ಷೇಮದ ಬಗ್ಗೆ ಸಂಸ್ಥೆಯು ಕಾಳಜಿ ವಹಿಸುತ್ತದೆ.  
(I believe my organization cares about my physical and mental wellbeing.)

Score: 4.10



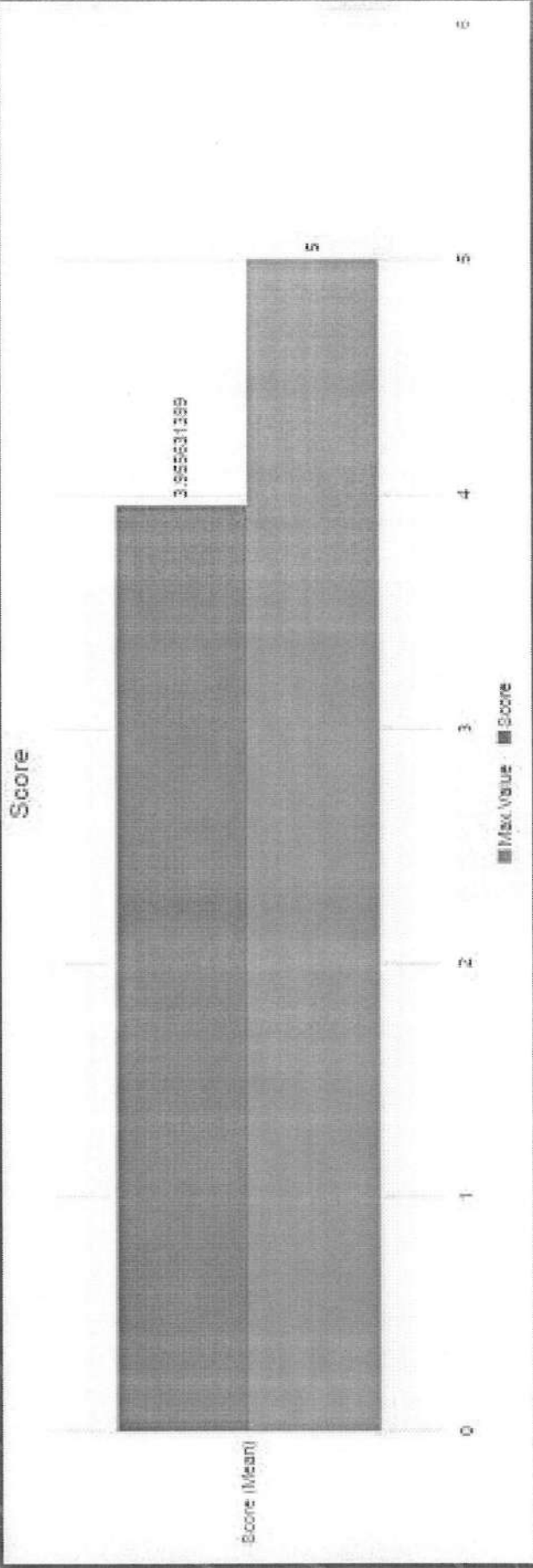
2. How often do you believe my organization cares about my physical and mental wellbeing?



3.

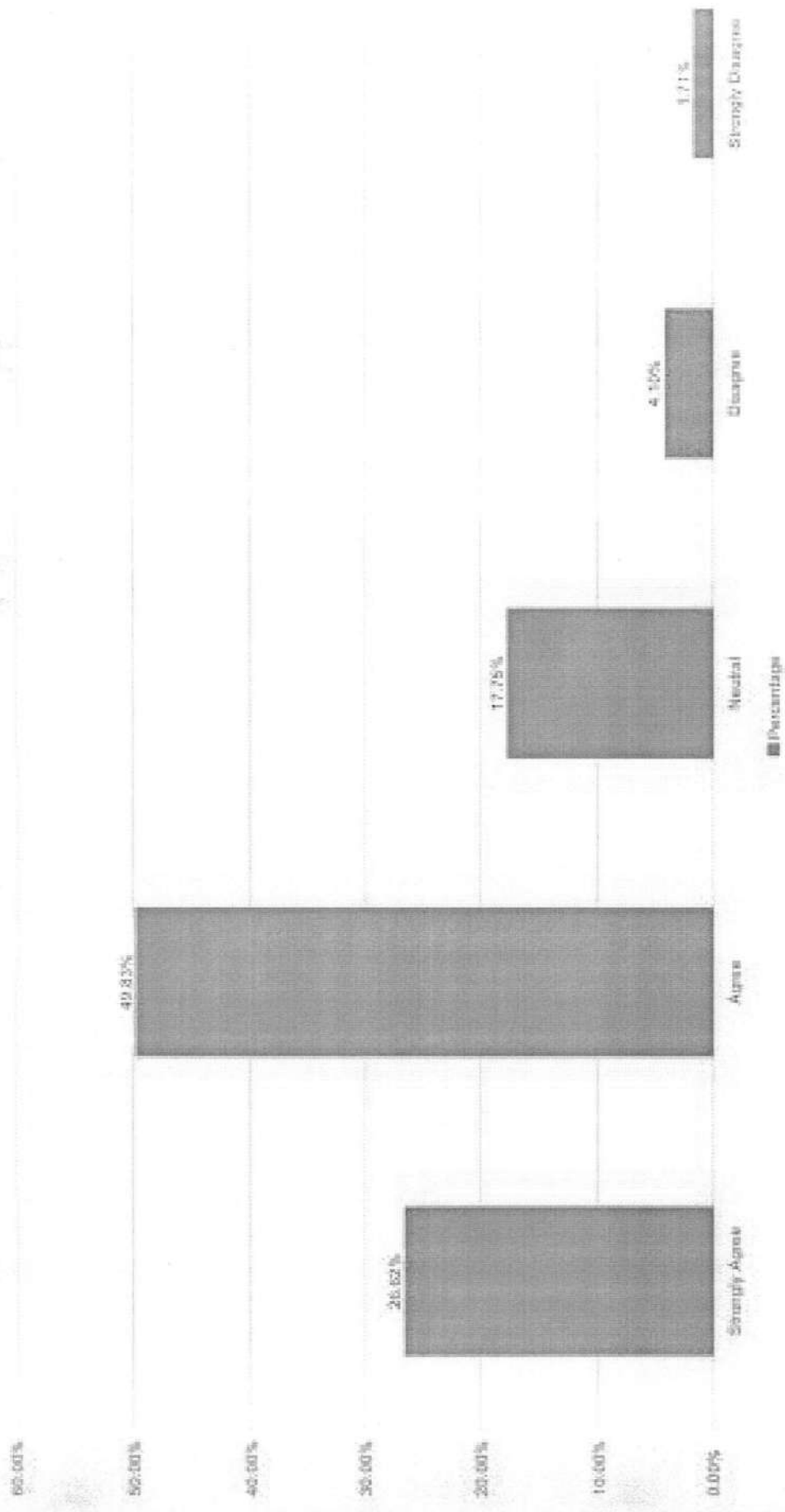
ಸಂಸ್ಥೆಯು ಬಲವಾದ ಕುಂದುಕೊರತೆ ಪರಿಹಾರ ವ್ಯವಸ್ಥೆಯನ್ನು ಹೊಂದಿದೆ.  
(I believe my organization has a strong grievance redressal system.)

Score: 3.96



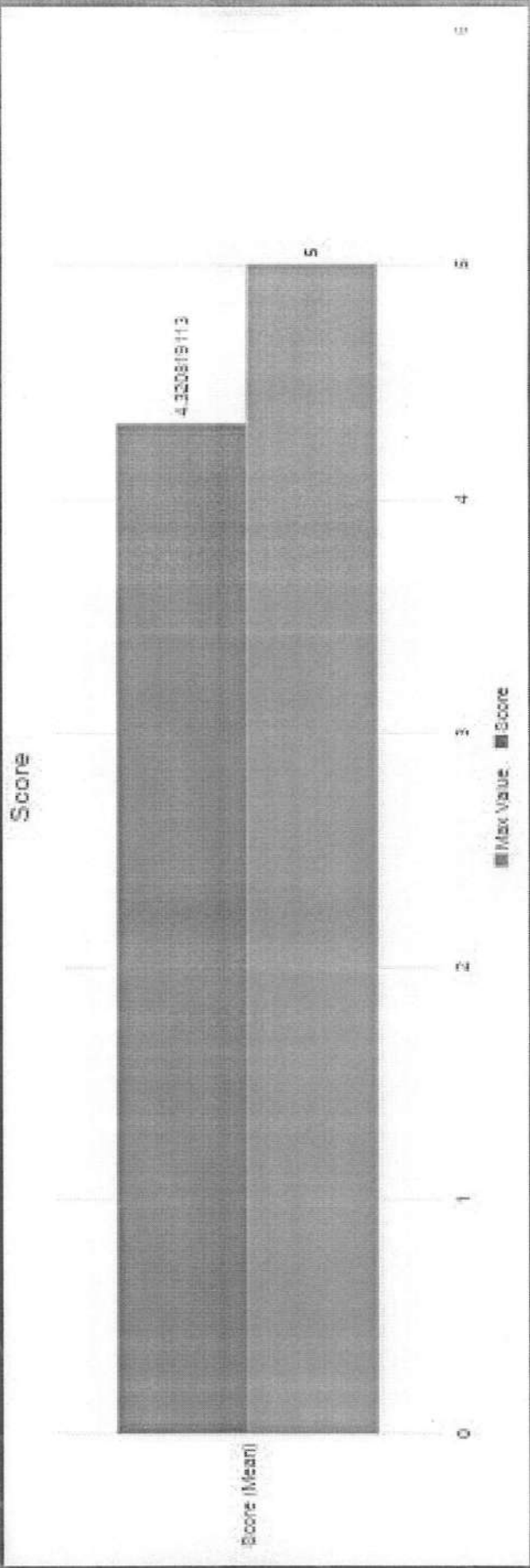


3. How often would you expect to see the following practices reflected? I believe my organization has a strong grievance redressal system.

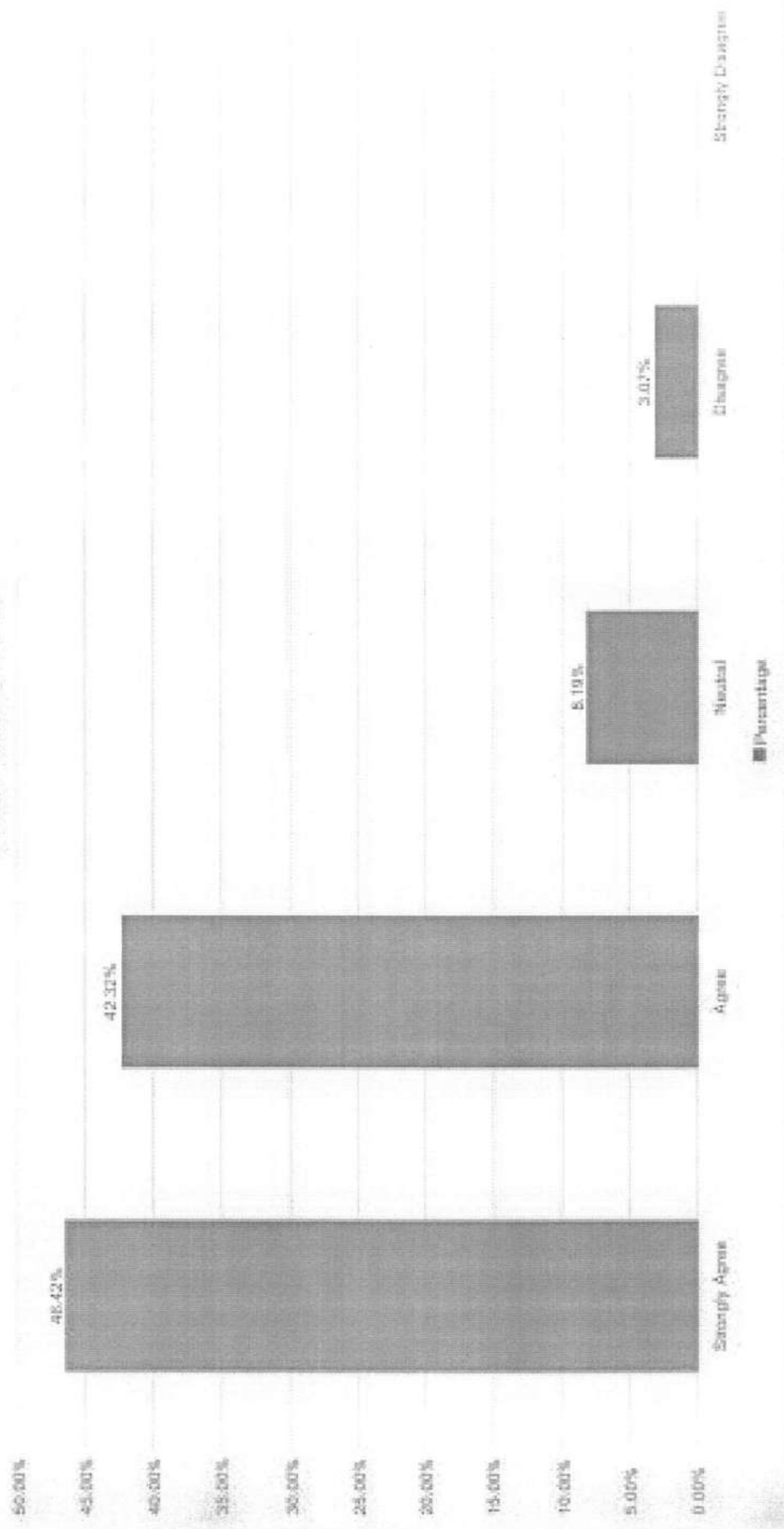


4.  
ಸಂಸ್ಥೆ ಸಾಮಾಜಿಕವಾಗಿ ಜವಾಬ್ದಾರಿಯುತ ರೀತಿಯಲ್ಲಿ ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತದೆ ಎಂದು ನನಗೆ ಹೆಮ್ಮೆ ಇದೆ.  
(I am proud that my organization operates in a socially responsible manner.)

Score: 4.32



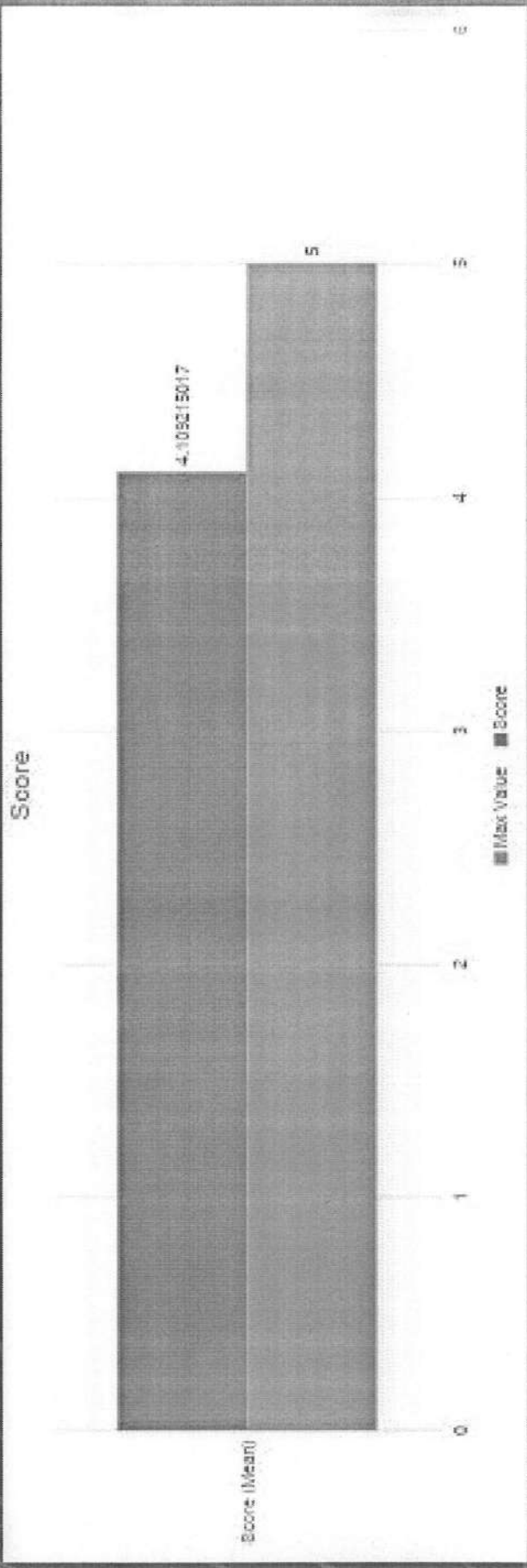
4. How often do you see your organization's reflection of community values and needs in its social responsibility efforts?



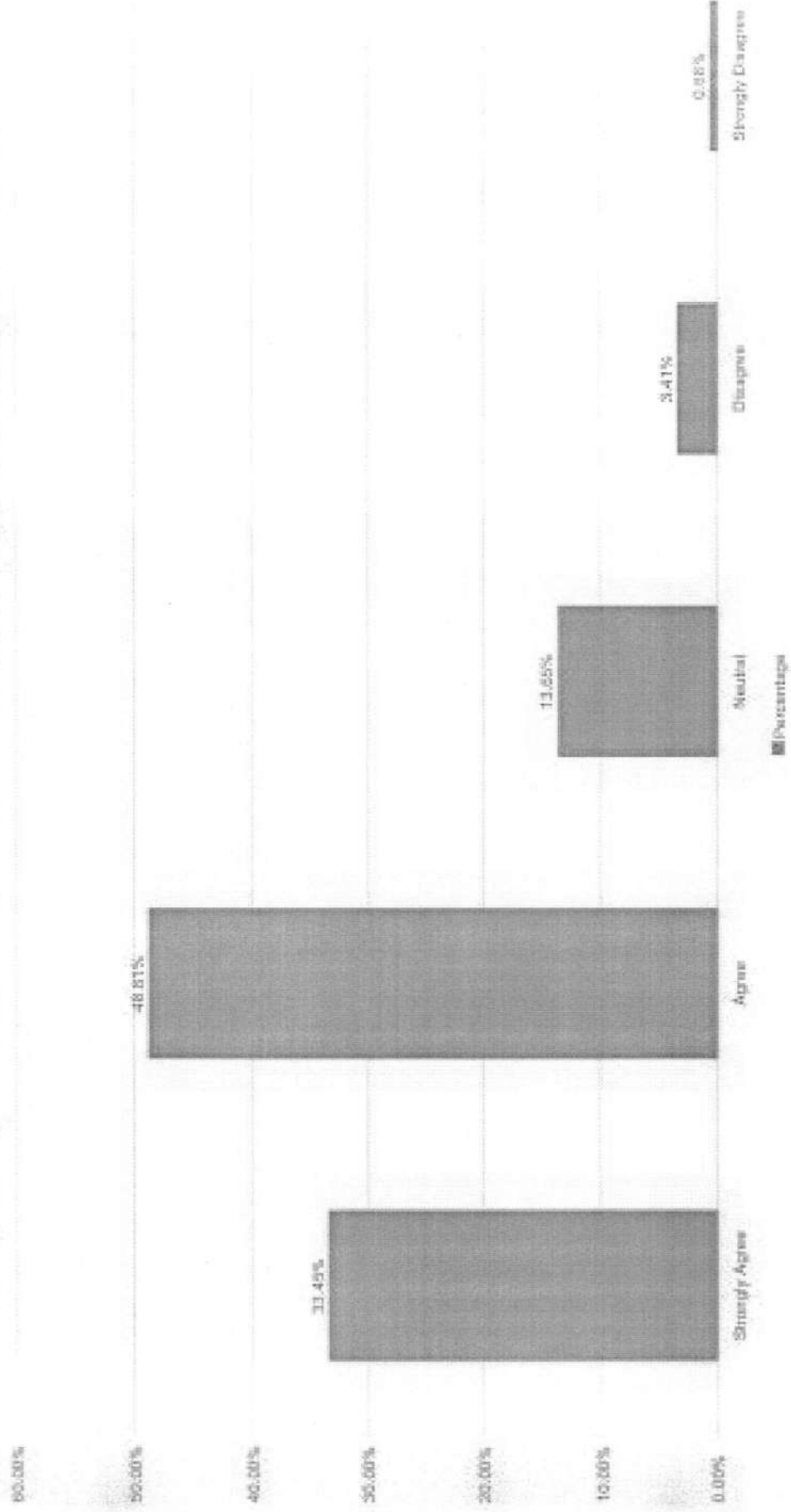


5.  
ಸಂಸ್ಥೆ ಉತ್ತಮ ವೃತ್ತಿ ಮತ್ತು ಜೀವನ ಸಮತೋಲನವನ್ನು ಒದಗಿಸುತ್ತದೆ.  
(I feel that my organization provides a good work-life balance.)

Score: 4.11

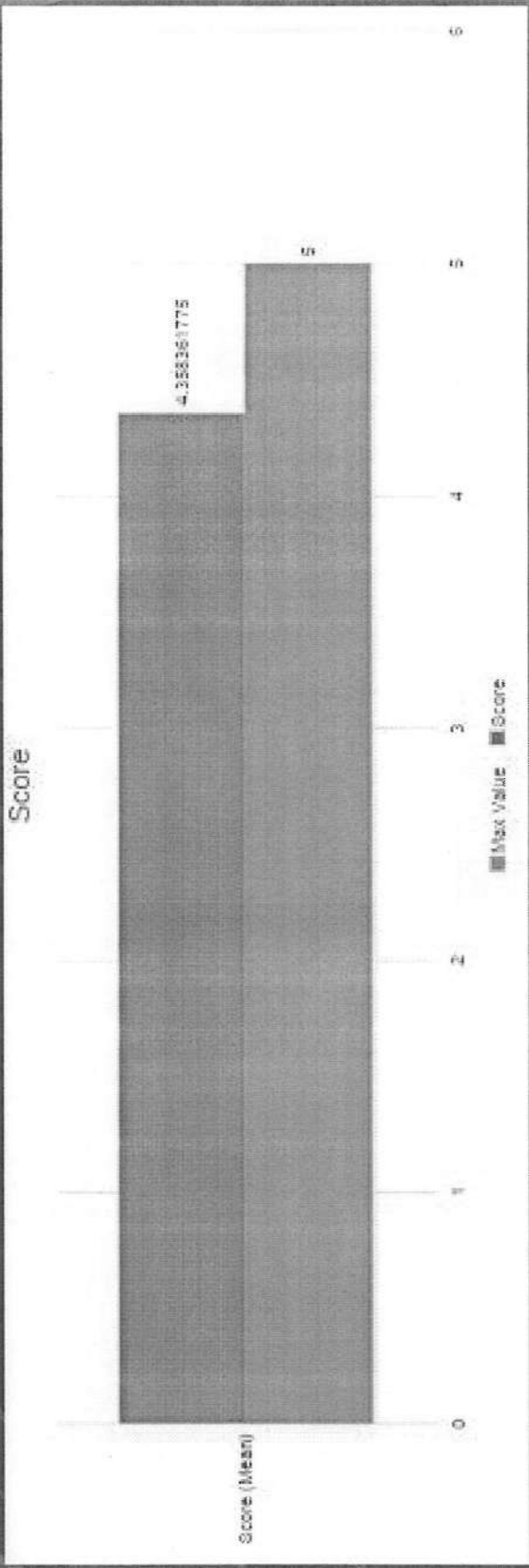


6. *Feel that my organization provides a good work-life balance.*



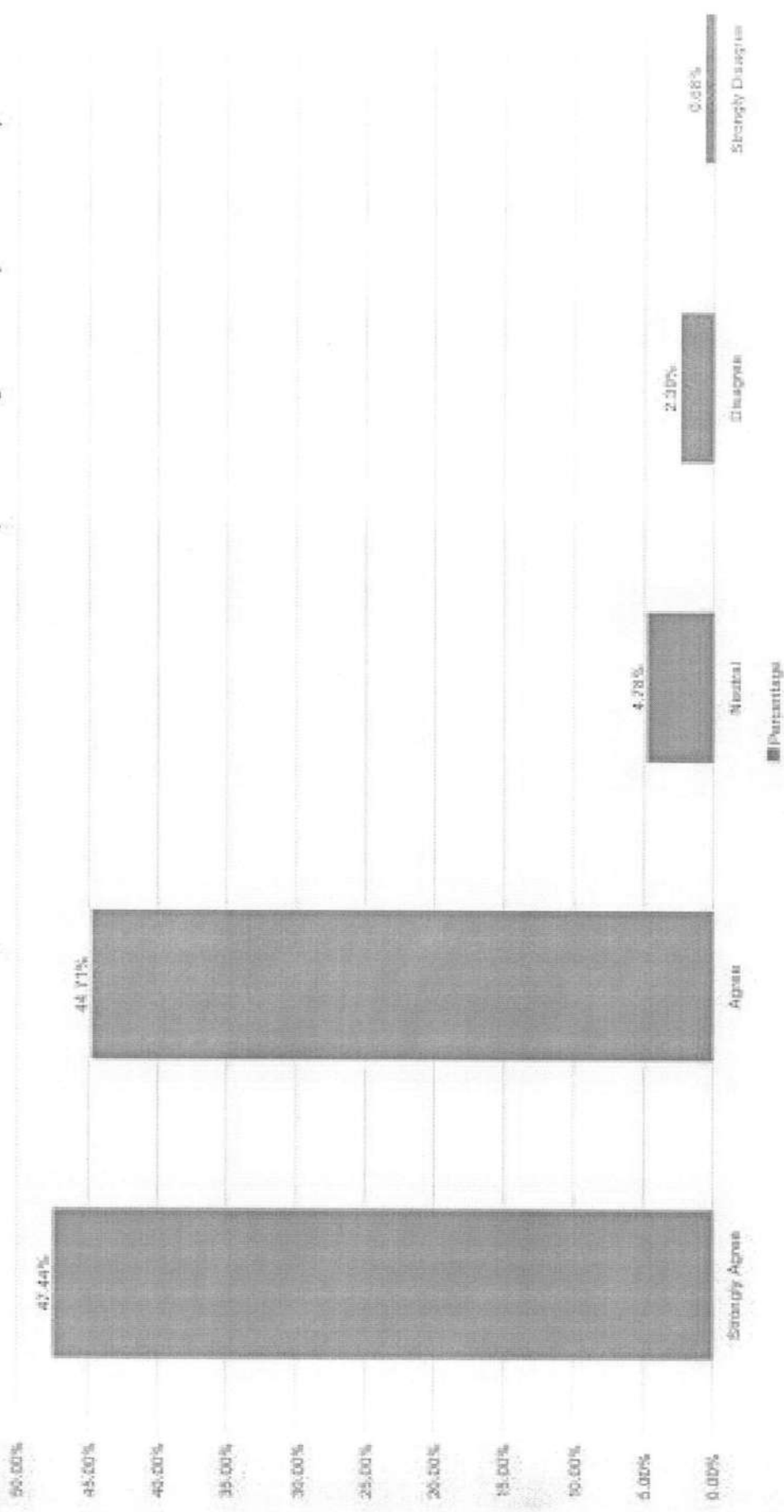
6.  
ನನ್ನ ಕೆಲಸವು ನನ್ನ ಕೌಶಲ್ಯ ಮತ್ತು ಸಾಮರ್ಥ್ಯವನ್ನು ಚೆನ್ನಾಗಿ ಬಳಸಿಕೊಳ್ಳುತ್ತದೆ.  
(I feel my work makes good use of my skills and ability.)

