

# Impact on Employee Engagement on Employee Work Performance in Roots Industry Private Limited

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**Abstract:** Employee engagement is critical factor influencing work performance and overall organizational success. By examining key engagement drivers such as job satisfaction, motivation, workplace culture, and leadership. The study adopts a mixed method approach and interviews with employees across various department to assess their level of engagement and its effects on performance. The findings reveal that higher employee engagement leads to improved work quality, reduced absenteeism, and increased innovation. This research aims to establish link between engaged employees and their productivity.

**Keywords:** employee engagement, work performance, job satisfaction, workplace culture.

## 1. Introduction

The terminology used in HRM (Human Resource Management) are relatively new. It started to revolve in the 1980s. Employee engagement on employee work performance reflects the emotional commitment, motivation of employees in their workplace. Any problems that arise when employees are performing their duties inside an organization are handled by the human resources department. It has skilled and motivated workforce to maintain its competitive edge. The employees may face challenges in their workplace stress limited career growth can negatively lead to employee performance and productivity. They employees may feel safety and good environment to achieve their organizational goal. By exploring key drivers such as work culture and career development may give path way to motivate and work in their organization for a month. Employees are rewarded with particular bonus and incentives and motivated to feel in their organization. This research aims to analyze the relation between employee engagement and work performance of roots industry.

## 2. Review of Literature

1. *Saba Anwar (2020)*: This study investigates the influence of employee engagement on individual performance across different countries, including England, Spain, China, and India. The paper aims to systematically explore how employee engagement impacts operational performance. The findings reveal a significant relationship between

employee engagement and improved operational performance. Furthermore, the study offers valuable guidelines for organizations to enhance employee engagement, suggesting that increased engagement leads to better performance outcomes. This research underscores the importance of fostering high levels of engagement to boost both individual and organizational success.

2. *Dian Bagus Mitreka Satata (2021)*: This paper discusses how employee engagement influences individual work performance and contributes to achieving organizational goals. It reviews literature on employee engagement from both national and international perspectives, showing how engaged employees are more likely to maintain consistent and high-quality performance. The study underscores that a strong sense of engagement fosters better work performance, benefiting the overall goals and success of the organization.
3. *Roby Ntaylor (2022)*: This study explores the positive and significant relationship between employee engagement and patient safety in healthcare settings. It emphasizes the role of engaged employees in improving the safety and quality of health services. The findings indicate that the impact of employee engagement on patient safety can vary, suggesting that more targeted research is necessary to understand this dynamic fully. The study highlights the need for further investigation, particularly in the context of challenges like the ongoing pandemic, which has affected the healthcare sector's ability to maintain patient safety.

## 3. Objectives

- To assess the perception of employees regarding study variation.
- To study the association between the level of work performance and demographic variables.
- To investigate the influence of employee engagement on work performance.

## 4. Research Methodology

- *Area of the study:* Coimbatore

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- *Sampling techniques:* Simple Random Sampling Method
- *Sample size:* 57
- *Tools used for analysis:* Simple Percentage Analysis, Correlation, ANOVA.

Table 1

Data analysis and interpretation correlation analysis

Variables	Pearson Correlation	Significance Level
AVGOCC	.579	.000
AVGWLB	.710	.000
AVGEE	.804	.000
AVGEWP	1	.000

*Interpretation:*

The above table shows that employee engagement or highly positively correlated with dependent variable employee work performance (R=.804, P>.000). Engagement is a key driver of performance. Engaged employees are more motivated, committed, and willing to put in extra effort, which leads to higher performance. They tend to be more involved, show initiative, and actively contributing to achieving organizational goals. This explains the very strong correlation. Engaged employees are less likely to be absent or leave the company, ensuring consistent performance. Employees who engaged to be more innovative and proactive in solving workplace challenges. Employees experience lower stress and allowing them to maintain a high level of performance. It results in greater job satisfaction, into better work quality and efficiency. It forces employees foster better teamwork, collaboration and communication improving overall performance.