Score: 4.36





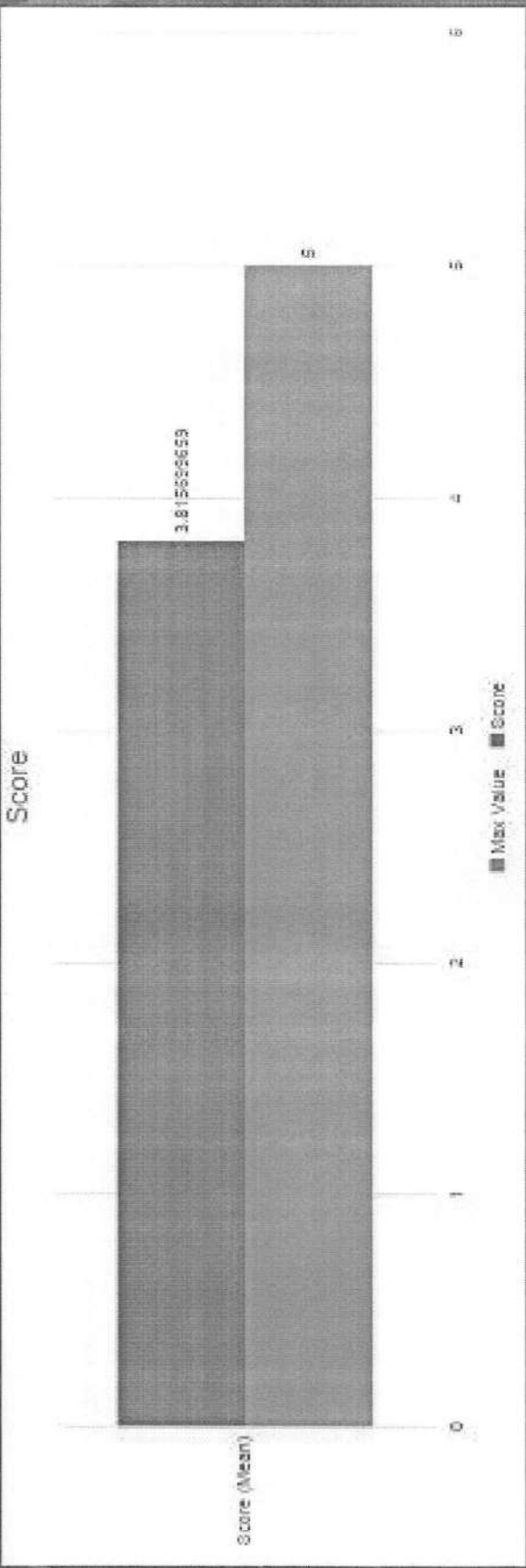
6. How do you assess your ability to use the information provided to make decisions about your work? / I feel my work makes good use of my skills and ability.



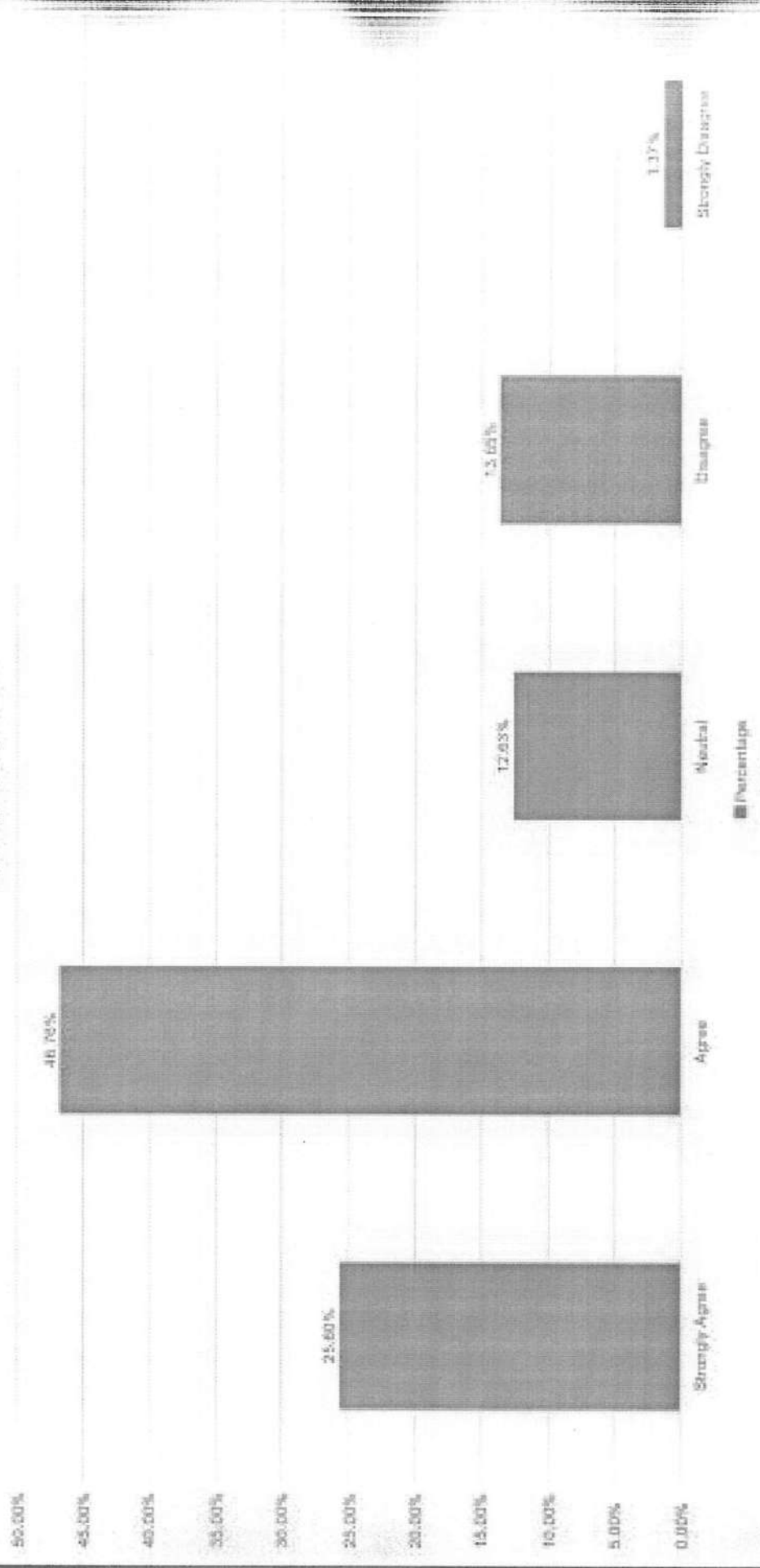
7. ನನ್ನ ಇಲಾಖೆಗೆ ಸಂಬಂಧಿಸಿದ ನಿರ್ಧಾರಗಳಲ್ಲಿ ಭಾಗವಹಿಸಲು ನನಗೆ ಸಮಾನ ಅವಕಾಶ ಸಿಗುತ್ತದೆ.

(I believe I get an equal opportunity to participate in decisions regarding my department.)

Score: 3.82



7. How much responsibility should be given to employees regarding my department?  
I believe I get equal opportunity to participate in decisions regarding my department.



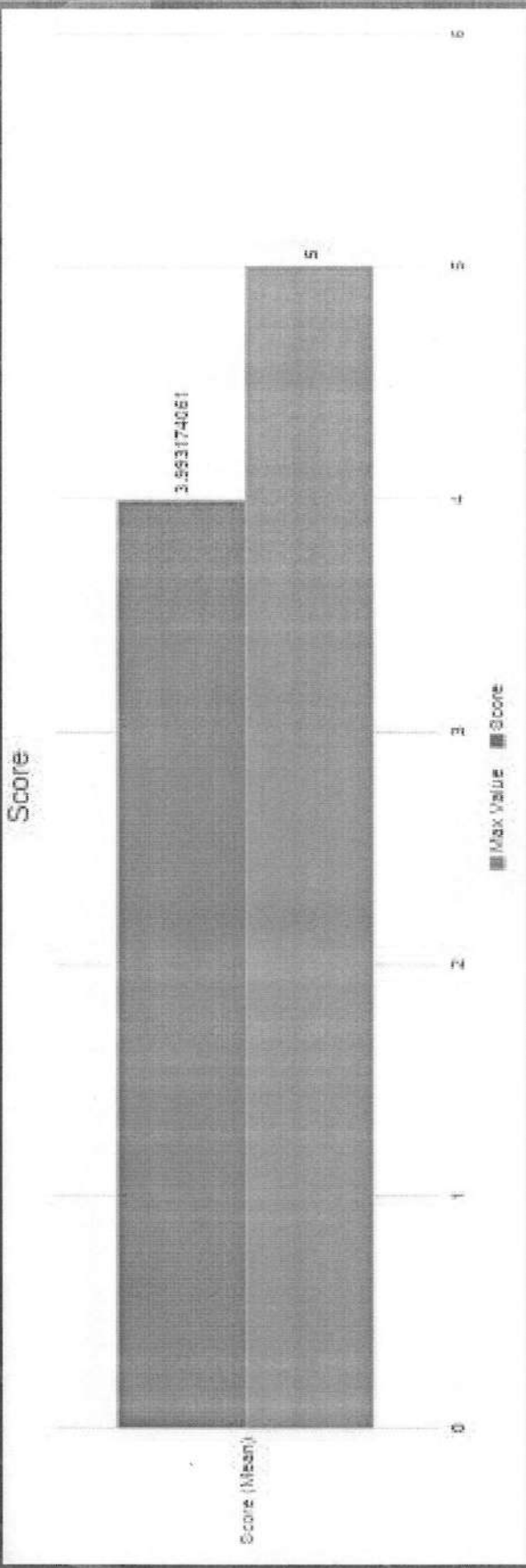


8.

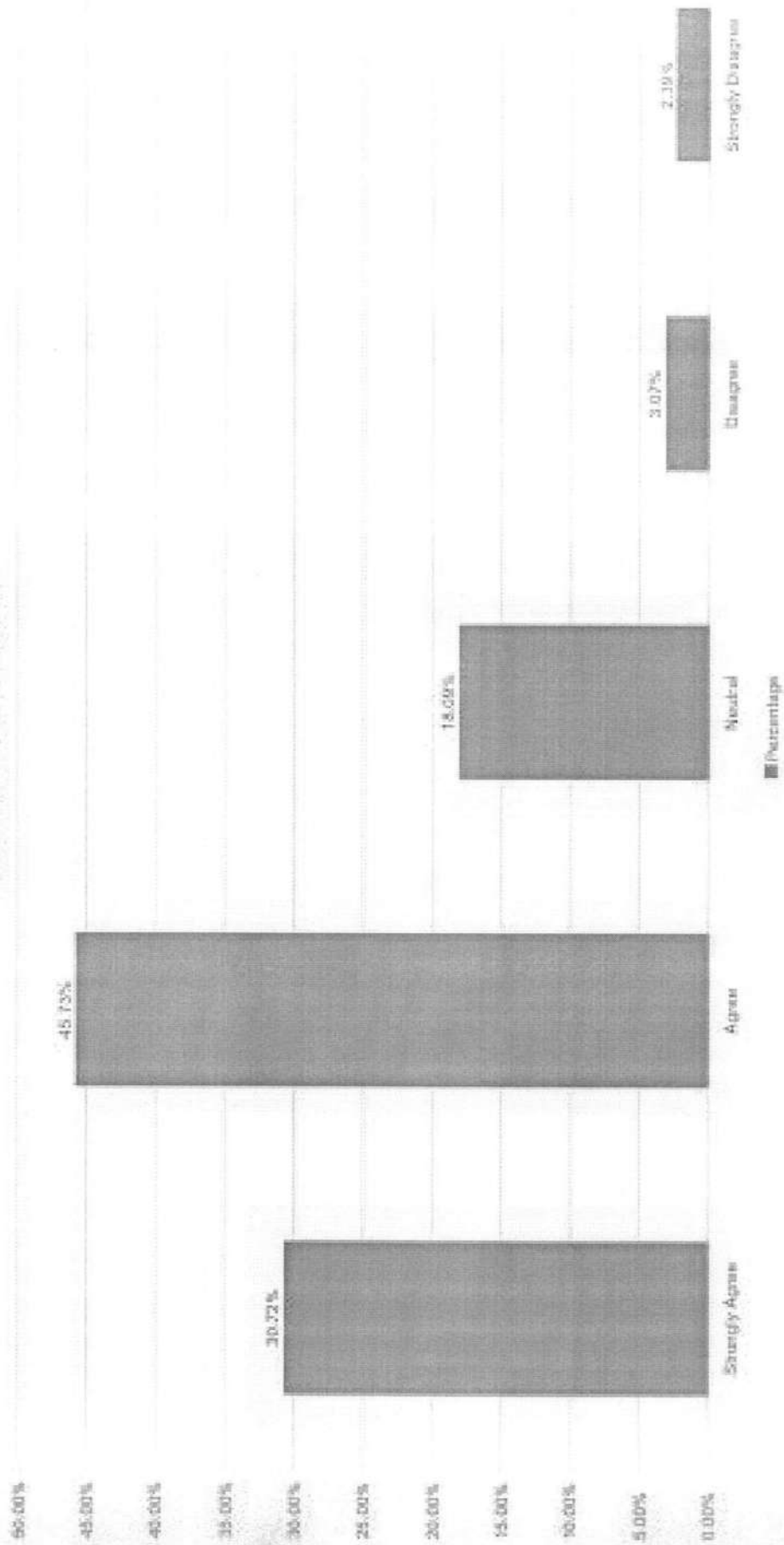
ಸಂಸ್ಥೆಯಲ್ಲಿ ಇತರರು ಕೆಲಸ ಮಾಡಲು ಉತ್ತಮ ಸುಳವೆಂದು ನಾನು ಸಂತೋಷದಿಂದ  
ಶಿಫಾರಸ್ಸು ಮಾಡುತ್ತೇನೆ.

(I would happily recommend this organization as a good place to work  
to others.)

Score: 3.99



8. How often do you find financial controls systems and related reports useful to management? (I would happily recommend this organization as a good place to work to others.)

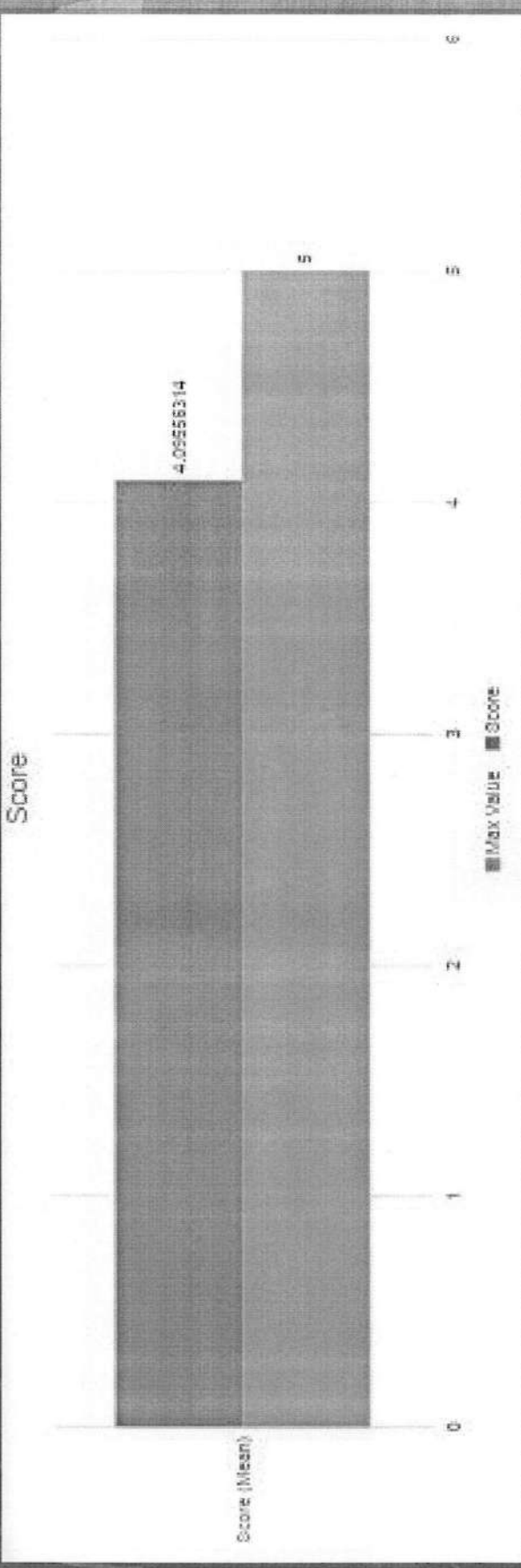


9.

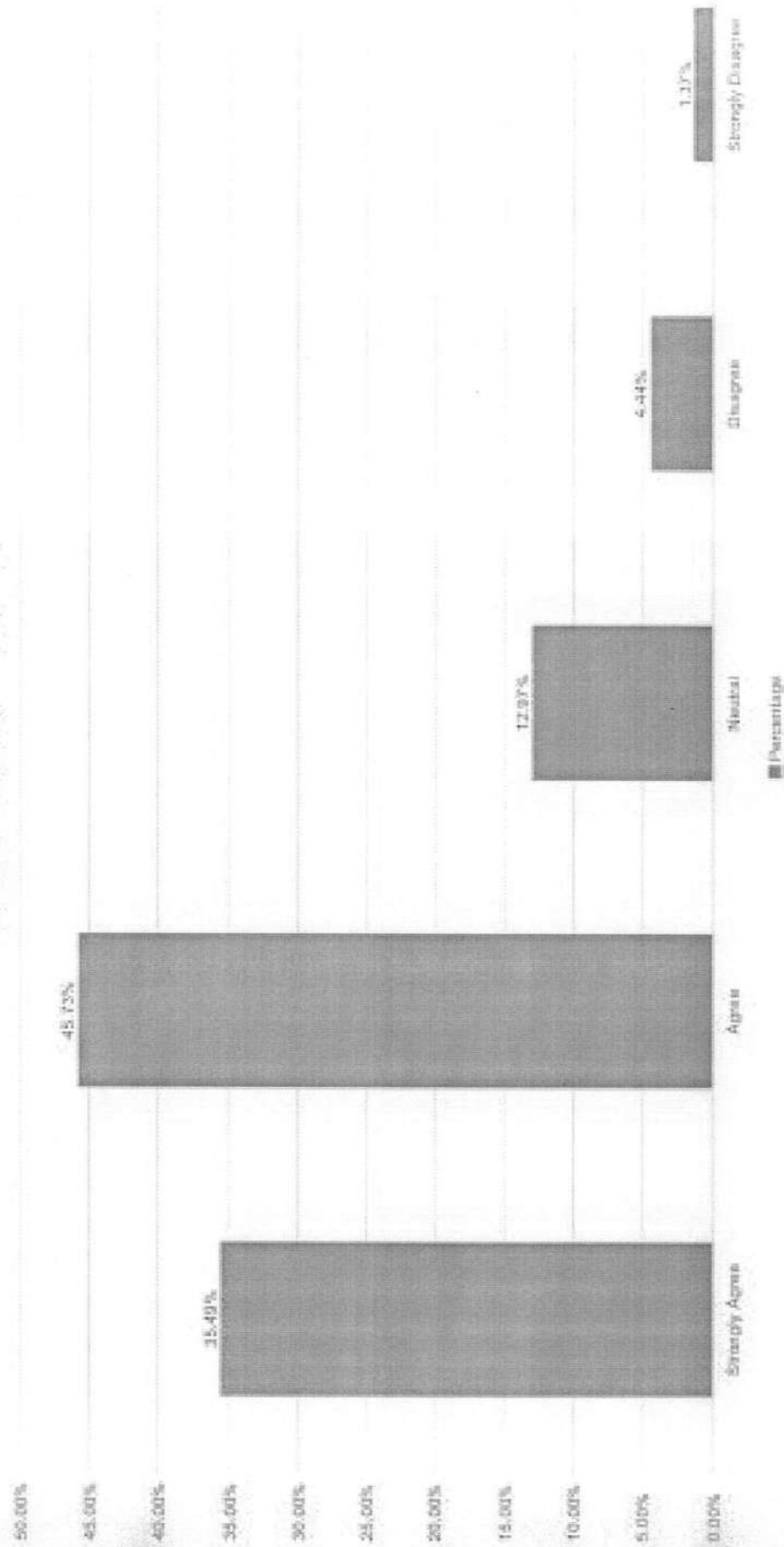
ಕೆಲಸವನ್ನು ಉತ್ತಮವಾಗಿ ನಿರ್ವಹಿಸಲು ಅಗತ್ಯವಿರುವ ಎಲ್ಲಾ ಸಂಪನ್ಮೂಲಗಳು ನನಗೆ ದೊರೆಯುತ್ತದೆ.

(I believe I have access to all the resources I need to perform my work well.)

Score: 4.10



9. In the situations you have encountered, I believe I have access to all the resources I need to perform my work well.



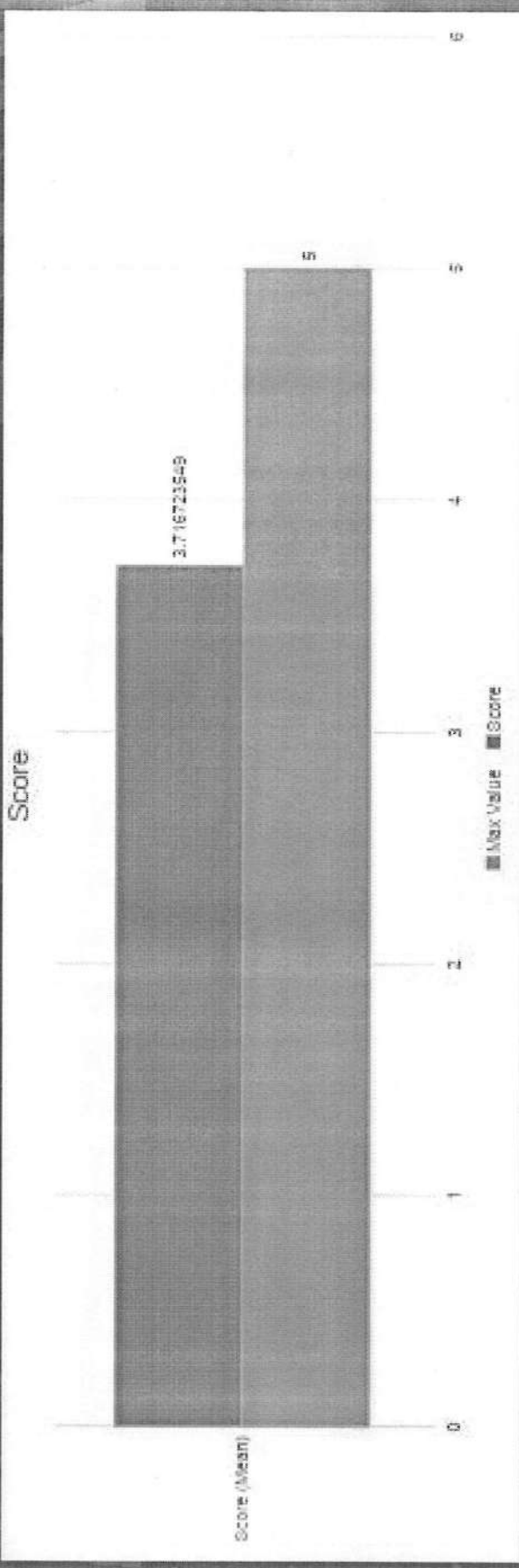


10.

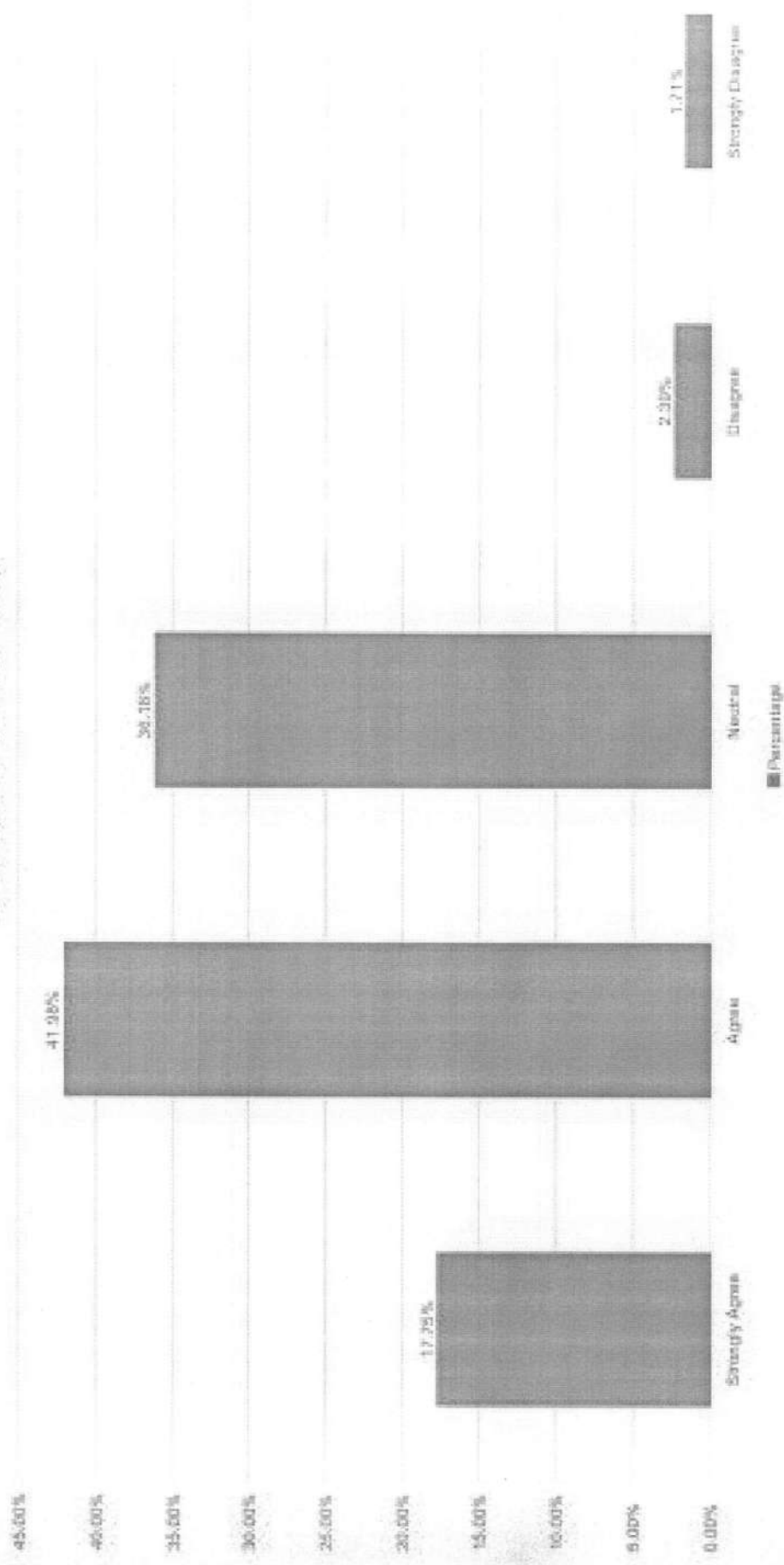
ಸಂಸ್ಥೆ ಒದಗಿಸುವ ಇಆರ್‌ಡಿ (ERP) ವ್ಯವಸ್ಥೆಗಳನ್ನು ನಾನು ಉತ್ತಮವಾಗಿ  
ಬಳಸಿಕೊಳ್ಳುತ್ತಿದ್ದೇನೆ.

(I am making good utilization of the ERP systems provided by the  
organization. )

Score: 3.72



10. Realized economic benefits (ERP) software provided and infrastructure completed/underdeveloped. I am making good utilization of the ERP systems provided by the organization.

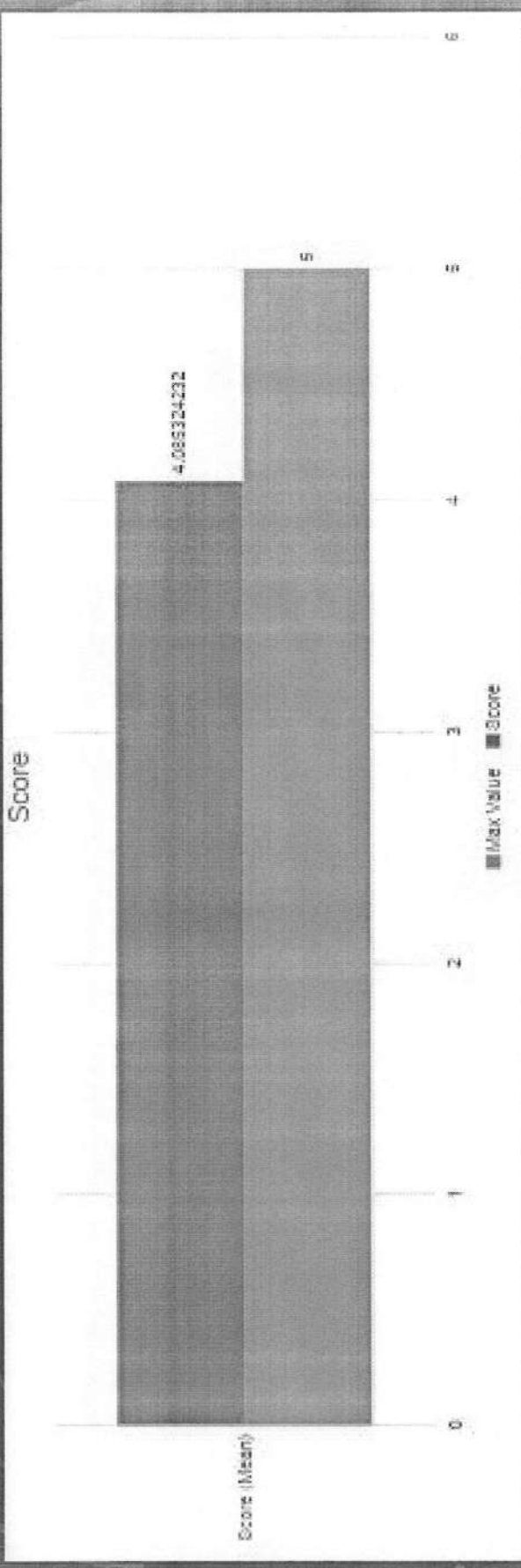


11.

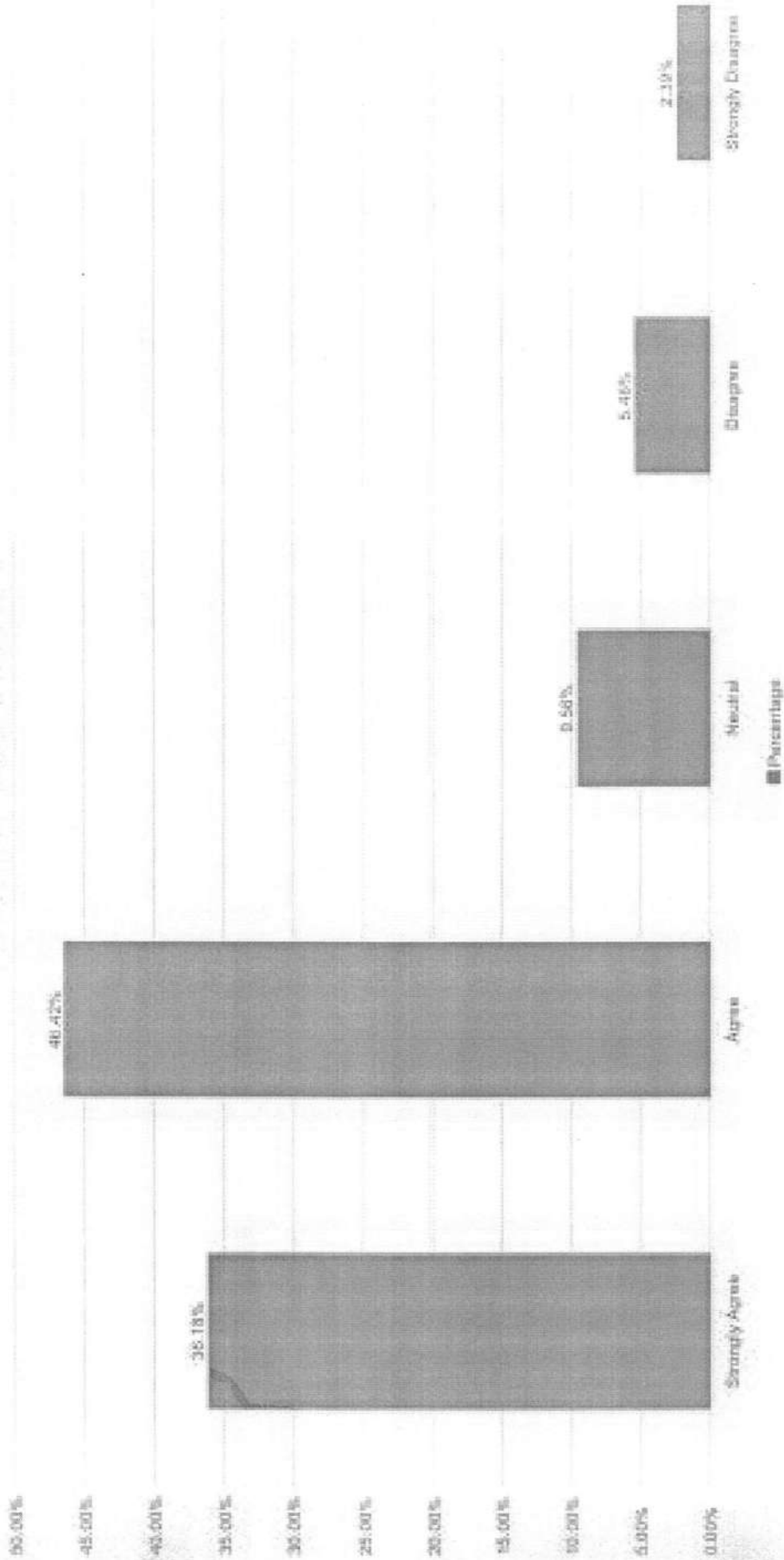
ಕೆಲಸದಲ್ಲಿ ಯಾವುದೇ ಸಮಸ್ಯೆಯನ್ನು ಎದುರಿಸಲು ನನಗೆ ಸರಿಯಾದ ತರಬೇತಿ ಹಾಗೂ ಮಾರ್ಗದರ್ಶನ ನೀಡಲಾಗಿದೆ.

(I have been provided proper training or guidance to encounter any problem at work.)

Score: 4.09



11. If your unit's activities related to the following statement were assessed as being more or less than expected, I have been provided proper training or guidance to encounter any problem at work.



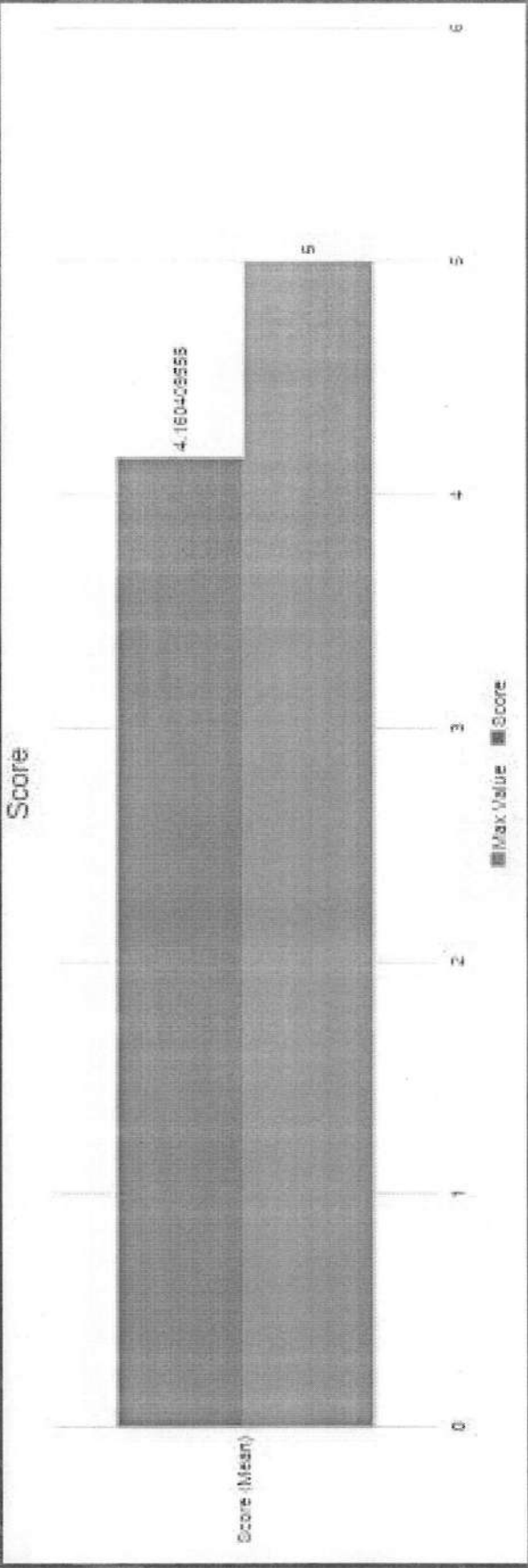


12.

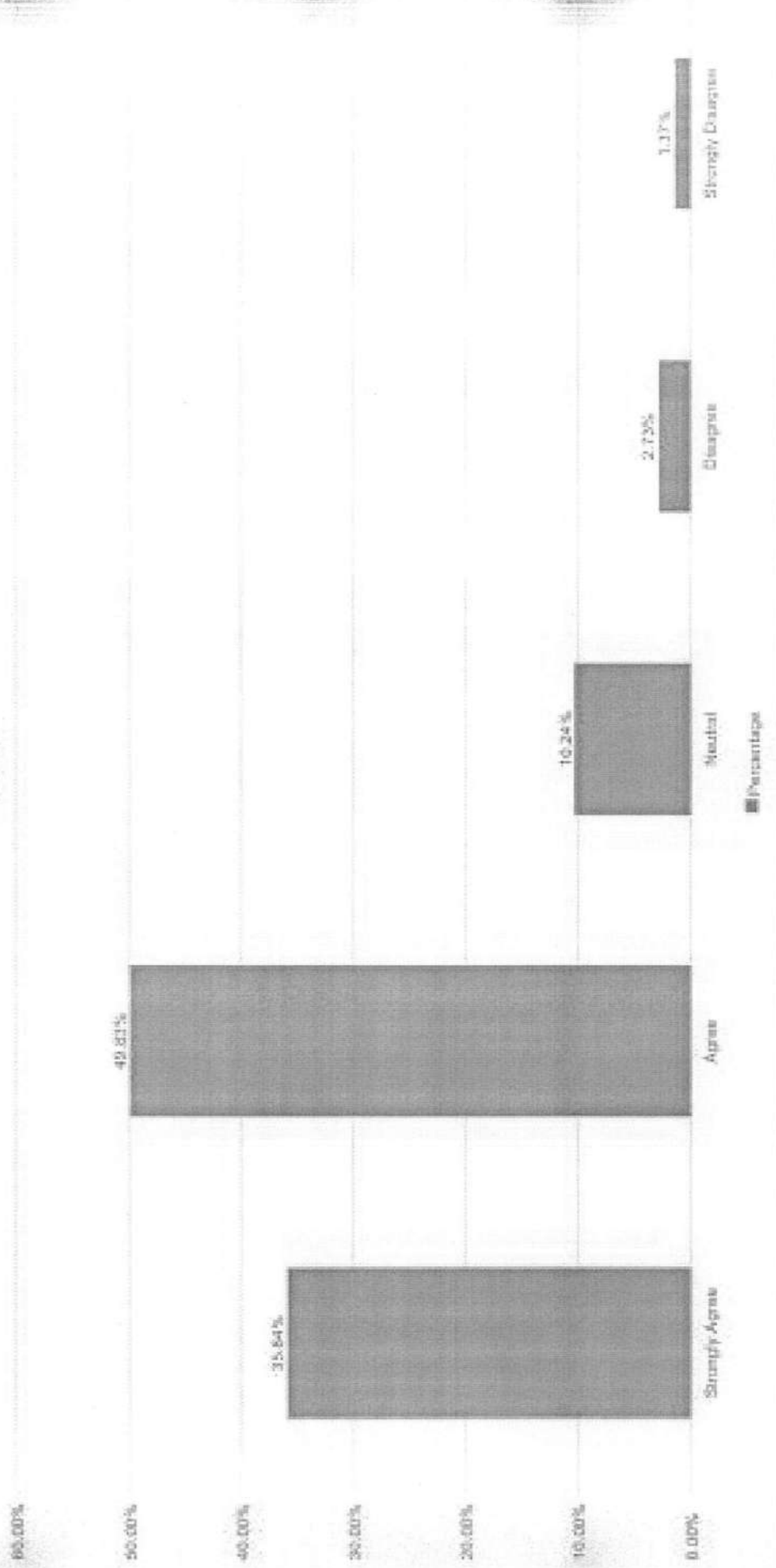
ನನ್ನ ಸಮರ್ಥ ಸಹೋದ್ಯೋಗಿಗಳಿಂದ ಹೆಚ್ಚು ಕೆಲಸ ಮಾಡಲು ನಾನು  
ಪ್ರೇರೇಪಿತನಾಗುತ್ತೇನೆ.

(I get motivated to work more by my competent co-workers.)

Score: 4.16



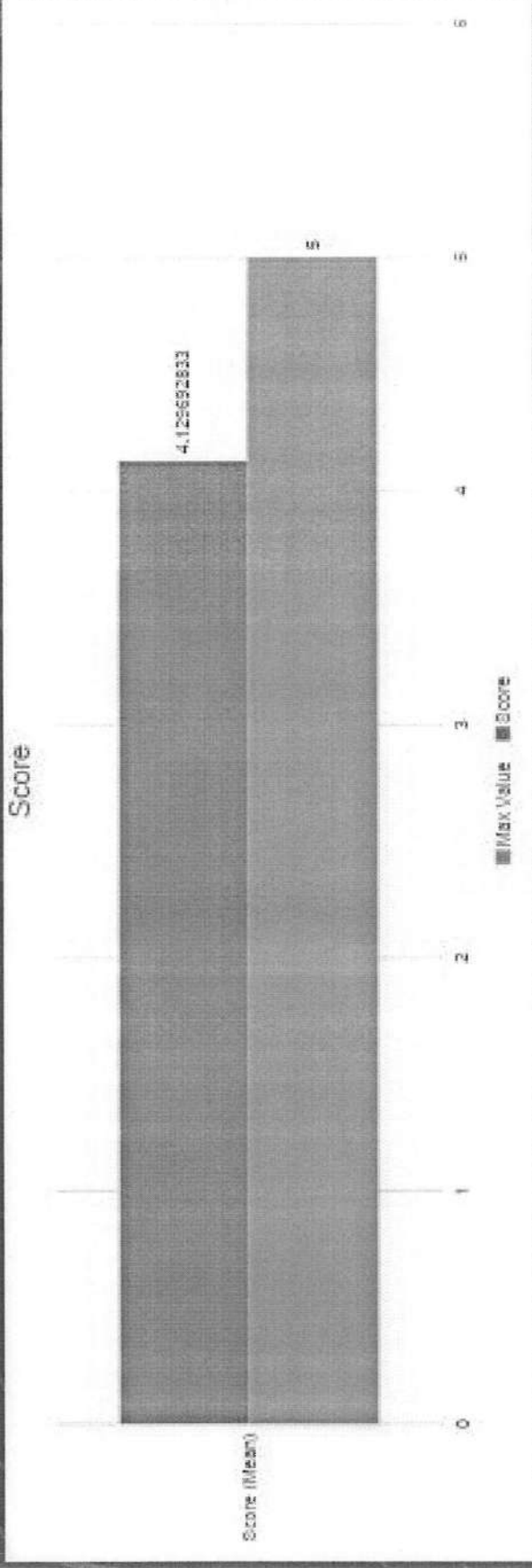
12. How motivated do you feel to work more by my competent co-workers.



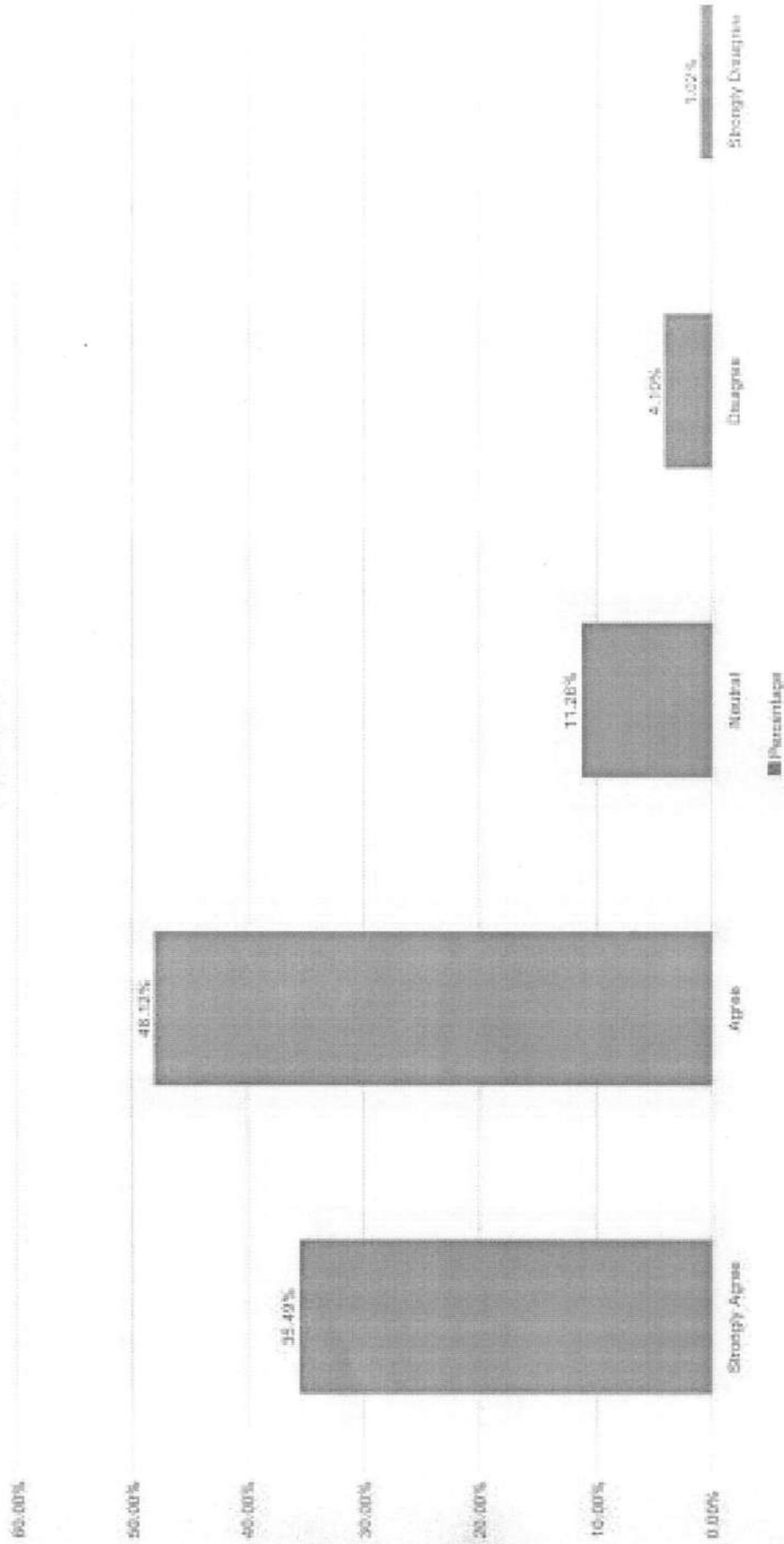
13. ಸಂಸ್ಥೆಯಲ್ಲಿ ಅನೇಕ ಉದ್ಯೋಗ ಪಾತ್ರಗಳನ್ನು ತೆಗೆದುಕೊಳ್ಳಲು ನಾನು ಸಂತೋಷ ಪಡುತ್ತೇನೆ.

(I am happy to take-up multiple roles in the organization.)