From the above table the variable with employee work life balance has a strong positively correlates with dependent variable employee work performance (R=.710, P>.000) employees with better work life balance tend to be more engaged and productive.

When employees can manage their work and personal life effectively, it leads to lower stress, higher job satisfaction, and ultimately better work life balance supports employee wellbeing, making them more focused and productive while at work. Employee with time for personal growth and relaxation

return to work with renewed energy and creativity. Work life balance policies such as flexible hours and remote work, improve employee retention and loyalty. Engaged employees who feel valued contribute actively to business success. When employees feel they have a healthy balance between work and personal life they are likely to feel more satisfied with them with their job.

From the above table followed by occupational condition or moderate positive correlation with dependent variable employee work performance (R=.579, P>.000). Occupational conditions (such as work environment, job demands, and safety) .

When employees are more engaged, they tend to be more active and involved in their task, which could increase their occupation or time spend in work. A certain level of workload or involvement is necessary for employees to stay engaged and performance but too much occupancy can lead to stress and burnout, resourcing overall performance. Employees who are sufficiently busy but not overwhelmed tend to perform better, but excessive workload might reduce effectiveness. Too much vacancy can create excessive crowding may lower comfort and efficiency. A well optimized workspace with adequate resources can enhance collaboration and productivity. employees in properly occupied space often experience better communication, teamwork, and job satisfaction. optimized seating arrangements, noise control, and improve employee wellbeing.

*Interpretation:*

Since the p-value is greater than 0.05, the test fails to reject the null hypothesis (H0), meaning that occupation does not significantly difference between the age group. This shows the employees with occupation do not show significant difference in their age groups.

*Interpretation:*

Since p > 0.05, we fail to reject the null hypothesis (H0), meaning there is no statistically significant difference between the groups. This implies the employees with work life balance do not show significance difference in the education.

*Interpretation:*

Table 2

One way age by AVGOCC

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	28.886	18	1.605	1.360	.208
Within Groups	44.833	38	1.180		
Total	73.719	56			

Source: Primary data

Table 3

One way education by AVGWLB

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	10.158	16	.635	.894	.580
Within Groups	28.403	40	.710		
Total	38.561	56			

Source: Primary data

Table 4

One way work experience by AVGEWP

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	33.682	23	1.464	1.189	.318
Within Groups	40.633	33	1.231		
Total	74.316	56			

Source: Primary data

Since  $p > 0.05$ , we fail to reject the null hypothesis ( $H_0$ ), meaning there is no statistically significant difference between the groups. This implies the employee work performance does not show significant difference between work experience.

### 5. Findings

- Majority of the respondents (30%) are under the age group of 26-35.
- Majority of the respondents (70%) are male.
- Majority of the respondents (47%) are married.
- Majority of the respondents (37%) are in the entry level.
- Employee engagement (.804) has highly positively correlated with the dependent variable employee work performance.
- Work life balance (.710) has strongly highly correlated with the dependent variable employee work performance.
- Occupation (.0579) is moderate positive correlation with the dependent variable employee work performance.
- The finding shows that there is no significant for the variable age with occupation
- The finding shows that there is no significant for the variable education with work life balance.
- The finding shows that is no significant for the variable work experience with employee work performance.

### 6. Suggestions

- Investigate how varying levels of employee engagement contribute to overall workplace efficiency and organizational output
- Perform an in-depth analysis within a specific organization or industry to explore the direct correlation between employee engagement and performance.
- Explore how engagement affects job satisfaction and whether that translates into better performance.
- Analyze how workplace culture fosters or hinders engagement and productivity.

### 7. Conclusion

In conclusion, building a culture of engagement is essential for long-term organizational growth. By emphasizing employee

engagement, companies can boost productivity, foster innovation, and maintain a competitive advantage in today's dynamic business environment. When employees are engaged, they exhibit higher levels of motivation, dedication, and productivity, which contributes to increased efficiency, greater job satisfaction, and lower turnover rates. The research suggests that organizations that focus on implementing engagement initiatives—such as strong leadership, employee recognition programs, opportunities for career growth, and a supportive work culture—experience significant improvements in performance.

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