Score: 4.13



13. Respondents were asked to rate their satisfaction with the role of multiple roles in the organization.

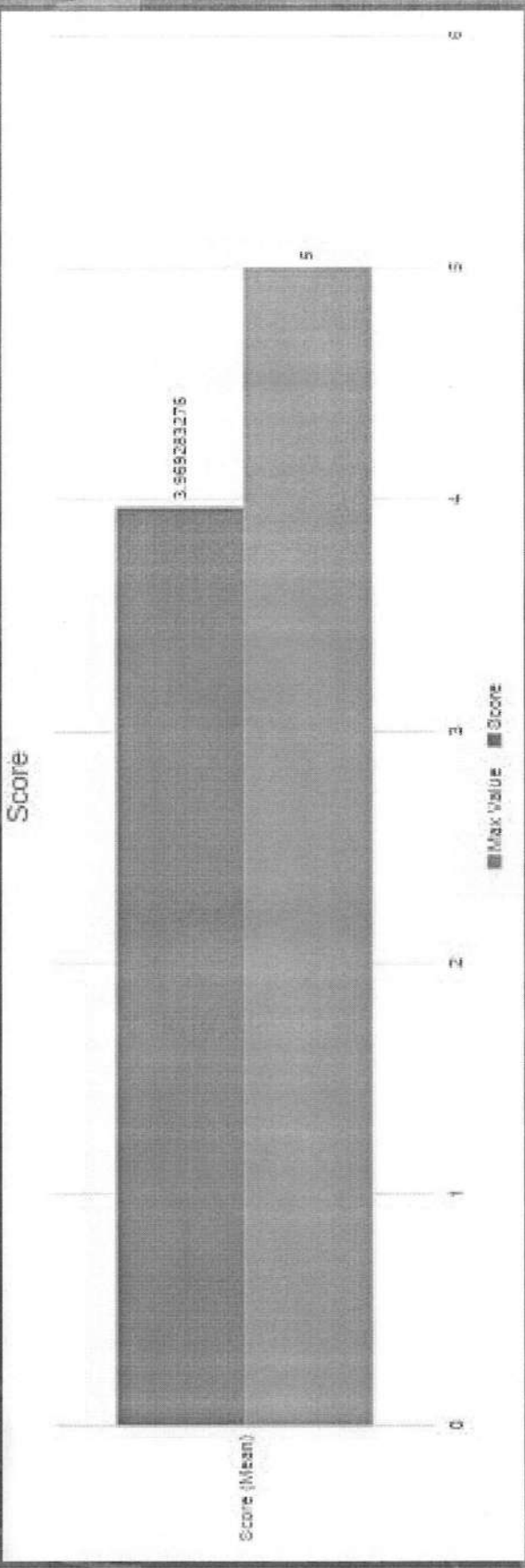




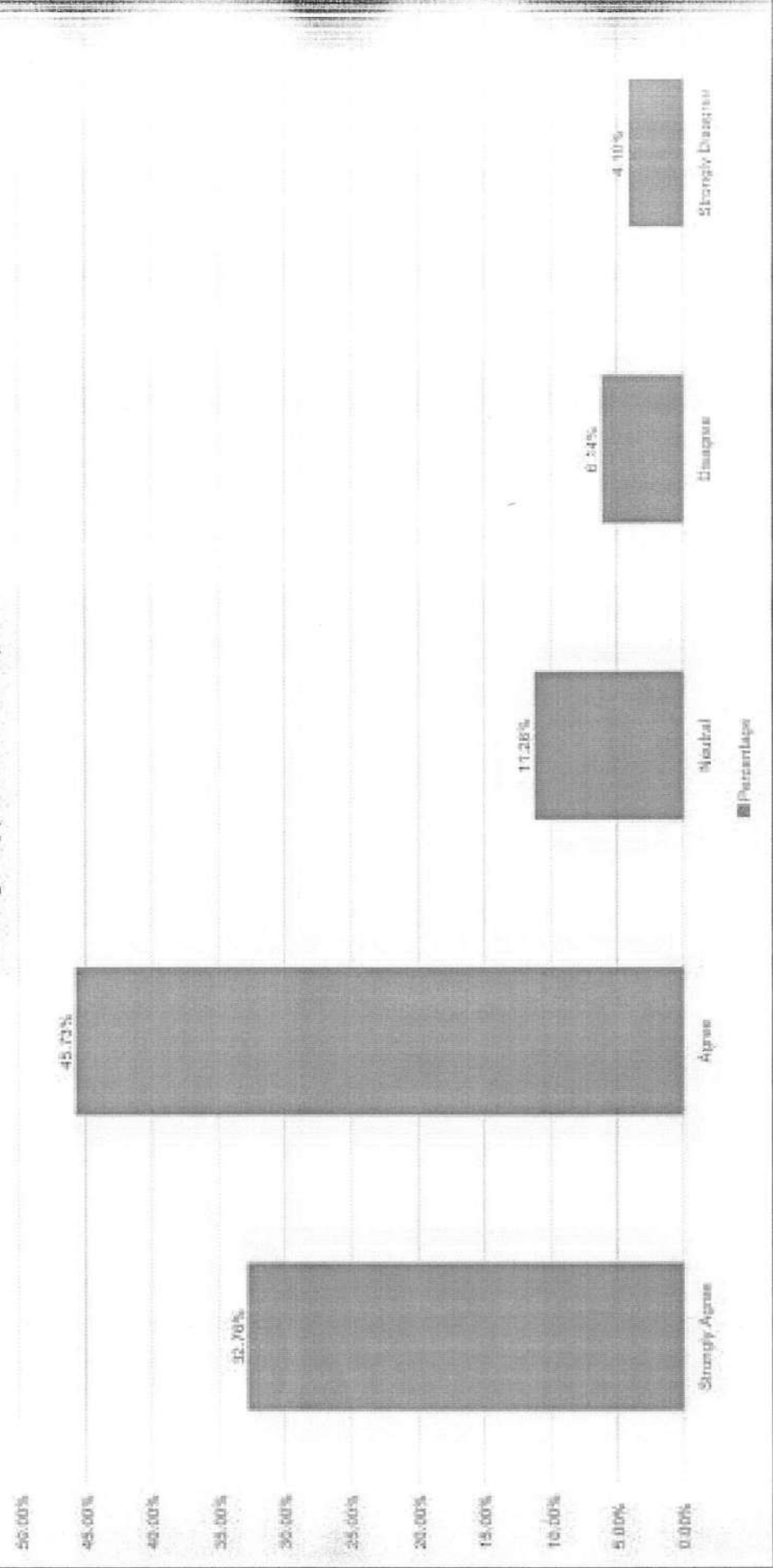
14.

ನನ್ನ ಮೇಲಾಧಿಕಾರಿ ನನ್ನ ವೃತ್ತಿಪರ ಅಭಿವೃದ್ಧಿಯನ್ನು ಬೆಂಬಲಿಸಿ ಪ್ರೋತ್ಸಾಹಿಸುತ್ತಾರೆ.  
(I feel that my manager / superior / leader supports and encourages  
my professional development.)

Score: 3.97

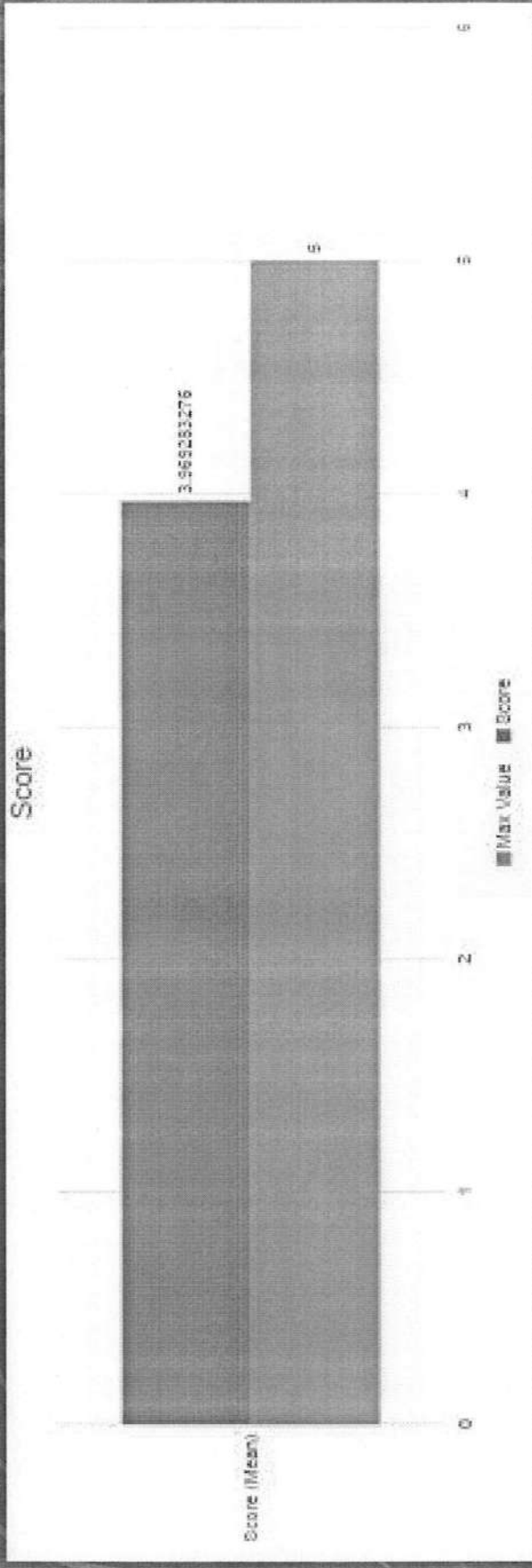


14. *with the assistance of a human resources specialist, I feel that my manager / superior / leader supports and encourages my professional development.*

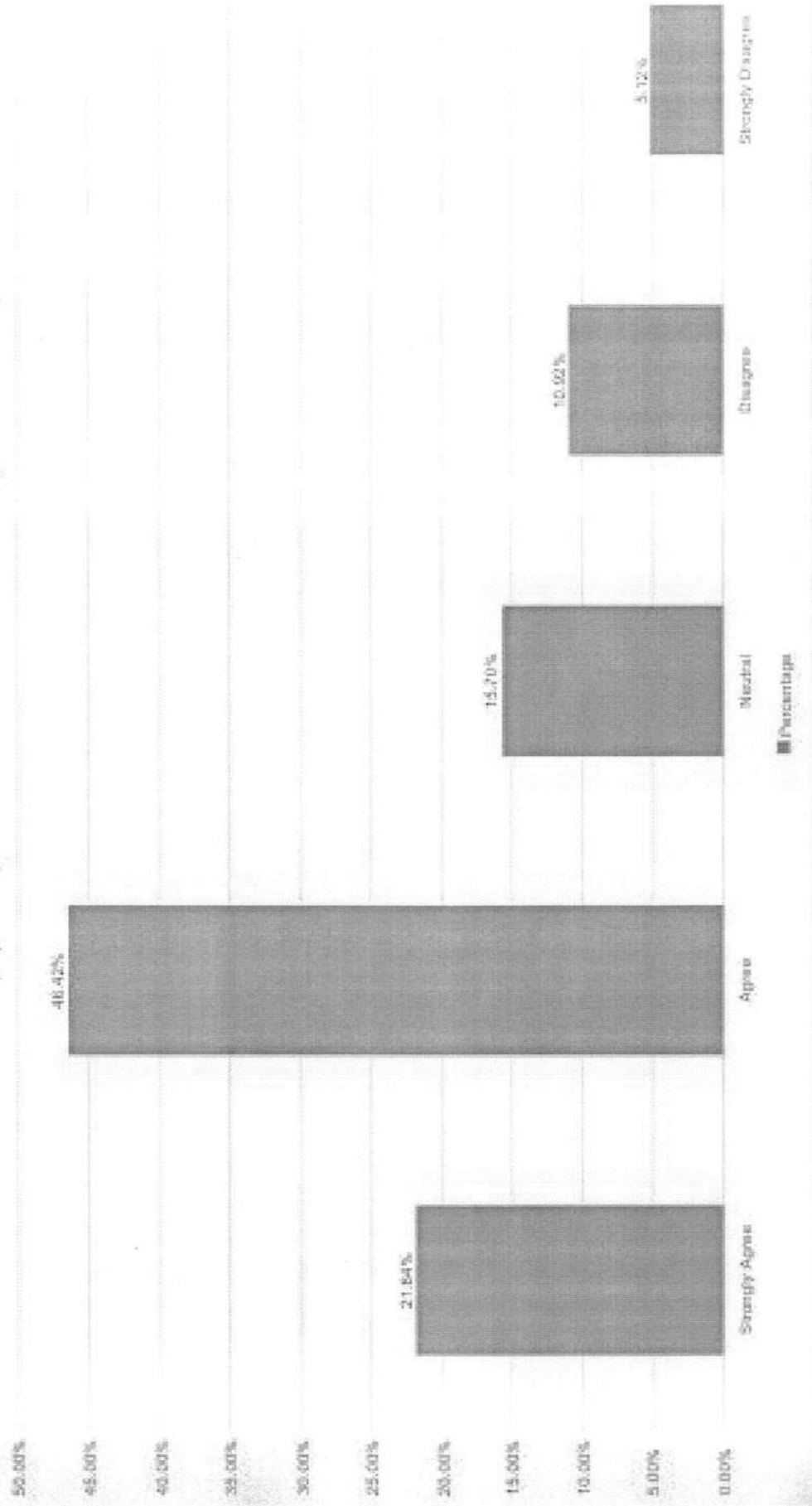


15. ನಿರಂತರ ಮೇಲ್ವಿಚಾರಣೆ (Supervision) ನನಗೆ ಹಿತಕರವಾಗಿದೆ.  
(I feel comfortable being under constant supervision.)

Score: 3.97



16. ~~How comfortable are you being under constant supervision?~~



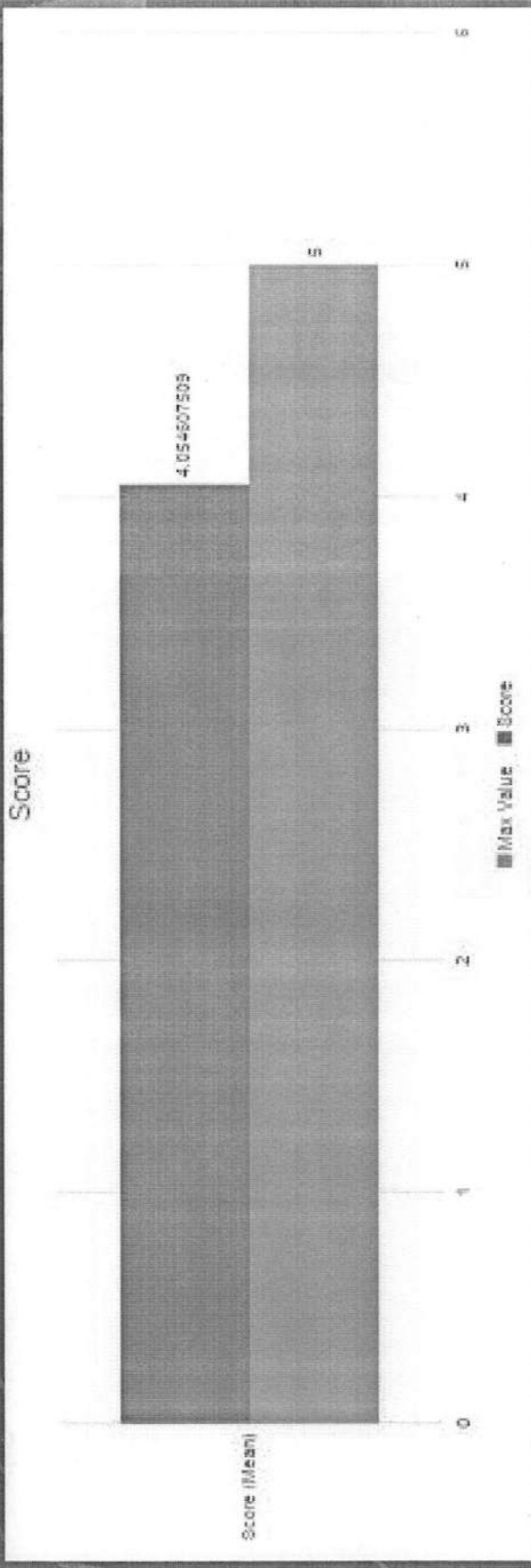


16.

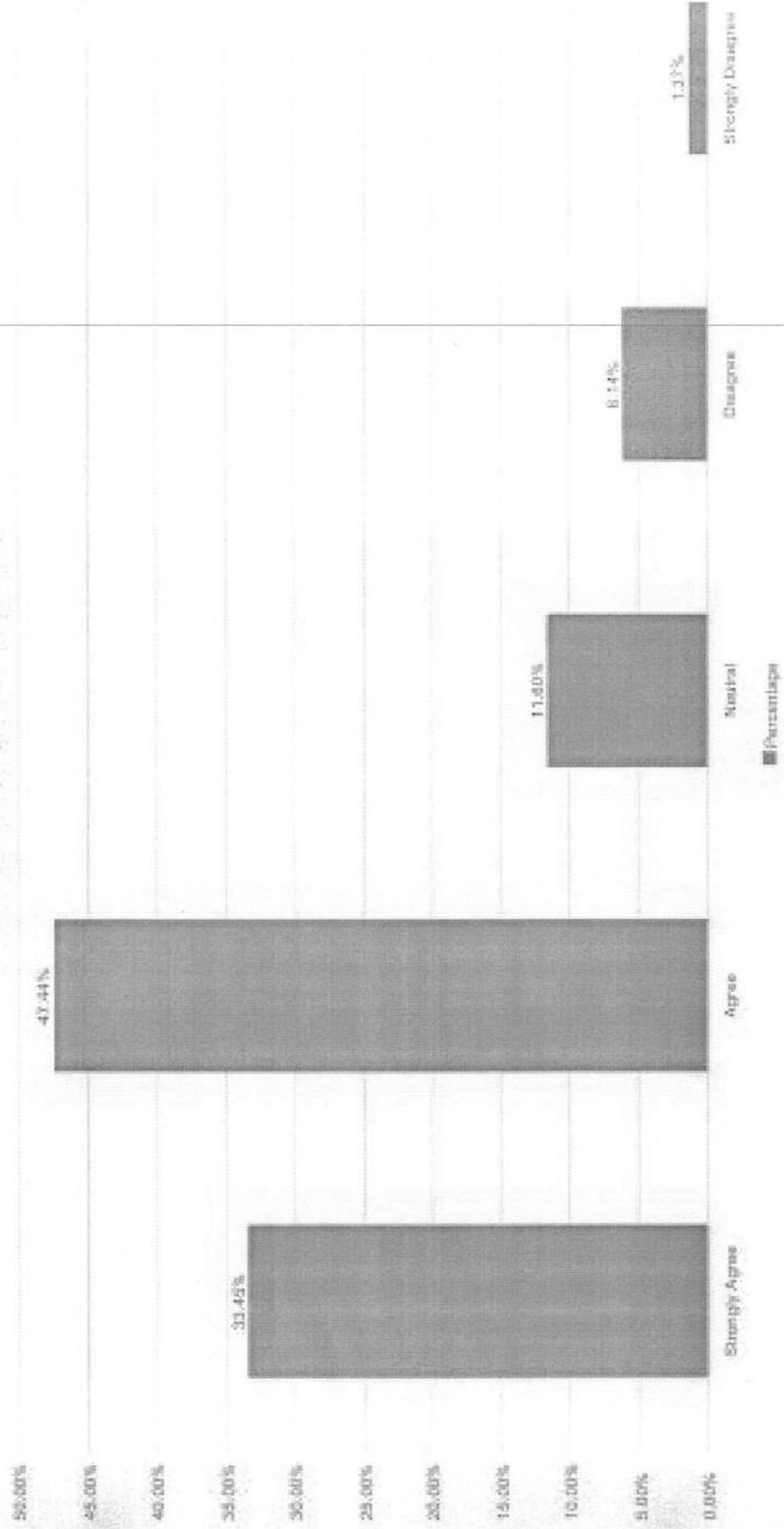
ಅಗತ್ಯವಿದ್ದಾಗ ನನ್ನ ಮೇಲಾಧಿಕಾರಿಗಳೊಂದಿಗೆ ನಾನು ಸುಲಭವಾಗಿ ಮತ್ತು ತ್ವರಿತವಾಗಿ ಸಂವಹನ ಮಾಡಬಹುದಾಗಿದೆ.

(I can easily and quickly communicate with my superiors when the need arises. )

Score: 4.06



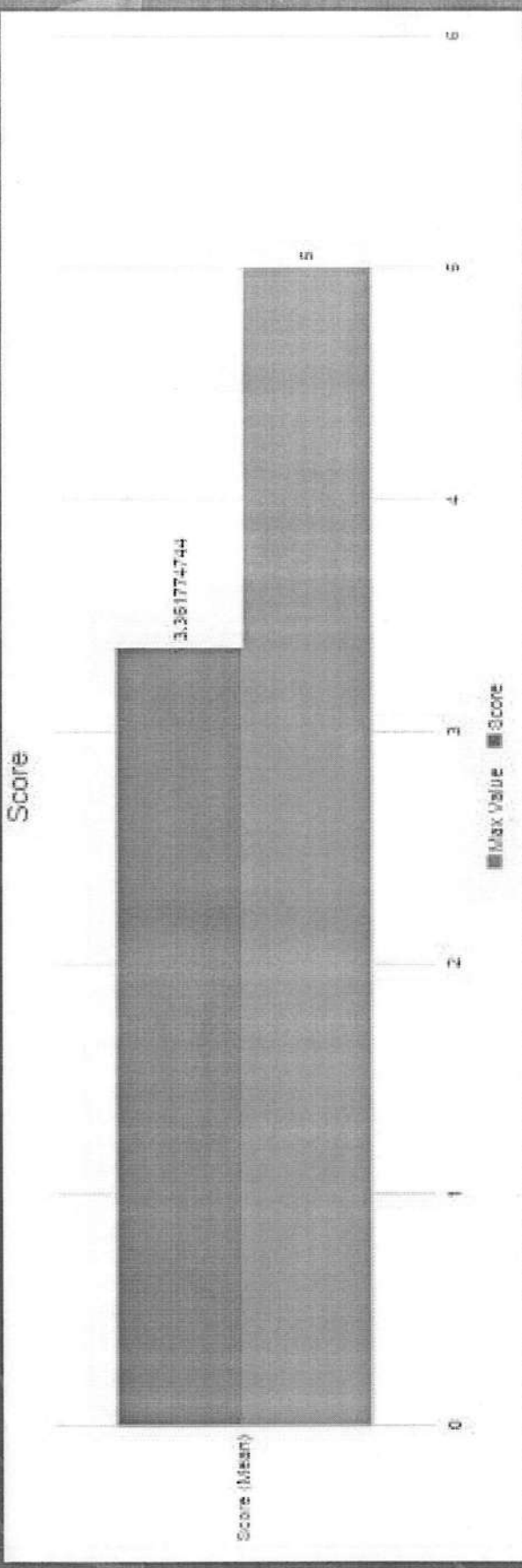
16. How comfortable are you communicating with your superiors when the need arises?



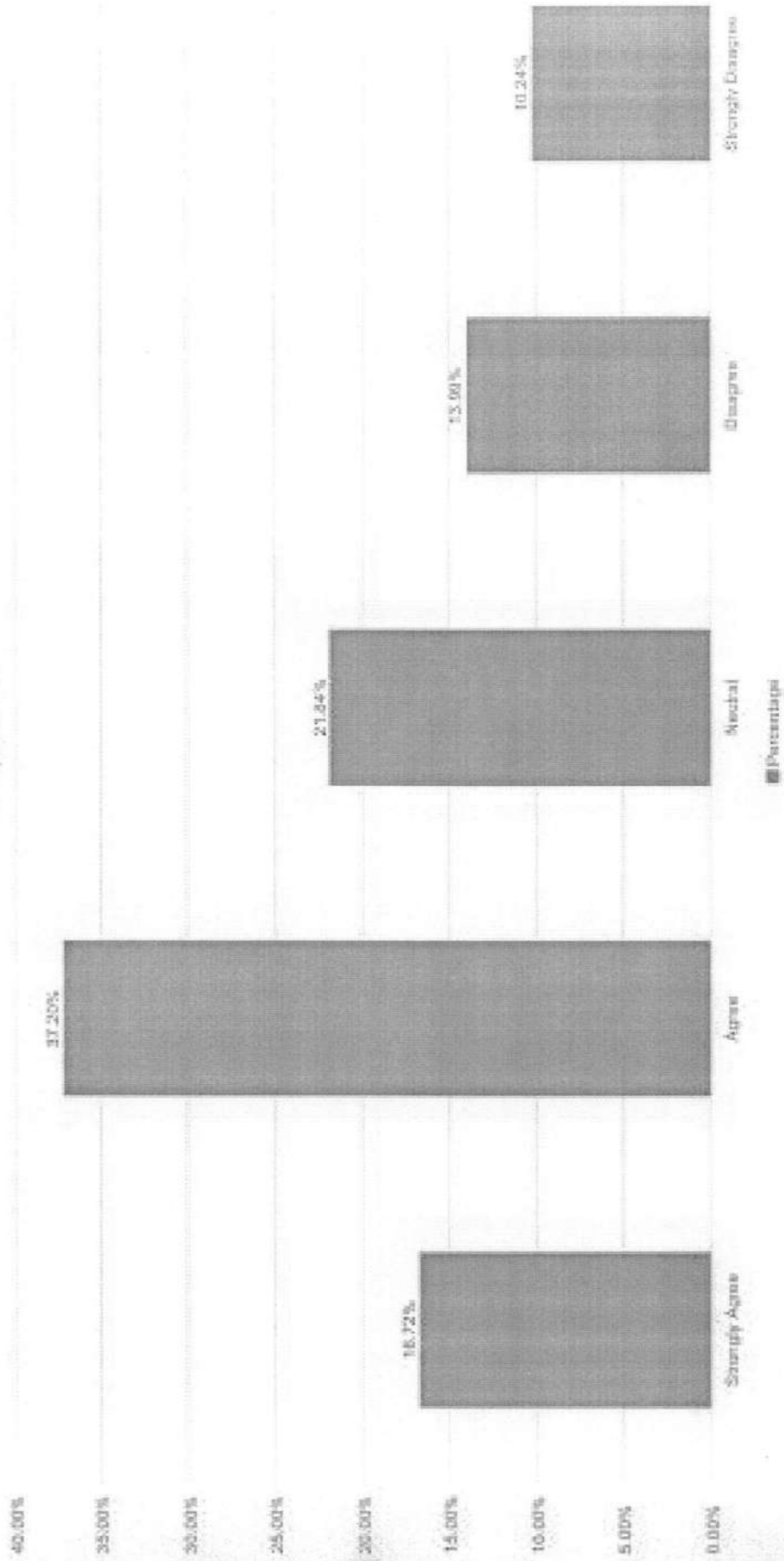
17.

ನನ್ನ ಕೆಲಸಕ್ಕಾಗಿ ನನಗೆ ಒದಗಿಸಲಾದ ವೇತನವು ನ್ಯಾಯಯುತ ಮತ್ತು ಸಮಂಜಸವಾಗಿದೆ.  
(I believe, the compensation provided to me for my work is fair and reasonable.)

Score: 3.36



17. How do you feel about the compensation provided to me for my work is fair and reasonable.

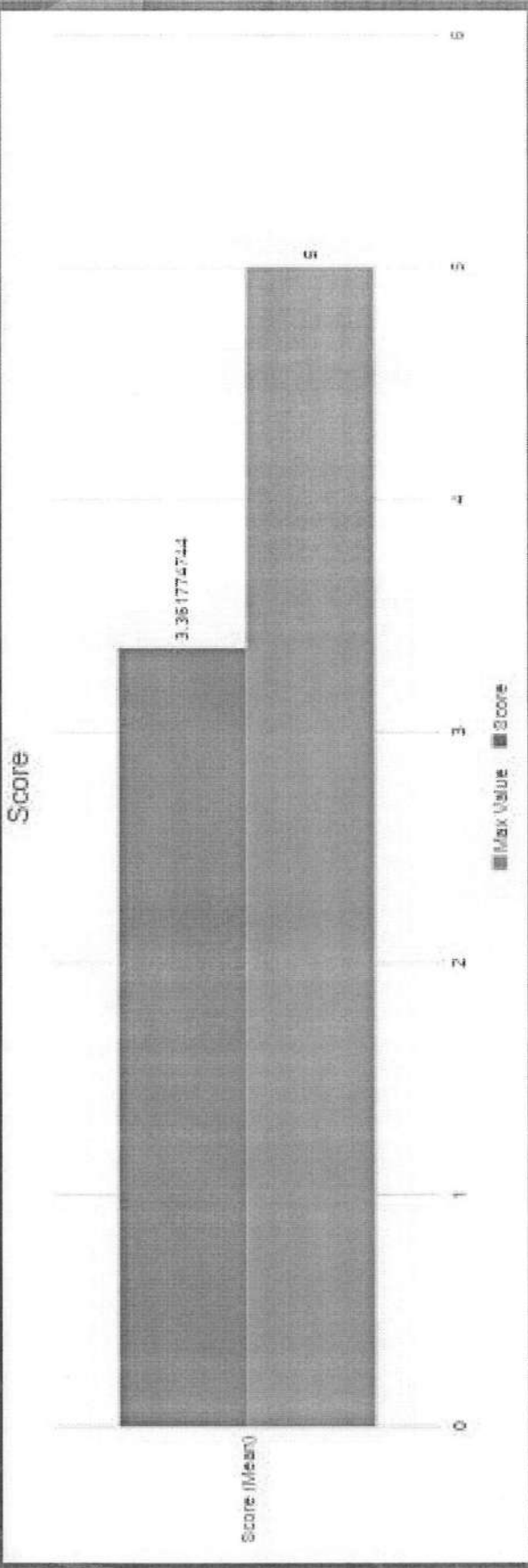




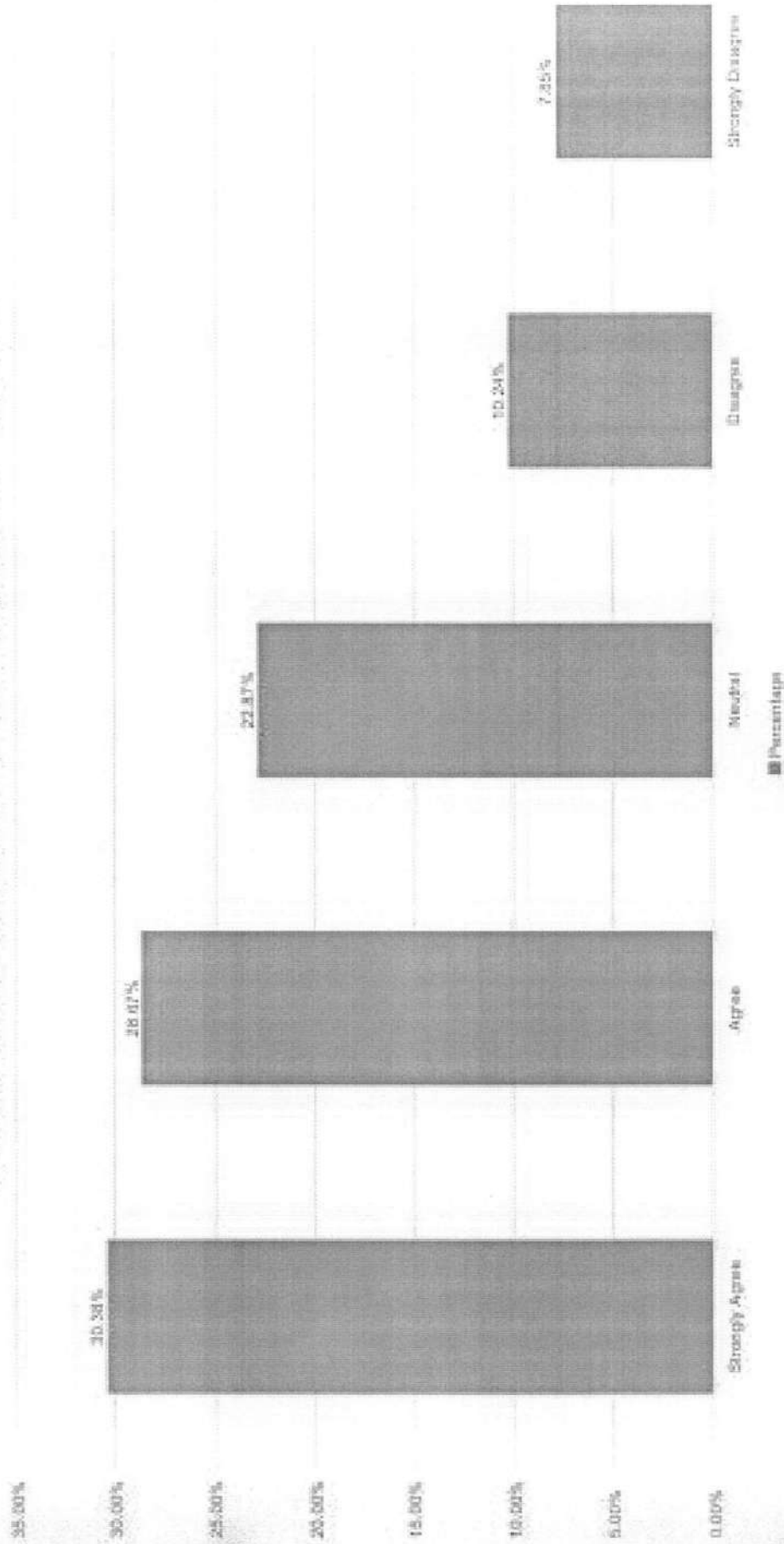
18.

ಬೇರೆ ಸಂಸ್ಥೆಯಲ್ಲಿ ನನಗೆ ಉತ್ತಮ ವೇತನ, ಪ್ರೋತ್ಸಾಹ ಮತ್ತು ಬಹುಮಾನಗಳನ್ನು ನೀಡಿದ್ದರೂ ನಾನು ಪ್ರಸ್ತುತ ಕೆಲಸ ಬದಲಾಯಿಸುವುದಿಲ್ಲ.  
(I would not switch to a different company even if I am offered better compensation, incentives and rewards.)

Score: 3.36



18. What likelihood would you have of switching to a different company if I offered better compensation, incentives and rewards.



# List of Improvements

# List of Improvements (19Q) – Part 1

Sl.No	WORD	PERCENTAGE
1	Salary	17.21%
2	Canteen	7.47%
3	Need relaxation in rules (Rules and regulations)	7.47%
4	Bonus	5.52%
5	Equality / Discrimination	3.90%
6	Food	2.27%
7	Dress code / Uniform	1.95%
8	Equality to all workers/labors	1.95%
9	Increment	1.95%
10	Management	1.95%
11	HRD	1.62%
12	Time Provision	1.62%
13	Trainers Experience	1.62%
14	Work	1.62%
15	Good Management	1.30%



# List of Improvements (19Q) – Part 2

Sl.No	Words	Percentage
16	Relaxation in night duty	1.30%
17	Discipline	0.97%
18	Earned Leave Pay (EL Pay)	0.97%
19	Encourage people with work interest	0.97%
20	HR Replacement	0.97%
21	Night Duty	0.97%
22	Partiality	0.97%
23	Reward for Hardwork	0.97%
24	Supervisor	0.97%
25	Basic needs	0.65%
26	Changes	0.65%
27	Cleaning	0.65%
28	Decentralisation	0.65%
29	Department Communication	0.65%
30	Dust	0.65%

# List of Improvements (19Q) – Part 3

Sl.No	Words	Percentage
31	Favourism in certain people	0.65%
32	Focus on developments	0.65%
33	Food Price	0.65%
34	Governance / Administration System	0.65%
35	Groupism	0.65%
36	Information	0.65%
37	Lunch / Tiffen Timming	0.65%
38	Parking	0.65%
39	Partiality in Working days(Sunday / holiday)	0.65%
40	Politics	0.65%
41	Supporting	0.65%
42	Toilet Hygiene	0.65%
43	Training	0.65%
44	Safety & Security	0.65%
45	Action	0.32%

# List of Improvements (19Q) – Part 4

Sl.No	Words	Percentage
46	Beaviour of Personality	0.32%
47	Change Makers should know the workings of the company	0.32%
48	Commission	0.32%
49	Confidential Information limitation for each department	0.32%
50	Domination	0.32%
51	Drinking water	0.32%
52	Drivers attitude	0.32%
53	Employee State Insurance (E.S.I)	0.32%
54	Everyone should be made to work.	0.32%
55	Familiarity	0.32%
56	Guidance	0.32%
57	Help from co-workers	0.32%
58	Hierarchy	0.32%
59	Honesty	0.32%
60	HRD policies	0.32%



# List of Improvements (19Q) – Part 5

Sl.No	Words	Percentage
61	hydraulic equipment	0.32%
62	Include workers during organisational meetings.	0.32%
63	Increase the ratio of workers in respect to the management personnel.	0.32%
64	Individual Responsibility	0.32%
65	Irresponsibility	0.32%
66	Labor leader	0.32%
67	Loyalty	0.32%
68	Manager Behaviour	0.32%
69	Material waste management (SSFMS or SSPMS)	0.32%
70	Monitoring	0.32%
71	More work with few people	0.32%
72	Need AC in "Panel Board"	0.32%
73	Need help for difficulties	0.32%
74	Need labour	0.32%
75	Need of right general manager for the whole company	0.32%



# List of Improvements (19Q) – Part 6

Sl.No	Words	Percentage
76	Need right people with right education for the job	0.32%
77	No permanent system	0.32%
78	On time Bonus	0.32%
79	On time decision making	0.32%
80	Organisation should listen employees feedback	0.32%
81	Policy and protocols	0.32%
82	Position given just depending on experience	0.32%
83	Recognition	0.32%
84	Reducing over time	0.32%
85	Relaxation for entry / exit time	0.32%
86	Requires Influence to work	0.32%
87	Rest	0.32%
88	Selfish Manager	0.32%
89	Single time set for everyone	0.32%
90	Sports	0.32%

# List of Improvements (19Q) – Part 7

Sl.No	Words	Percentage
91	Standard operating procedure	0.32%
92	Storage (to maintain freshness of fish)	0.32%
93	System Development	0.32%
94	Too much Authority in "Section Writer".	0.32%
95	Tools improvement	0.32%
96	Transfer of work	0.32%
97	Transport Facility for far places	0.32%
98	Unity	0.32%
99	Unnecessary "Righter" and "Mestri".	0.32%
100	Work opportunity with existing workers for new new joiners	0.32%
101	Work guidance when asked about work-related things	0.32%

# List of Best Things About Organization



# List of Best Things About Organization (20Q) – Part 1

SI/NO	WORDS	PERCENTAGE
1	Social Responsibility	7.23%
2	Salary	5.20%
3	Helping Nature	4.34%
4	Owner	4.34%
5	Salary during Lockdown / Covid Time	4.05%
6	Management	4.05%
7	Hygiene	3.47%
8	Discipline	2.89%
9	Good Environment	2.89%
10	Supervisor	2.60%



# List of Best Things About Organization (20Q) – Part 2

Sl.No	Words	Percentage
11	MD	2.60%
12	Happy to work in the company	2.31%
13	Environment Conscious	2.31%
14	Scholarship	2.31%
15	Bonus	2.31%
16	Good Organisation	2.31%
17	Employment Opportunity	2.02%
18	Health Conscious	1.73%
19	Good & Inspirational Promoters/ Founders	1.45%
20	Water	1.45%

# List of Best Things About Organization (20Q) – Part 3

Sl.No	Words	Percentage
21	Supportive	1.45%
22	Time Sense	1.45%
23	Helps Poor People	1.16%
24	Drinking Water	1.16%
25	Management Trust and Care	1.16%
26	Encouragement	1.16%
27	Support to worker welfare	1.16%
28	Helps Labour in need	0.87%
29	Friendly Nature	0.87%
30	Good Water Facility	0.87%

# List of Best Things About Organization (20Q) – Part 4

Sl.No	Words	Percentage
31	Love towards workers	0.87%
32	Safety	0.87%
33	Equality	0.87%
34	New Technologies	0.87%
35	Good reputation	0.87%
36	Sports and Games	0.87%
37	Good relationship	0.87%
38	Guidance	0.58%
39	Helps during any difficult times	0.58%
40	Training	0.58%



# List of Best Things About Organization (20Q) – Part 5

Sl.No	Words	Percentage
41	Employee Facilities	0.58%
42	Education	0.58%
43	Uniform	0.58%
44	Canteen	0.58%
45	Courageous	0.58%
46	Respect	0.58%
47	Humanity	0.58%
48	Family Like Work Environment	0.58%
49	Work	0.58%
50	SOP System	0.58%



# List of Best Things About Organization (20Q) – Part 6

Sl.No	Words	Percentage
51	Learning / Knowledge	0.58%
52	Immediate response	0.58%
53	Activation	0.58%
54	Production	0.29%
55	Sale	0.29%
56	Out Batch endu hesaru ba...(3)	0.29%
57	Healthy Environment	0.29%
58	Provided security in right time	0.29%
59	Rules and Regulation	0.29%
60	Good Food	0.29%

# List of Best Things About Organization (20Q) – Part 7

Sl.No	Words	Percentage
61	Optimistic	0.29%
62	Investor	0.29%
63	Work Exposure	0.29%
64	Decision Making Freedom	0.29%
65	Bio Filter	0.29%
66	Effluent Treatment Plant (ETP)	0.29%
67	Fertilizer and Potash	0.29%
68	Good Assistance	0.29%
69	Good Communication	0.29%
70	Coordination	0.29%

# List of Best Things About Organization (20Q) – Part 8

Sl.No	Words	Percentage
71	Loyalty	0.29%
72	Good organisation programmes	0.29%
73	Prashanth sir	0.29%
74	Timely payment of salary and bonus	0.29%
75	Good Notice Board Quotes	0.29%
76	Facilities	0.29%
77	Agriculture	0.29%
78	Cultural events	0.29%
79	Garden	0.29%
80	Work satisfaction	0.29%



# List of Best Things About Organization (20Q) – Part 9

Sl.No	Words	Percentage
81	Shifts	0.29%
82	Maintenance	0.29%
83	Accommodation	0.29%
84	Sophisticated lab	0.29%
85	Value for talent	0.29%
86	Reward	0.29%
87	Job responsibility	0.29%
88	Opportunities	0.29%
89	Good workers	0.29%
90	Recognition	0.29%
91	Development / Improvement (Organisation and Works)	0.29%
92	Goal oriented	0.29%
93	Kindness	0.29%





**Thank you.**

**A PROJECT REPORT ON EMPLOYEE ENGAGEMENT AT JANATHA  
GROUP**

**Submitted By**



**MOODLAKATTE INSTITUTE OF TECHNOLOGY  
KUNDAPURA**

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## Executive Summary

The present study was conducted to examine employee perceptions and recommendations for improving employee engagement at the workplace. Employee engagement is becoming valuable as the success comes from within the organization when transforming into the digital age and the modern world. It is crucial to take into consideration the level of engagement as competitive advantage and value proposition when talking about a successful and efficient organization.

A questionnaire was undertaken as a tool to examine and extract information on how employees in one industrial location perceived employee engagement. The data collected will help the definition of employee engagement, as well as the main contributors to employee engagement. Employee engagement is typically defined by the actual conditions in the workplace (the environment and the work itself) and workers' opinions and behaviours (how the employees perceive their relationship with their work, as well as how they view others around them relating to their work).

The main objective of this study is to explore the existing level of employee engagement at Janatha and identify the gap that contributes to formulate employee engagement strategies.

A detailed exploratory research and analysis was carried out to understand the current situation of employee engagement. The outcome of this report is meant to help the company better understand the situation, the possible driving and hindering factors at the level of engagement.

The research covers both qualitative and quantitative reasoning approaches.

The driving factors of engagement are classified into achievement, recognition for achievement, work itself, responsibilities and growth or advancement. The hindering factors include supervision, interpersonal relationships, working conditions, salary, status, security and personal life. Engagement influences on each part of the organization and an efficient organization can bring out the best for the engagement level. Engagement is beneficial for the organization concerning productivity, employee retention, and increasing customer loyalty.

## Research Design

### Statement of the Problem

The aim of this study is to attempt to find out what encourages employees to have a passion for the job they do, which encourages them to display the efforts that will push them on the extra mile to do their job with the best of their ability and also identifying the hindrance on the workforce.

### Need for the study

The answers from the employees will give the true picture of employee engagement. It will also help the company in understanding the problems from the employees view which will help the company to develop the current system and make it more effective.

### Objectives

- To understand the employee engagement practices at Janatha.
- To evaluate the effectiveness of employee engagement.
- To find out the satisfaction level of the employees with the current system.
- Identifying the gap that will help in formulating strategies for better employee engagement.

### Scope of the study

The scope of the study is limited to the employees who are currently working in Janatha Fish Meal and Oil Products, Kota.

### Research Methodology

The two approaches used are qualitative and quantitative. The research data is to be collected qualitatively using five-point Likert scale. During the analysis, the collected data would be converted into quantitative values.

*Table 1 Table Showing Research Methodology General Details*

<b>Primary data:</b>	Employee Engagement Survey Responses
<b>Tool Used:</b>	Questionnaire
<b>Population Size:</b>	293

### Limitations

- Illiteracy of some respondents may affect the quality of the data.
- The question of anonymity of responses may affect the quality of response.
- Communication gap during the delivery of questionnaire instructions may affect the quality of response.

## Analysis and Interpretation

Table 2 Showing Legend Data used for analysis.

Legend	
Particulars	Assigned Value
Strongly Agree	5
Agree	4
Neutral	3
Disagree	2
Strongly Disagree	1

\*The above data will be used to find mean value.

### Terms Used:

**Mean Value:** The mean value is the average value found by dividing the sum of values of responses per question by population size.

$$\text{Mean Value} = \frac{\text{Sum of values of responses}}{\text{Population Size}}$$

Table 3 Showing Mean Value and its meaning

Mean Value	Meaning
5	Most favourable. (Perfect score)
4	Favourable.
3	Neutral.
2	Unfavourable.
1	Most unfavourable.



1. ಸಂಸ್ಥೆಯಲ್ಲಿ ಕೆಲಸ ಮಾಡಲು ನನಗೆ ಹೆಮ್ಮೆ ಇದೆ. / I am proud to work in my organization.

Mean Value: 4.47440273

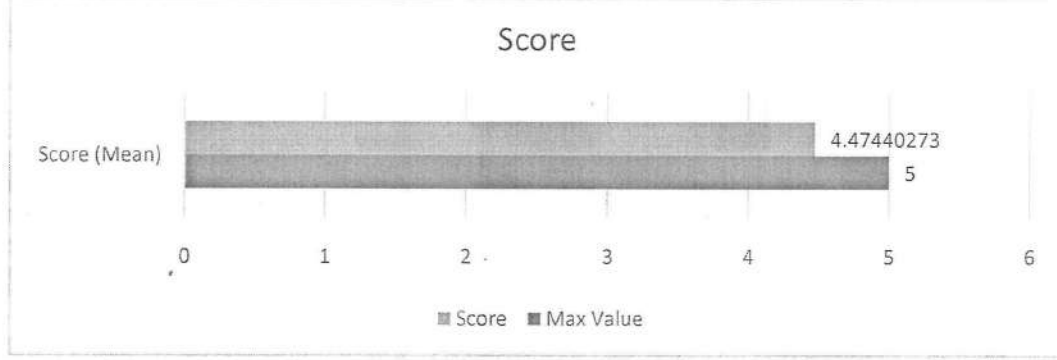


Figure 1 Showing mean value for Q1

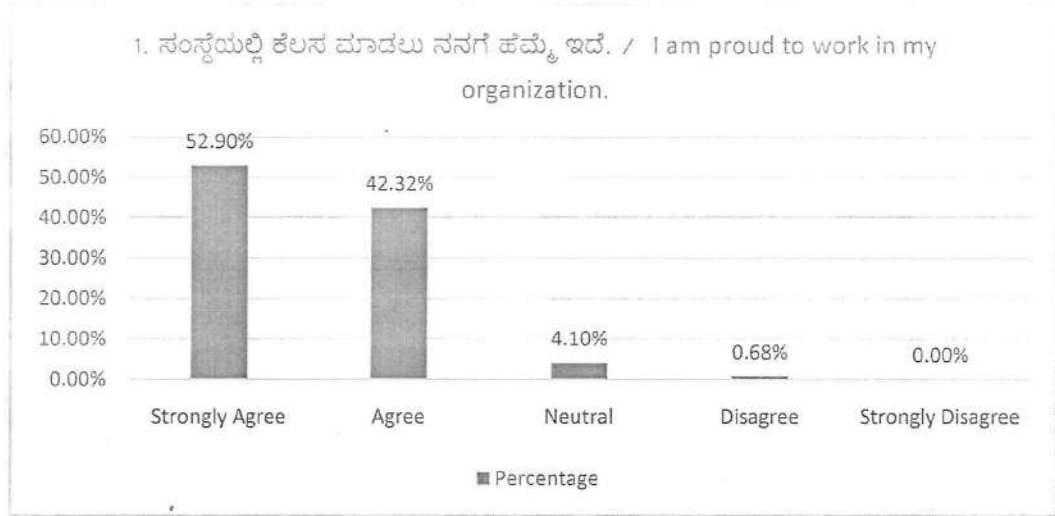
**Interpretation:**

The survey question mean value is found to be favourable to the company with a total score of 4.4744. Actions can be taken to improve the score.

**Data:**

Table 4 Showing Q1 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree	155	52.90%	52.90%
Agree	124	42.32%	95.22%
Neutral	12	4.10%	99.32%
Disagree	2	0.68%	100%
Strongly Disagree	0	0.00%	-
<b>Total</b>	<b>293</b>	<b>100.00%</b>	<b>-</b>



Graph 1 showing graphical representation of Q1 data

**Interpretation :**

The above graph shows the percentage of respondents who are proud to work in the organization. As per the data, 52.90% of total respondents "Strongly Agree" to the statement and 42.32% of total respondents "Agree" to the statement. Around 4.10% of total respondents are "Neutral" on the statement and remaining 0.68% of respondents "Disagree" to the statement.

2. ನನ್ನ ದೈಹಿಕ ಮತ್ತು ಮಾನಸಿಕ ಯೋಗಕ್ಷೇಮದ ಬಗ್ಗೆ ಸಂಸ್ಥೆಯು ಕಾಳಜಿ ವಹಿಸುತ್ತದೆ. / I believe my organization cares about my physical and mental wellbeing.

Mean Value: 4.102389078

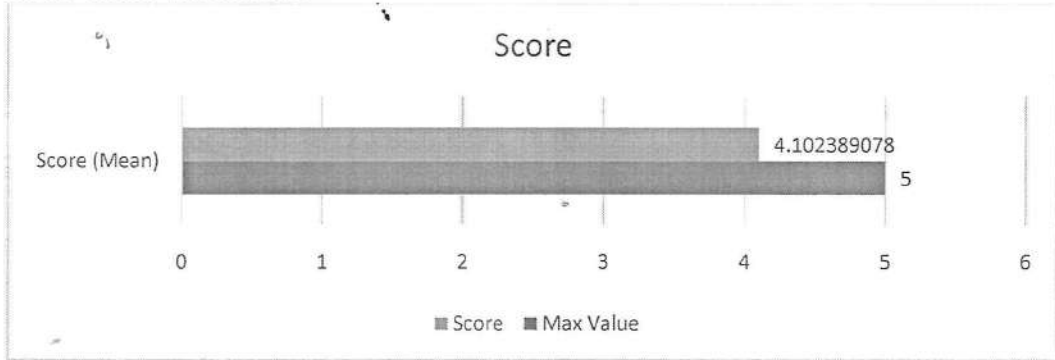


Figure 2 Showing mean value for Q2

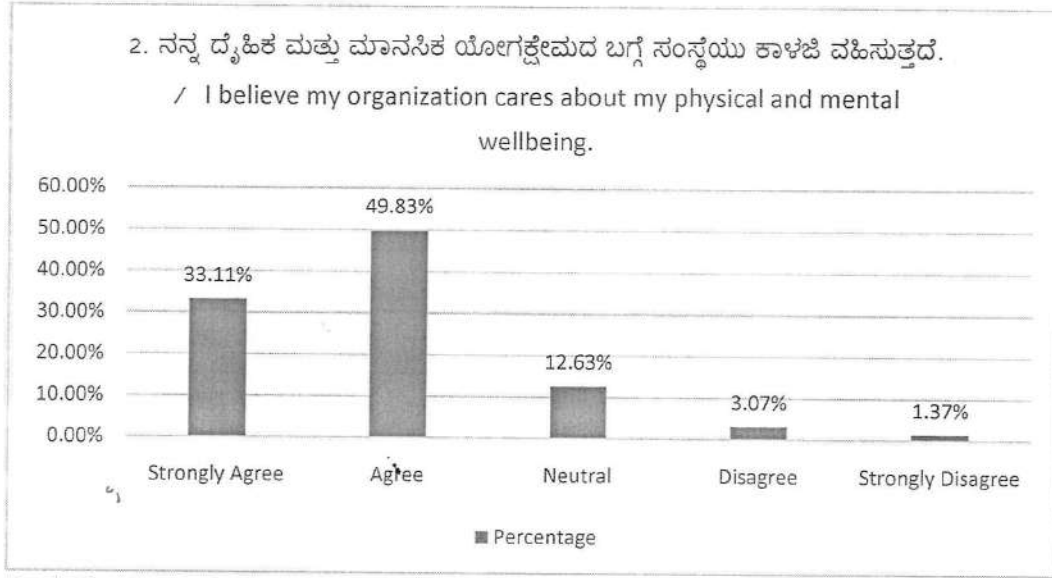
**Interpretation:**

The survey question mean value is found to be favourable to the company with a total score of 4.1024. Actions can be taken to improve the score.

Data :

Table 5 Showing Q2 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	97	33.11%	33.11%
Agree (4)	146	49.83%	82.94%
Neutral (3)	37	12.63%	95.57%
Disagree (2)	9	3.07%	98.64%
Strongly Disagree (1)	4	1.37%	100%
<b>Total</b>	<b>293</b>	<b>100.00%</b>	<b>-</b>



Graph 2 Showing graphical representation of Q2 data

**Interpretation :**

The above graph shows the percentage of respondents who believe that their organization cares about their physical and mental wellbeing. As per the data, 33.11% of total respondents "Strongly Agree" to the statement and 49.83% of total respondents "Agree" to the statement. Around 12.63% of total respondents were "Neutral", 3.07% "Disagree" to the statement and the remaining 1.37% "Strongly Disagree" to the statement.

3. ಸಂಸ್ಥೆಯು ಬಲವಾದ ಕುಂದುಕೊರತೆ ಪರಿಹಾರ ವ್ಯವಸ್ಥೆಯನ್ನು ಹೊಂದಿದೆ. / I believe my organization has a strong grievance redressal system.

Mean value : 3.955631399

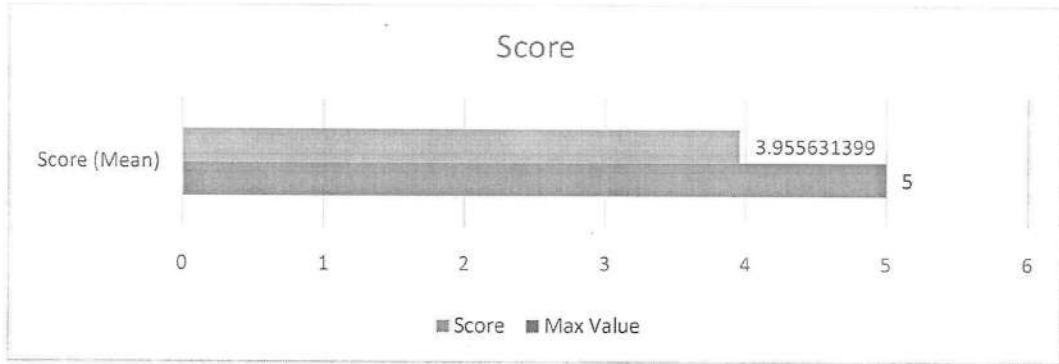


Figure 3 Showing mean value for Q3

**Interpretation:**

The survey question mean value is close to be favourable to the company with a total score of 3.9556. Actions can be taken to improve the score.

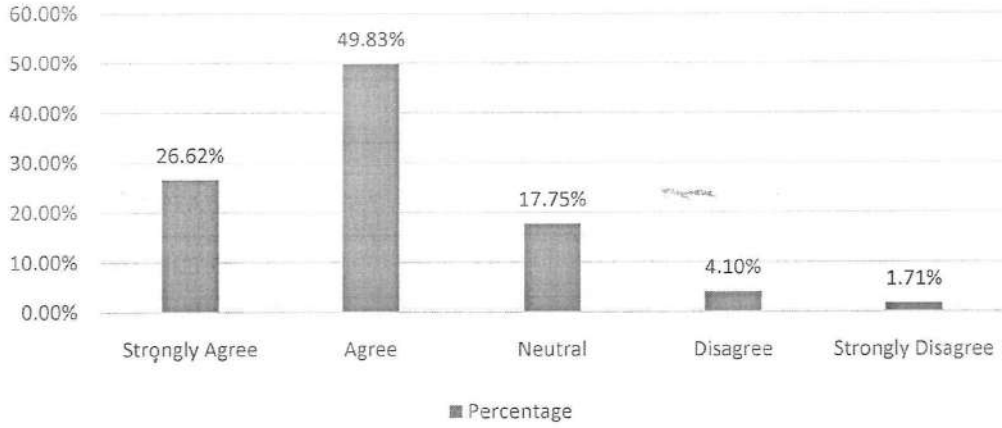
**Data :**

Table 6 Showing Q3 response data in value,percentage&cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	78	26.62%	26.62%
Agree (4)	146	49.83%	76.45%
Neutral (3)	52	17.75%	94.2%
Disagree (2)	12	4.10%	98.3%
Strongly Disagree (1)	5	1.71%	100%
<b>Total</b>	<b>293</b>	<b>100.00%</b>	-



3. ಸಂಸ್ಥೆಯು ಬಲವಾದ ಕುಂದುಕೊರತೆ ಪರಿಹಾರ ವ್ಯವಸ್ಥೆಯನ್ನು ಹೊಂದಿದೆ. / I believe my organization has a strong grievance redressal system.



Graph 3 Showing graphical representation of Q3 data

**Interpretation:**

The above graph shows the percentage of respondents who believe that organization has a strong grievance redressal system. As per the data, 26.62% of total respondents "Strongly Agree" to the statement and 49.83% of total respondents "Agree" to the statement. Around 17.75% of total respondents were "Neutral", 4.10% "Disagree" to the statement and the remaining 1.71% "Strongly Disagree" to the statement.

4. ಸಂಸ್ಥೆ ಸಾಮಾಜಿಕವಾಗಿ ಜವಾಬ್ದಾರಿಯುತರೀತಿಯಲ್ಲಿ ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತದೆ ಎಂದು ನನಗೆ ಹೆಮ್ಮೆಯಿದೆ. / I am proud that my organization operates in a socially responsible manner.

Mean value: 4.320819113

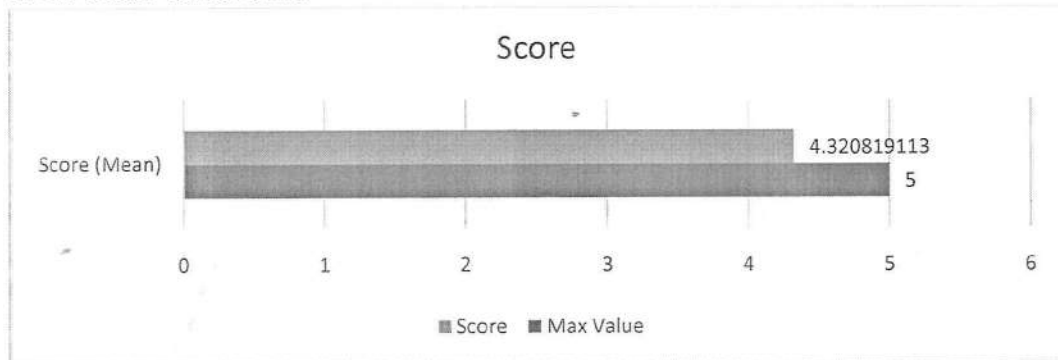


Figure 4 Showing mean value for Q4

**Interpretation:**

The survey question is found to be favourable to the company with a total score of 4.3208. Actions can be taken to improve the score.

#### Data:

Table 7 Showing Q4 response data in value,percentage&cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	136	46.42%	46.42%
Agree (4)	124	42.32%	88.74%
Neutral (3)	24	8.19%	96.93%
Disagree (2)	9	3.07%	100%
Strongly Disagree (1)	0	0.00%	-
<b>Total</b>	<b>293</b>	<b>100.00%</b>	<b>-</b>



Graph 4 showing graphical representation of Q4 data

#### Interpretation :

The above graph shows the percentage of respondents who are proud that their organization operates in a socially responsible manner. As per the data, 46.42% of total respondents "Strongly Agree" to the statement and 42.32% of total respondents "Agree" to the statement. Around 8.19% of total respondents were "Neutral" and remaining 3.07% "Disagree" to the statement.

5. ಸಂಸ್ಥೆ ಉತ್ತಮ ವೃತ್ತಿ ಮತ್ತು ಜೀವನ ಸಮತೋಲನವನ್ನು ಒದಗಿಸುತ್ತದೆ. / I feel that my organization provides a good work-life balance.

Mean value : 4.109215017

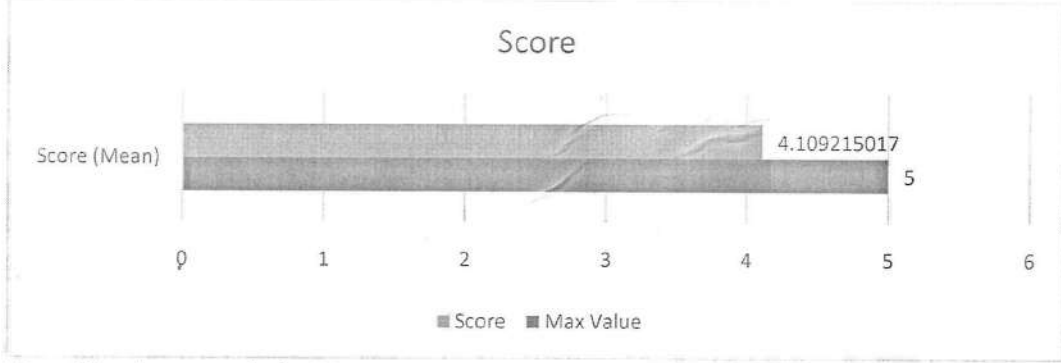


Figure 5 Showing mean value for Q5

**Interpretation:**

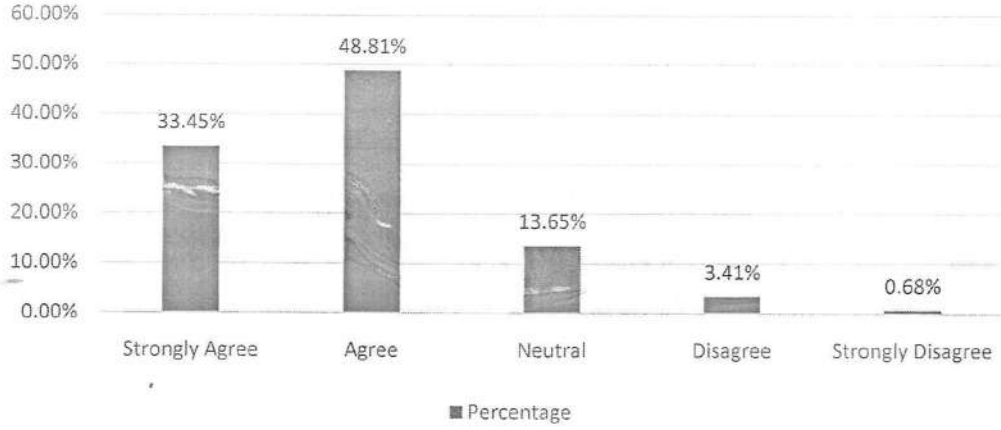
The survey question is found to be favourable to the company with a total score of 4.1092. Actions can be taken to improve the score.

**Data :**

Table 8 Showing Q5 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	98	33.45%	33.45%
Agree (4)	143	48.81%	82.26%
Neutral (3)	40	13.65%	95.91%
Disagree (2)	10	3.41%	99.32%
Strongly Disagree (1)	2	0.68%	100%

5. ಸಂಸ್ಥೆ ಉತ್ತಮ ವೃತ್ತಿ ಮತ್ತು ಜೀವನ ಸಮತೋಲನವನ್ನು ಒದಗಿಸುತ್ತದೆ. / I feel that my organization provides a good work-life balance.



Graph 5 Showing graphical representation of Q5 data

**Interpretation:**

The above graph shows the percentage of respondents who feel that the organization provides a good work-life balance. As per the data, 33.45% of total respondents "Strongly Agree" to the statement and 48.81% of total respondents "Agree" to the statement. Around 13.65% of total respondents were "Neutral", 3.41% "Disagree" to the statement and the remaining 0.68% "Strongly Disagree" to the statement.

6. ನನ್ನ ಕೆಲಸವು ನನ್ನ ಕೌಶಲ್ಯ ಮತ್ತು ಸಾಮರ್ಥ್ಯವನ್ನು ಚೆನ್ನಾಗಿ ಬಳಸಿಕೊಳ್ಳುತ್ತದೆ. / I feel my work makes good use of my skills and ability.

Mean value : 4.358361775

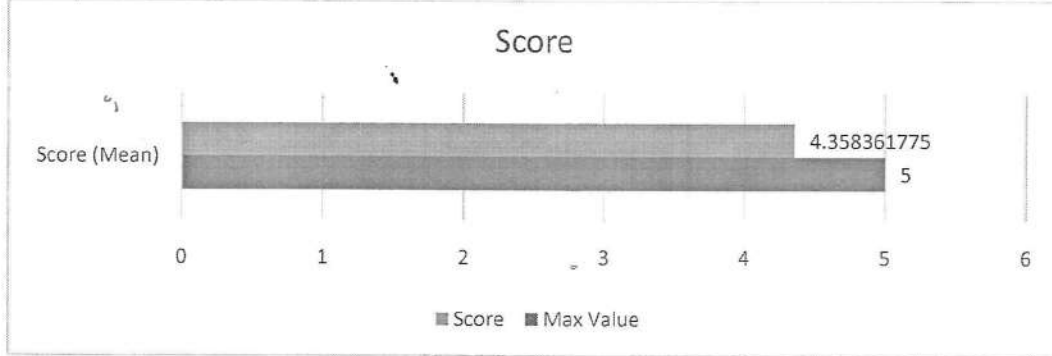


Figure 6 Showing mean value for Q6

**Interpretation:**

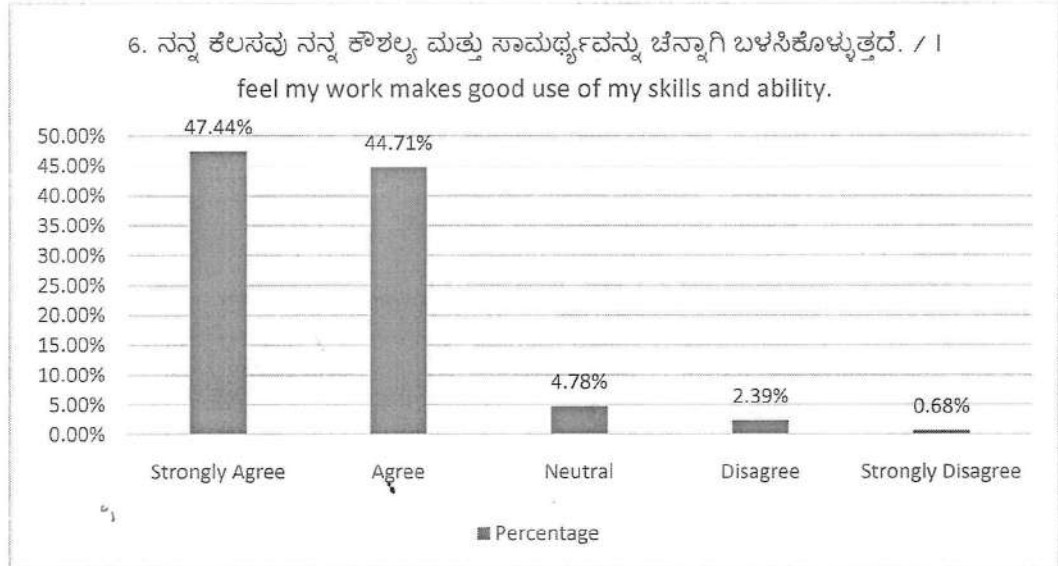
The survey question is found to be favourable to the company with a total score of 4.3584. Actions can be taken to improve the score.



Data :

Table 9 Showing Q6 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	139	47.44%	47.44%
Agree (4)	131	44.71%	92.15%
Neutral (3)	14	4.78%	96.93%
Disagree (2)	7	2.39%	99.32%
Strongly Disagree (1)	2	0.68%	100%
<b>Total</b>	<b>293</b>	<b>100.00%</b>	<b>-</b>



Graph 6 Showing graphical representation of Q6 data

**Interpretation :**

The above graph shows the percentage of respondents who feel that the work makes good use of their skills and ability. As per the data, 47.44% of total respondents "Strongly Agree" to the statement and 44.71% of total respondents "Agree" to the statement. Around 4.78% of total respondents were "Neutral", 2.39% "Disagree" to the statement and the remaining 0.68% "Strongly Disagree" to the statement.

7. ನನ್ನ ಇಲಾಖೆಗೆ ಸಂಬಂಧಿಸಿದ ನಿರ್ಧಾರಗಳಲ್ಲಿ ಭಾಗವಹಿಸಲು ನನಗೆ ಸಮಾನ ಅವಕಾಶ ಸಿಗುತ್ತದೆ. / I believe I get an equal opportunity to participate in decisions regarding my department.

Mean value : 3.815699659

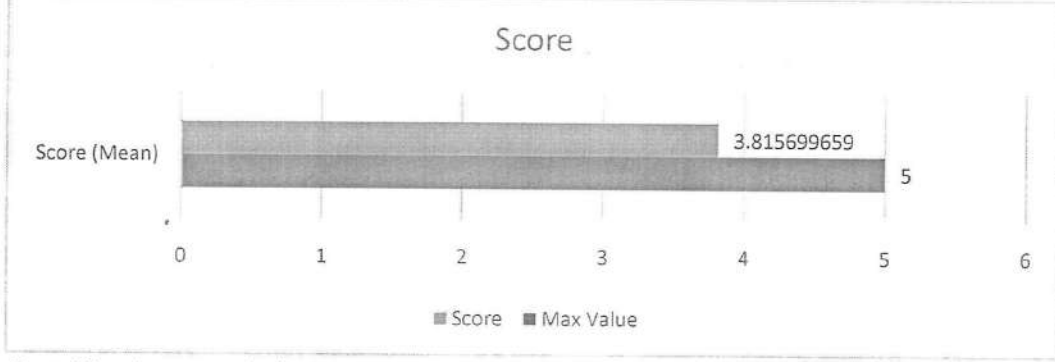


Figure 7 Showing mean value for Q7

**Interpretation:**

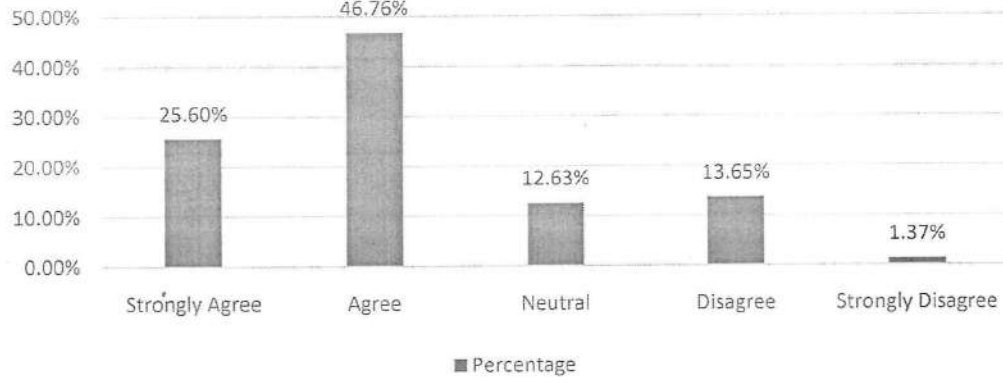
The survey question is found to be favourable to the company with a total score of 3.8157. Actions can be taken to improve the score.

**Data :**

Table 10 Showing Q7 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	75	25.60%	25.60%
Agree (4)	137	46.76%	72.36%
Neutral (3)	37	12.63%	84.99%
Disagree (2)	40	13.65%	98.64%
Strongly Disagree (1)	4	1.37%	100%
<b>Total</b>	<b>293</b>	<b>100.00%</b>	<b>-</b>

7. ನನ್ನ ಇಲಾಖೆಗೆ ಸಂಬಂಧಿಸಿದ ನಿರ್ಧಾರಗಳಲ್ಲಿ ಭಾಗವಹಿಸಲು ನನಗೆ ಸಮಾನ ಅವಕಾಶ ಸಿಗುತ್ತದೆ. / I believe I get equal opportunity to participate in decisions regarding my department.



Graph 7 Showing graphical representation of Q7 data

**Interpretation :**

The above graph shows the percentage of respondents who believe that they are getting equal opportunity to participate in decision making regarding their department. As per the data, 25.60% of total respondents "Strongly Agree" to the statement and 46.76% of total respondents "Agree" to the statement. Around 12.63% of total respondents were "Neutral", 13.65% "Disagree" to the statement and the remaining 1.37% "Strongly Disagree" to the statement.

8. ಸಂಸ್ಥೆಯಲ್ಲಿ ಇತರರು ಕೆಲಸ ಮಾಡಲು ಉತ್ತಮ ಸ್ಥಳವೆಂದು ನಾನು ಸಂತೋಷದಿಂದ ಶಿಫಾರಸ್ಸು ಮಾಡುತ್ತೇನೆ. / I would happily recommend this organization as a good place to work to others.

Mean value : 3.993174061

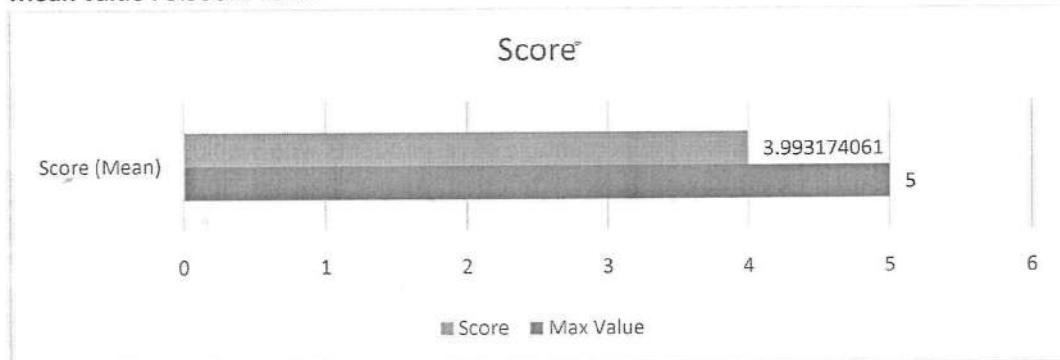


Figure 8 Showing mean value for Q8

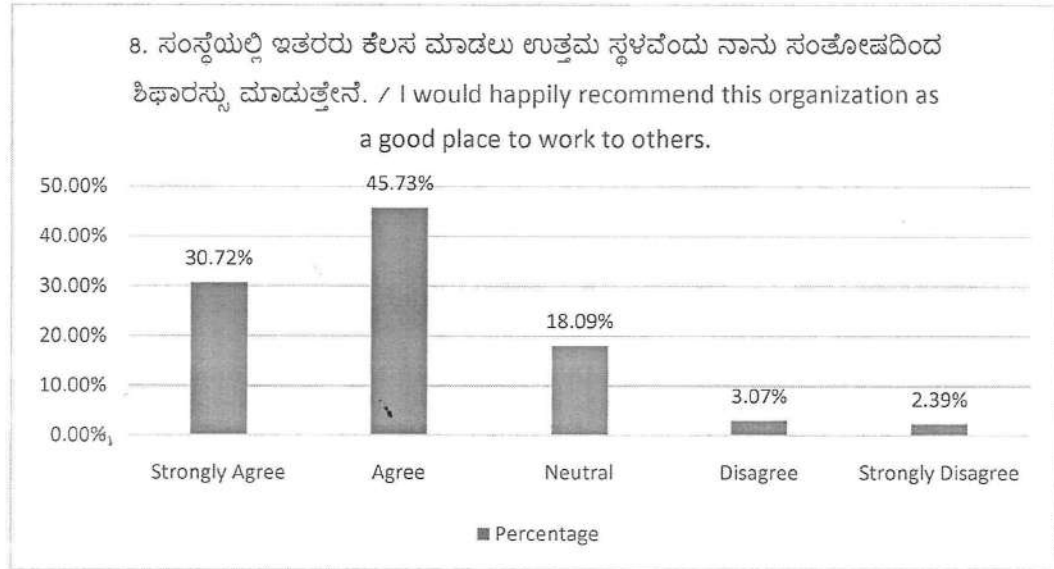
**Interpretation:**

The survey question is found to be favourable to the company with a total score of 3.9932. Actions can be taken to improve the score.

**Data :**

Table 11 Showing Q8 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	90	30.72%	30.72%
Agree (4)	134	45.73%	76.46%
Neutral (3)	53	18.09%	94.56%
Disagree (2)	9	3.07%	97.61%
Strongly Disagree (1)	7	2.39%	100%
<b>Total</b>	<b>293</b>	<b>100.00%</b>	<b>-</b>



Graph 8 Showing graphical representation of Q8 data

**Interpretation :**

The above graph shows the percentage of respondents who would happily recommend this organization as good place to work to other. As per the data, 30.72% of total respondents "Strongly Agree" to the statement and 45.73% of total respondents "Agree" to the statement. Around 18.09% of total respondents were "Neutral", 3.07% "Disagree" to the statement and the remaining 2.39% "Strongly Disagree" to the statement.



9. ಕೆಲಸವನ್ನು ಉತ್ತಮವಾಗಿ ನಿರ್ವಹಿಸಲು ಅಗತ್ಯವಿರುವ ಎಲ್ಲಾ ಸಂಪನ್ಮೂಲಗಳನ್ನು ನನಗೇ ದೊರೆಯುತ್ತಿದೆ. / I believe I have access to all the resources I need to perform my work well.

Mean value : 4.09556314

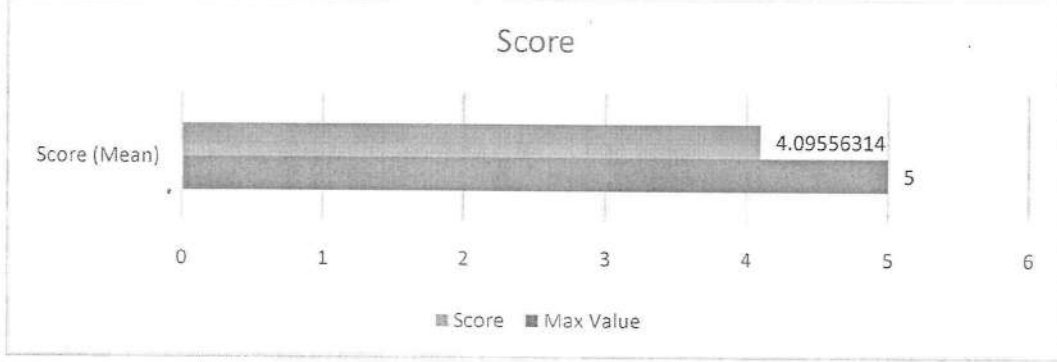


Figure 9 Showing mean value for Q9

**Interpretation:**

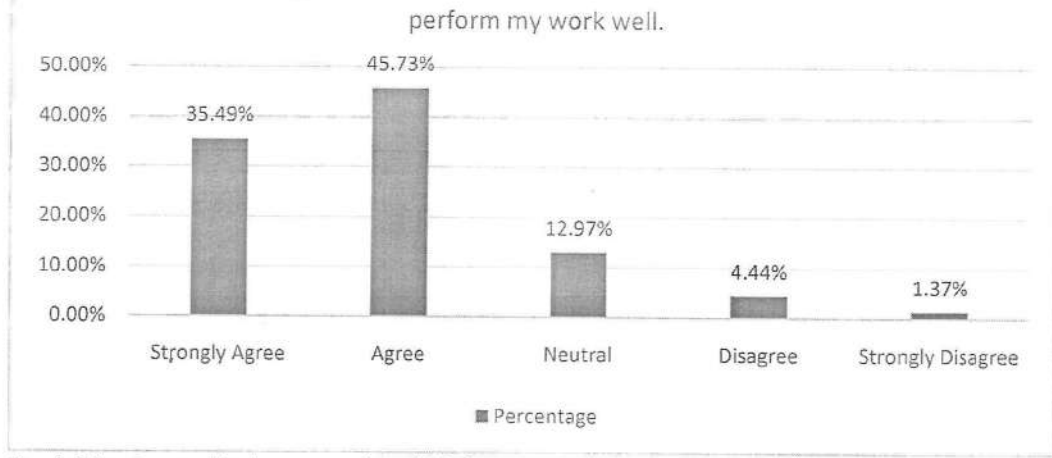
The survey question is found to be favourable to the company with a total score of 4.0956. Actions can be taken to improve the score.

**Data :**

Table 12 Showing Q9 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	104	35.49%	35.49%
Agree (4)	134	45.73%	81.22%
Neutral (3)	38	12.97%	94.19%
Disagree (2)	13	4.44%	98.63%
Strongly Disagree (1)	4	1.37%	100%
<b>Total</b>	<b>293</b>	<b>100.00%</b>	<b>-</b>

9. ನನ್ನ ಕೆಲಸವನ್ನು ಉತ್ತಮವಾಗಿ ನಿರ್ವಹಿಸಲು ಅಗತ್ಯವಿರುವ ಎಲ್ಲಾ ಸಂಪನ್ಮೂಲಗಳು ನನಗೆ ದೊರೆಯುತ್ತಿದೆ. / I believe I have access to all the resources I need to perform my work well.



Graph 9 Showing graphical representation of Q9 data

**Interpretation :**

The above graph shows the percentage of respondents who believe that they have access to all the resources they need to perform their work well. As per the data, 35.49% of total respondents "Strongly Agree" to the statement and 45.73% of total respondents "Agree" to the statement. Around 12.97% of total respondents were "Neutral", 4.44% "Disagree" to the statement and the remaining 1.37% "Strongly Disagree" to the statement.

10. ಸಂಸ್ಥೆ ದಗಿಸುವ ಇಆರ್‌ಪಿ (ERP)

ವ್ಯವಸ್ಥೆಗಳನ್ನು ನಾನು ಉತ್ತಮವಾಗಿ ಬಳಸಿಕೊಳ್ಳುತ್ತಿದ್ದೇನೆ. / I am making good utilization of the ERP systems provided by the organization.

Mean value : 3.716723549

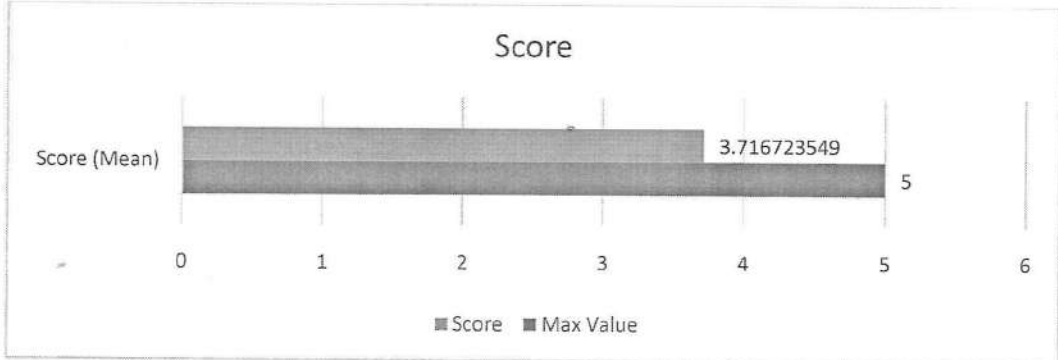


Figure 10 Showing mean value for Q10

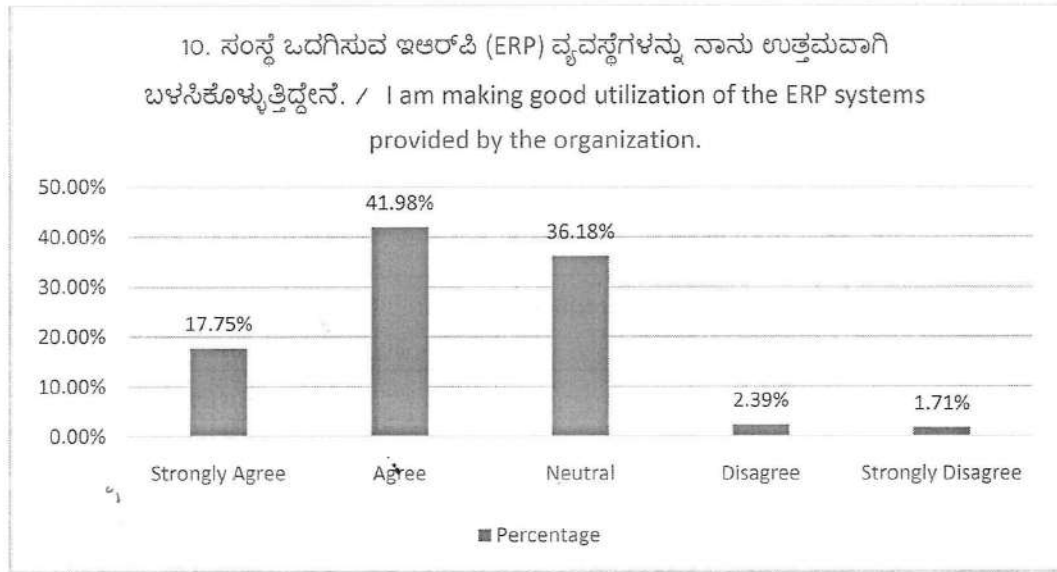
**Interpretation:**

The survey question is found to be favourable to the company with a total score of 3.7167. Actions can be taken to improve the score.

Data :

Table 13 Showing Q10 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	52	17.75%	17.75%
Agree (4)	123	41.98%	69.73%
Neutral (3)	106	36.18%	95.91%
Disagree (2)	7	2.39%	98.3%
Strongly Disagree (1)	5	1.71%	100%
<b>Total</b>	<b>293</b>	<b>100.00%</b>	<b>-</b>



Graph 10 Showing graphical representation of Q10 data

**Interpretation :**

The above graph shows the percentage of respondents who believe that they making good utilization of the ERP systems provided by the organisation. As per the data, 17.75% of total respondents "Strongly Agree" to the statement and 41.98% of total respondents "Agree" to the statement. Around 36.18% of total respondents were "Neutral", 2.39% "Disagree" to the statement and the remaining 1.71% "Strongly Disagree" to the statement.

11. ಕೆಲಸದಲ್ಲಿಯಾವುದೇಸಮಸ್ಯೆಯನ್ನು ಎದುರಿಸಲುನನಗೆಸರಿಯಾದತರಭೇತಿಹಾಗೂಮಾ  
ಗದರ್ಶನನೀಡಲಾಗಿದೆ. / I have been provided proper training or guidance  
to encounter any problem at work.

Mean value : 4.085324232

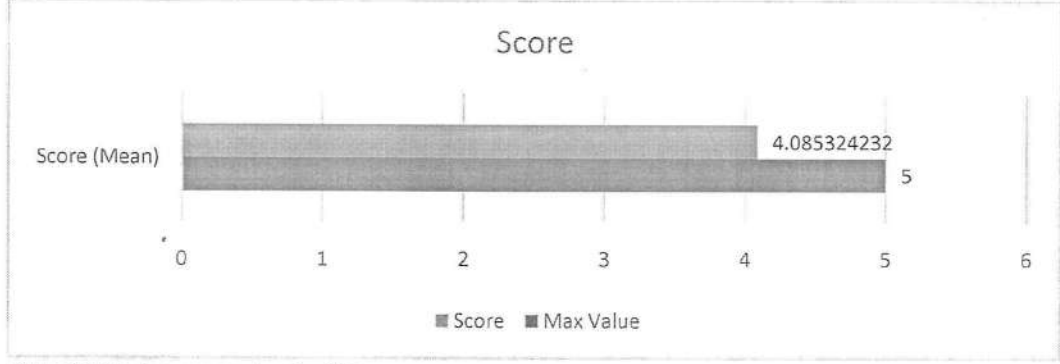


Figure 11 Showing mean value for Q11

**Interpretation:**

The survey question is found to be favourable to the company with a total score of 4.0853. Actions can be taken to improve the score.

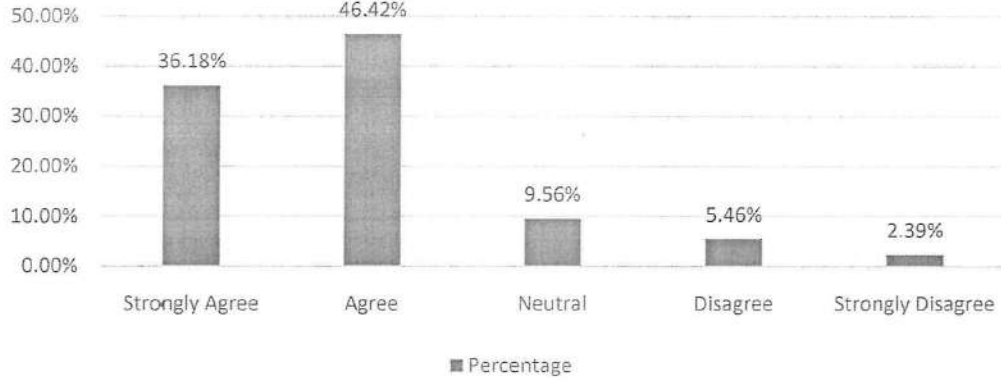
**Data :**

Table 14 Showing Q11 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	106	36.18%	36.18%
Agree (4)	136	46.42%	82.6%
Neutral (3)	28	9.56%	92.16%
Disagree (2)	16	5.46%	97.62%
Strongly Disagree (1)	7	2.39%	100%
<b>Total</b>	<b>293</b>	<b>100.00%</b>	<b>-</b>



11. ಕೆಲಸದಲ್ಲಿ ಯಾವುದೇ ಸಮಸ್ಯೆಯನ್ನು ಎದುರಿಸಲು ನನಗೆ ಸರಿಯಾದ ತರಬೇತಿ ಹಾಗೂ ಮಾರ್ಗದರ್ಶನ ನೀಡಲಾಗಿದೆ. / I have been provided proper training or guidance to encounter any problem at work.



Graph 11 Showing graphical representation of Q11 data

**Interpretation:**

The above graph shows the percentage of respondents who believe that they have been provided proper training or guidance to encounter any problem at work place. As per the data, 36.18% of total respondents "Strongly Agree" to the statement and 46.42% of total respondents "Agree" to the statement. Around 9.56% of total respondents were "Neutral", 5.46% "Disagree" to the statement and the remaining 2.39% "Strongly Disagree" to the statement.

12. ನನ್ನ ಸಮರ್ಥ ಸಹೋದ್ಯೋಗಿಗಳಿಂದ ಹೆಚ್ಚು ಕೆಲಸ ಮಾಡಲು ನಾನು ಪ್ರೇರಿತನಾಗುತ್ತೇನೆ. / I get motivated to work more by my competent co-workers.

Mean value : 4.160409556

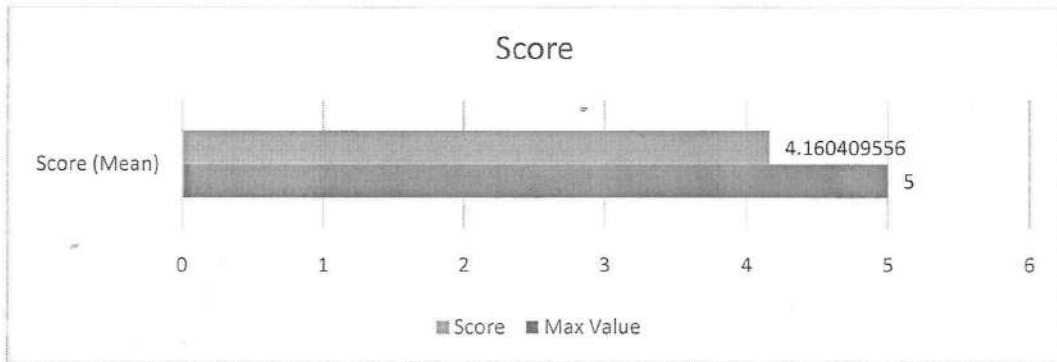


Figure 12 Showing mean value for Q12

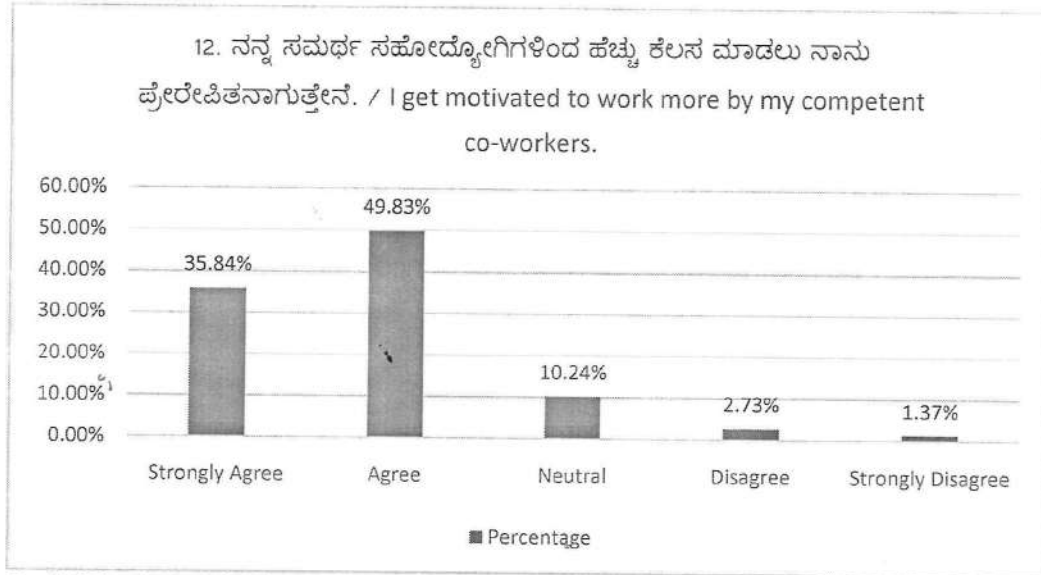
**Interpretation:**

The survey question is found to be favourable to the company with a total score of 4.1604. Actions can be taken to improve the score.

**Data :**

Table 15 Showing Q12 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	105	35.84%	35.84%
Agree (4)	146	49.83%	85.67%
Neutral (3)	30	10.24%	95.91%
Disagree (2)	8	2.73%	98.64%
Strongly Disagree (1)	4	1.37%	100%
<b>Total</b>	<b>293</b>	<b>100.00%</b>	<b>-</b>



Graph 12 Showing graphical representation of Q12 data

**Interpretation :**

The above graph shows the percentage of respondents who get motivated to work more by their competent co-worker. As per the data, 35.84% of total respondents "Strongly Agree" to the statement and 49.83% of total respondents "Agree" to the statement. Around 10.24% of total respondents were "Neutral", 2.73% "Disagree" to the statement and the remaining 1.37% "Strongly Disagree" to the statement.

13. ಸಂಸ್ಥೆಯಲ್ಲಿ ಅನೇಕ ಉದ್ಯೋಗಪಾತ್ರಗಳನ್ನು ತೆಗೆದುಕೊಳ್ಳಲು ನಾನು ಸಂತೋಷಪಡುತ್ತೇನೆ. / I am happy to take-up multiple roles in the organization.

Mean value : 4.129692833

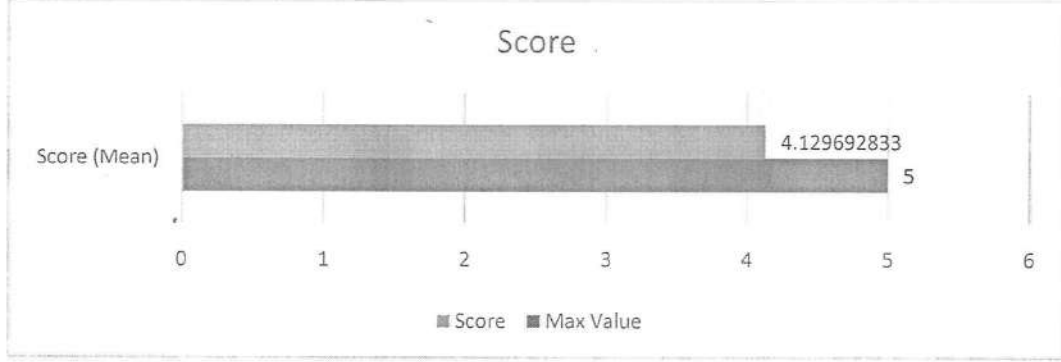


Figure 13 Showing mean value for Q13

**Interpretation:**

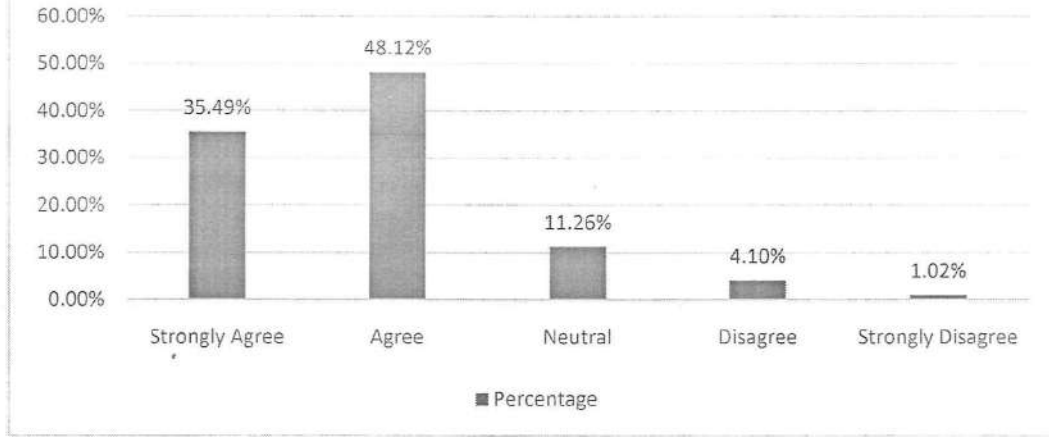
The survey question is found to be favourable to the company with a total score of 4.1297. Actions can be taken to improve the score.

**Data :**

Table 16 Showing Q13 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	104	35.49%	35.49%
Agree (4)	141	48.12%	83.61%
Neutral (3)	33	11.26%	94.87%
Disagree (2)	12	4.10%	98.97%
Strongly Disagree (1)	3	1.02%	100%
<b>Total</b>	<b>293</b>	<b>100.00%</b>	<b>-</b>

13. ಸಂಸ್ಥೆಯಲ್ಲಿ ಅನೇಕ ಉದ್ಯೋಗ ಪಾತ್ರಗಳನ್ನು ತೆಗೆದುಕೊಳ್ಳಲು ನಾನು ಸಂತೋಷ ಪಡುತ್ತೇನೆ. / I am happy to take-up multiple roles in the organization.



Graph 13 Showing graphical representation of Q13 data

**Interpretation :**

The above graph shows the percentage of respondents who are happy to take up multiple roles in the organization. As per the data, 35.49% of total respondents "Strongly Agree" to the statement and 48.12% of total respondents "Agree" to the statement. Around 11.26% of total respondents were "Neutral", 4.10% "Disagree" to the statement and the remaining 1.02% "Strongly Disagree" to the statement.

14. ನನ್ನ ಮೇಲಾಧಿಕಾರಿ ನನ್ನ ವೃತ್ತಿಪರ ಅಭಿವೃದ್ಧಿಯನ್ನು ಬೆಂಬಲಿಸಿ ಪ್ರೋತ್ಸಾಹಿಸುತ್ತಾರೆ. / I feel that my manager / superior / leader supports and encourages my professional development.

Mean value : 3.969283276

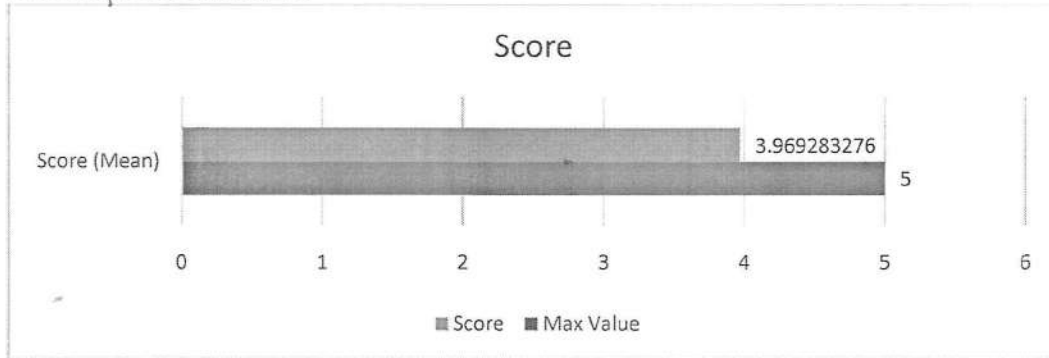


Figure 14 Showing mean value for Q14

**Interpretation:**

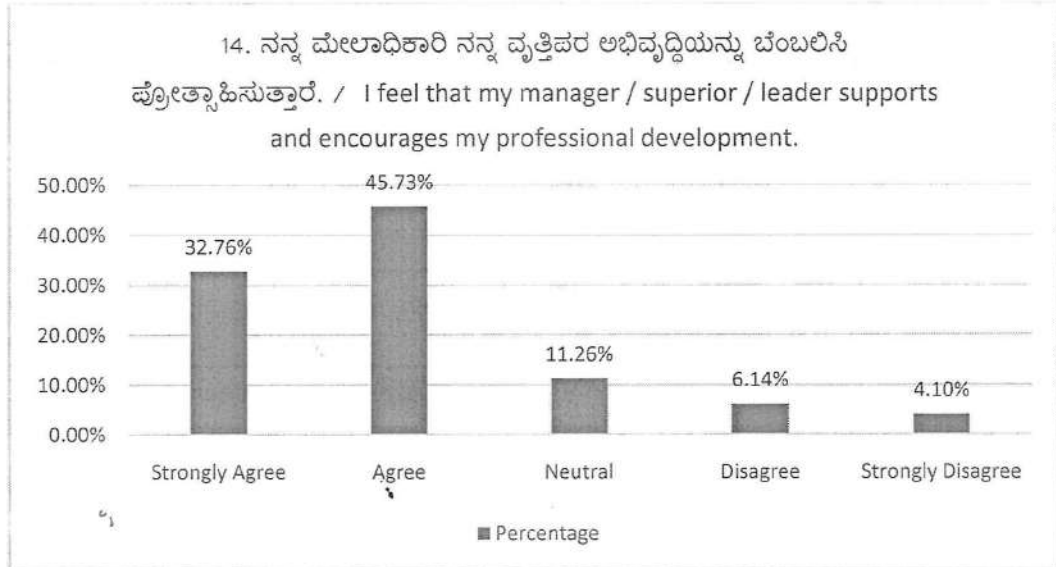
The survey question is found to be favourable to the company with a total score of 4.4744. Actions can be taken to improve the score.



Data :

Table 17 Showing Q14 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	96	32.76%	32.76%
Agree (4)	134	45.73%	78.49%
Neutral (3)	33	11.26%	89.75%
Disagree (2)	18	6.14%	95.89%
Strongly Disagree (1)	12	4.10%	100%
<b>Total</b>	<b>293</b>	<b>100.00%</b>	<b>-</b>



Graph 14 Showing graphical representation of Q14 data

**Interpretation :**

The above graph shows the percentage of respondents who feel that their manager/ supervisor/ leader support and encourages their professional development. As per the data, 32.76% of total respondents "Strongly Agree" to the statement and 45.73% of total respondents "Agree" to the statement. Around 11.26% of total respondents were "Neutral", 6.14% "Disagree" to the statement and the remaining 4.10% "Strongly Disagree" to the statement.

15. ನಿರಂತರಮೇಲ್ವಿಚಾರಣೆ (Supervision) ನನಗೆಹಿತಕರವಾಗಿದೆ. / I feel comfortable being under constant supervision.

Mean value : 3.969283276



Figure 15 Showing mean value for Q15

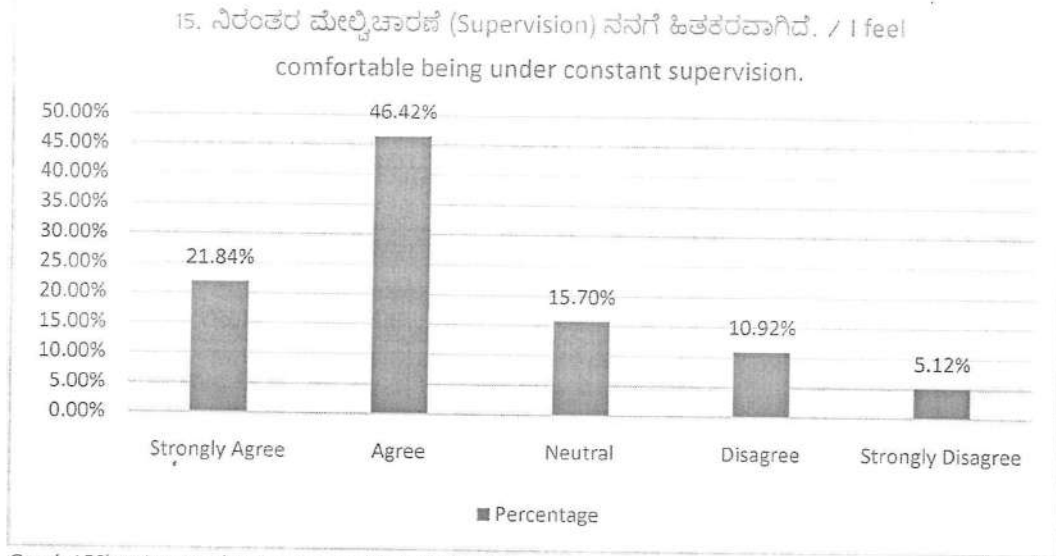
**Interpretation:**

The survey question is found to be favourable to the company with a total score of 3.9692. Actions can be taken to improve the score.

**Data :**

Table 18 Showing Q15 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	64	21.84%	21.84%
Agree (4)	136	46.42%	68.26%
Neutral (3)	46	15.70%	83.96%
Disagree (2)	32	10.92%	94.88%
Strongly Disagree (1)	15	5.12%	100%
Total	293	100.00%	-



Graph 15 Showing graphical representation of Q15 data

**Interpretation :**

The above graph shows the percentage of respondents who are comfortable being under constant supervision. As per the data, 21.84% of total respondents "Strongly Agree" to the statement and 46.42% of total respondents "Agree" to the statement. Around 15.70% of total respondents were "Neutral", 10.92% "Disagree" to the statement and the remaining 5.12% "Strongly Disagree" to the statement.

16. ಅಗತ್ಯವಿದ್ದಾಗ ನನ್ನ ಮೇಲಾಧಿಕಾರಿಗಳೊಂದಿಗೆ ನಾನು ಸುಲಭವಾಗಿ ಮತ್ತು ತ್ವರಿತವಾಗಿ ಸಂವಹನ ಮಾಡಬಹುದಾಗಿದೆ. / I can easily and quickly communicate with my superiors when the need arises.

Mean value : 4.054607509

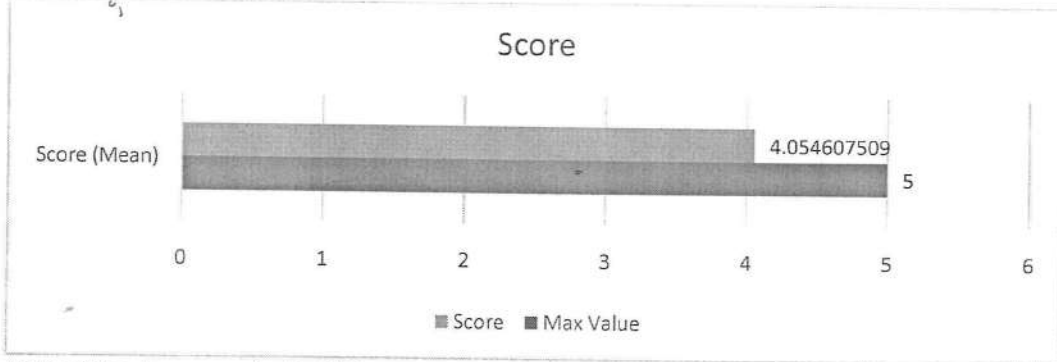


Figure 16 Showing mean value for Q16

**Interpretation:**

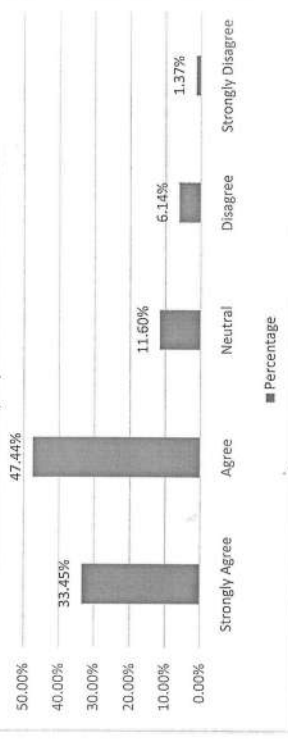
The survey question is found to be favourable to the company with a total score of 4.0546. Actions can be taken to improve the score.

**Data :**

Table 19: Showing Q1.5 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	98	33.45%	33.45%
Agree (4)	139	47.44%	80.89%
Neutral (3)	34	11.60%	92.49%
Disagree (2)	18	6.14%	98.63%
Strongly Disagree (1)	4	1.37%	100%
<b>Total</b>	<b>293</b>	<b>100.00%</b>	<b>-</b>

16. ಅಗತ್ಯವಿದ್ದಾಗ ನನ್ನ ಮೇಲ್ವಿಚಾರಣಿಗೊಂದಿಗೆ ನಾನು ಸುಲಭವಾಗಿ ಮತ್ತು ತ್ವರಿತವಾಗಿ ಸಂವಹನ ಮಾಡಬಹುದಾಗಿದೆ. / I can easily and quickly communicate with my superiors when the need arises.



Graph 16: Showing graphical representation of Q1.6 data

**Interpretation :**

The above graph shows the percentage of respondents who believe that they can easily and quickly communicate with their supervisor when the need arises. As per the data, 33.45% of total respondents "Strongly Agree" to the statement and 47.44% of total respondents "Agree" to the statement. Around 11.60% of total respondents were "Neutral", 6.14% "Disagree" to the statement and the remaining 1.37% "Strongly Disagree" to the statement.

17. ನನ್ನ ಕೆಲಸಕ್ಕಾಗಿನ ನಗರದ ಸಲಹೆಗಳನ್ನು ನೀಡುವುದು ನನ್ನ ಕೆಲಸಕ್ಕೆ ಸಮರ್ಪಕವಾಗಿದೆ. / I believe, the compensation provided to me for my work is fair and reasonable.



Mean value : 3.361774744



Figure 17 Showing mean value for Q17

**Interpretation:**

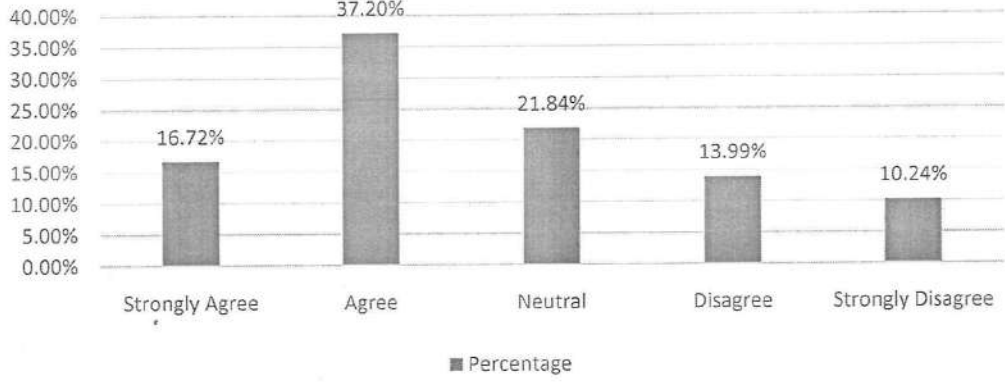
The survey question is found to be favourable to the company with a total score of 3.3618. Actions need to be taken to improve the score.

**Data :**

Table 20 Showing Q17 response data in value,percentage&cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	49	16.72%	16.72%
Agree (4)	109	37.20%	53.92%
Neutral (3)	64	21.84%	75.76%
Disagree (2)	41	13.99%	89.75%
Strongly Disagree (1)	30	10.24%	100%
<b>Total</b>	<b>293</b>	<b>100.00%</b>	-

17. ನನ್ನ ಕೆಲಸಕ್ಕಾಗಿ ನನಗೆ ಒದಗಿಸಲಾದ ವೇತನವು ನ್ಯಾಯಯುತ ಮತ್ತು ಸಮಂಜಸವಾಗಿದೆ. / I believe, the compensation provided to me for my work is fair and reasonable.



Graph 17 Showing graphical representation of Q17 data

**Interpretation :**

The above graph shows the percentage of respondents who believe that that the compensation provided to them for the work is fair and reasonable. As per the data, 16.72% of total respondents "Strongly Agree" to the statement and 37.20% of total respondents "Agree" to the statement. Around 21.84% of total respondents were "Neutral", 13.99% "Disagree" to the statement and the remaining 10.24% "Strongly Disagree" to the statement.

18. ಬೇರೆ ಸಂಸ್ಥೆಯಲ್ಲಿ ನನಗೆ ಉತ್ತಮ ವೇತನ,

ಪ್ರೋತ್ಸಾಹ ಮತ್ತು ಬಹುಮಾನಗಳನ್ನು ನೀಡಿದ್ದರೂ ನಾನು ಪ್ರಸ್ತುತ ಕೆಲಸ ಬದಲಾಯಿಸುವುದಿಲ್ಲ . / I would not switch to a different company even if I am offered better compensation, incentives and rewards.

Mean value : 3.634812287

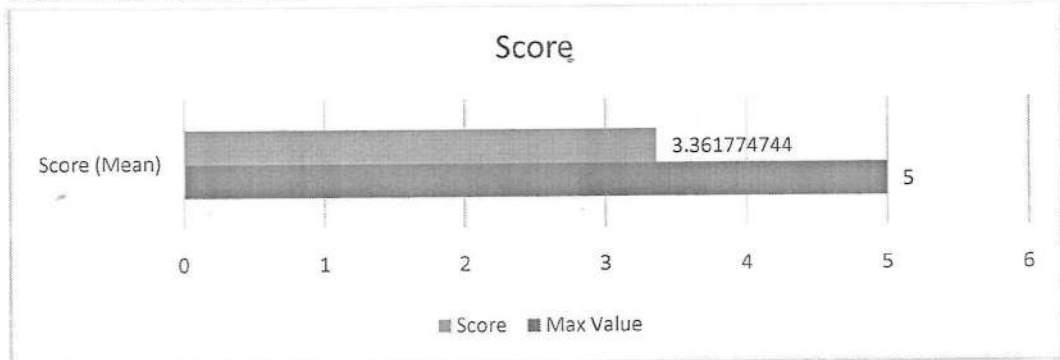


Figure 18 Showing mean value for Q18

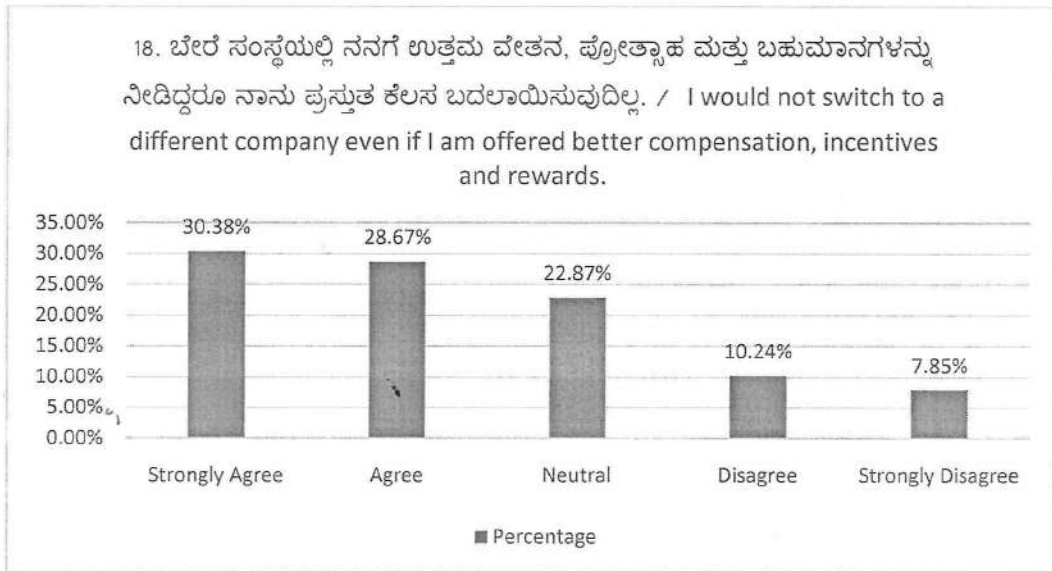
**Interpretation:**

The survey question is found to be favourable to the company with a total score of 4.3618. Actions need to be taken to improve the score.

**Data :**

Table 21 Showing Q18 response data in value, percentage & cumulative percentage

Particulars	Frequency	Percentage	Cumulative Percentage
Strongly Agree (5)	89	30.38%	30.38%
Agree (4)	84	28.67%	59.05%
Neutral (3)	67	22.87%	81.92%
Disagree (2)	30	10.24%	92.16%
Strongly Disagree (1)	23	7.85%	100%
<b>Total</b>	<b>293</b>	<b>100.00%</b>	<b>-</b>



Graph 18 Showing graphical representation of Q18 data

**Interpretation :**

The above graph shows the percentage of respondents who would not switch to a different company even if they offered better compensation, intensive and reward. As per the data, 30.38% of total respondents "Strongly Agree" to the statement and 28.67% of total respondents "Agree" to the statement. Around 22.87% of total respondents were "Neutral", 10.24% "Disagree" to the statement and the remaining 7.85% "Strongly Disagree" to the statement.

19. ಸಂಸ್ಥೆಯ ಸುಧಾರಣೆಯ ಅಗತ್ಯವಿದೆ ಎಂದು ನೀವು ನಂಬುವ ಯಾವುದೇ ಮೂರು ವಿಷಯಗಳನ್ನು ಕೆಳಗೆ ಉಲ್ಲೇಖಿಸಿ. / Mention below any three things in the organization that you believe needs improvement.

**Interpretation :**

The following table includes the data based on the responses related to improvement. The data has been arranged in increasing order based on the counts or frequency.

Table 22 Showing list of things requiring improvement as per survey data

Sl.No	WORD	PERCENTAGE
1	Salary	17.21%
2	Canteen	7.47%
3	Need relaxation in rules (Rules and regulations)	7.47%
4	Bonus	5.52%
5	Equality / Discrimination	3.90%
6	Food	2.27%
7	Dress code / Uniform	1.95%
8	Equality to all workers/labors	1.95%
9	Increment	1.95%
10	Management	1.95%
11	HRD	1.62%
12	Time Provision	1.62%
13	Trainers Experience	1.62%
14	Work	1.62%
15	Good Management	1.30%
16	Relaxation in night duty	1.30%
17	Discipline	0.97%
18	Earned Leave Pay (EL Pay)	0.97%
19	Encourage people with work interest	0.97%
20	HR Replacement	0.97%
21	Night Duty	0.97%
22	Partiality	0.97%
23	Reward for Hardwork	0.97%
24	Supervisor	0.97%
25	Basic needs	0.65%
26	Changes	0.65%
27	Cleaning	0.65%
28	Decentralisation	0.65%
29	Department Communication	0.65%
30	Dust	0.65%
31	Favourism in certain people	0.65%



32	Focus on developments	0.65%
33	Food Price	0.65%
34	Governance / Administration System	0.65%
35	Groupism	0.65%
36	Information	0.65%
37	Lunch / TiffenTiming	0.65%
38	Parking	0.65%
39	Partiality in Working days(Sunday / holiday)	0.65%
40	Politics	0.65%
41	Supporting	0.65%
42	Toilet Hygiene	0.65%
43	Training	0.65%
44	Safety & Security	0.65%
45	Action	0.32%
46	Beaviour of Personality	0.32%
47	Change Makers should know the workings of the company	0.32%
48	Commission	0.32%
49	Confidential Information limitation for each department	0.32%
50	Domination	0.32%
51	Drinking water	0.32%
52	Drivers attitude	0.32%
53	Employee State Insurance (E.S.I)	0.32%
54	Everyone should be made to work.	0.32%
55	Familiarity	0.32%
56	Guidance	0.32%
57	Help from co-workers	0.32%
58	Hierarchy	0.32%
59	Honesty	0.32%
60	HRD policies	0.32%
61	hydraulic equipment	0.32%
62	Include workers during organisational meetings.	0.32%
63	Increase the ratio of workers in respect to the management personnel.	0.32%
64	Individual Responsibility	0.32%
65	Irresponsibility	0.32%
66	Labor leader	0.32%
67	Loyalty	0.32%
68	Manager Behaviour	0.32%
69	Material waste management (SSFMS or SSPMS)	0.32%

70	Monitoring	0.32%
71	More work with few people	0.32%
72	Need AC in "Panel Board"	0.32%
73	Need help for difficulties	0.32%
74	Need labour	0.32%
75	Need of right general manager for the whole company	0.32%
76	Need right people with right education for the job	0.32%
77	No permanent system	0.32%
78	On time Bonus	0.32%
79	On time decision making	0.32%
80	Organisation should listen employees feedback	0.32%
81	Policy and protocols	0.32%
82	Postion given just depending on experience	0.32%
83	Recognition	0.32%
84	Reducing over time	0.32%
85	Relaxation for entry / exit time	0.32%
86	Requires Influence to work	0.32%
87	Rest	0.32%
88	Selfish Manager	0.32%
89	Single time set for everyone	0.32%
90	Sports	0.32%
91	Standerd operating procedure	0.32%
92	Storage (to maintain freshness of fish)	0.32%
93	System Development	0.32%
94	Too much Authority in "Section Writer".	0.32%
95	Tools improvement	0.32%
96	Transfer of work	0.32%
97	Transport Facility for far places	0.32%
98	Unity	0.32%
99	Unnecessary "Righter" and "Mestri".	0.32%
100	Work opportunity with existing workers for new new joiners	0.32%
101	Work guidance when asked about work-related things	0.32%

20. ಸಂಸ್ಥೆಯ ಬಗ್ಗೆ ಯಾವುದೇ ಮೂರು ಉತ್ತಮ ವಿಷಯಗಳನ್ನು ಕೆಳಗೆ ಉಲ್ಲೇಖಿಸಿ. / Mention below any three best things about the organization.

**Interpretation :**

The following table includes the list of best things based on the responses related to best things about the organization. The data has been arranged in increasing order based on the counts or frequency.

*Table 23 Showing list of best things about the organisation as per the survey data*

SI.NO	WORDS	PERCENTAGE
1	Social Responsibility	7.23%
2	Salary	5.20%
3	Helping Nature	4.34%
4	Owner	4.34%
5	Salary during Lockdown / Covid Time	4.05%
6	Management	4.05%
7	Hygiene	3.47%
8	Discipline	2.89%
9	Good Environment	2.89%
10	Supervisor	2.60%
11	MD	2.60%
12	Happy to work in the company	2.31%
13	Environment Conscious	2.31%
14	Scholarship	2.31%
15	Bonus	2.31%
16	Good Organisation	2.31%

17	Employment Opportunity	2.02%
18	Health Conscious	1.73%
19	Good & Inspirational Promoters/ Founders	1.45%
20	Water	1.45%
21	Supportive	1.45%
22	Time Sense	1.45%
23	Helps Poor People	1.16%
24	Drinking Water	1.16%
25	Management Trust and Care	1.16%
26	Encouragement	1.16%
27	Support to worker welfare	1.16%
28	Helps Labour in need	0.87%
29	Friendly Nature	0.87%
30	Good Water Facility	0.87%
31	Love towards workers	0.87%
32	Safety	0.87%
33	Equality	0.87%
34	New Technologies	0.87%
35	Good reputation	0.87%



36	Sports and Games	0.87%
37	Good relationship	0.87%
38	Guidance	0.58%
39	Helps during any difficult times	0.58%
40	Training	0.58%
41	Employee Facilities	0.58%
42	Education	0.58%
43	Uniform	0.58%
44	Canteen	0.58%
45	Courageous	0.58%
46	Respect	0.58%
47	Humanity	0.58%
48	Family Like Work Environment	0.58%
49	Work	0.58%
50	SOP System	0.58%
51	Learning / Knowledge	0.58%
52	Immediate response	0.58%
53	Activation	0.58%
54	Production	0.29%
55	Sale	0.29%
56	Out Batch enduhasaruba....(3)	0.29%

57	Healthy Environment	0.29%
58	Provided security in right time	0.29%
59	Rules and Regulation	0.29%
60	Good Food	0.29%
61	Optimistic	0.29%
62	Investor	0.29%
63	Work Exposure	0.29%
64	Decision Making Freedom	0.29%
65	Bio Filter	0.29%
66	Efluent Treatment Plant (ETP)	0.29%
67	Fertilizer and Potash	0.29%
68	Good Assistance	0.29%
69	Good Communication	0.29%
70	Coordination	0.29%
71	Loyalty	0.29%
72	Good organisation programmes	0.29%
73	Prashanth sir	0.29%
74	Timely payment of salary and bonus	0.29%

75	Good Notice Board Quotes	0.29%
76	Facilities	0.29%
77	Agriculture	0.29%
78	Cultural events	0.29%
79	Garden	0.29%
80	Work satisfaction	0.29%
81	Shifts	0.29%
82	Maintenance	0.29%
83	Accommodation	0.29%
84	Sophisticated lab	0.29%
85	Value for talent	0.29%
86	Reward	0.29%
87	Job responsibility	0.29%
88	Opportunities	0.29%
89	Good workers	0.29%
90	Recognition	0.29%
91	Development / Improvement (Organisation and Works)	0.29%
92	Goal oriented	0.29%
93	Kindness	0.29%

## Conclusion

The Employee Engagement survey has been successful in understanding the level of employee engagement at JFM.

The Q1 has scored a mean value of 4.47, which suggests that the employees are very proud to work in the organisation. The Q2 has scored a mean value of 4.10, which suggests that most of the employees believe that the organisation cares about their physical wellbeing. The Q3 has scored a mean value of 3.96, which suggests that the reasonable number of employees of the organisation believe that, the organisation has strong grievance redressal system. The Q4 has scored a mean value of 4.32, which suggests that,most of the employees are proud that their organisation operates in a socially responsible manner. The Q5 has scored a mean value of 4.11, which suggests that, most of the employees feel that the organisation is providing them a good work-life balance. The Q6 has scored a mean value of 4.36, which suggests that most of the employees feel that their work makes good use of their skills and abilities. The Q7 has scored a mean value of 3.82, which suggests that a reasonable number of employees feel that they get an equal opportunity to participate in decisions regarding their department. The Q8 has scored a mean value of 3.99, which suggests that a reasonable number of the employees would happily recommend this organisation as a good place to work to others. The Q9 has scored a mean value of 4.09, which suggests that most of the employees believe that they have access to all the resources needed to perform their work well. The Q10 has scored a mean value of 3.72, which suggests that a reasonable number of employees are making good utilisation of ERP systems provided to them by the organisation. The Q11 has scored a mean value of 4.09, which suggests that most of the employees believe that they have been provided proper training and guidance to encounter any problem at work. The Q12 has scored a mean value of 4.16, which suggests that most of the employees are motivated by their competent co-workers. The Q13 has scored a mean value of 4.13, which suggests that the most of the employees are happy to take up multiple roles in the organisation. The Q14 has scored a mean value of 3.97, which suggests that a reasonable number of employees feel that their manager/supervisor/leader supports and encourages their professional development. The Q15 has scored a mean value of 3.69, which suggests that a reasonable number of employees feel comfortable being under constant supervision. The Q16 has scored a mean value of 4.05, which suggests that most of the employees can easily and quickly communicate with their superiors when the need arises. The Q17 has scored a mean value of 3.36, which suggests that a reasonable number of employees believe that the compensation provided to them are fair and reasonable. The Q18 has scored a mean value of 3.63, which suggests that a reasonable number of employees would not switch to a different company even if they are offered better compensation, incentive and rewards.

The Q19 data suggests that, the employees feel, that the organisation has to focus more on improving salary, canteen and should also provide some relaxation in rules among other things.

The Q20 data suggests that, the employees feel that social responsibility carried out by the organisation, its promoters and their helping nature are among best things of the organisation.