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EMPLOYEE ENGAGEMENT SURVEY REPORT

MIT

MOODLAKATTE INSTITUTE OF TECHNOLOGY
KUNDAPURA

DEPARTMENT OF MANAGEMENT STUDIES (MBA)

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Research Design

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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.

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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.

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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

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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

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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.

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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.

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Analysis and Interpretation

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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.

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

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Mean Value Interpretation

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

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Quantitative Values Assigned For Likert Scale

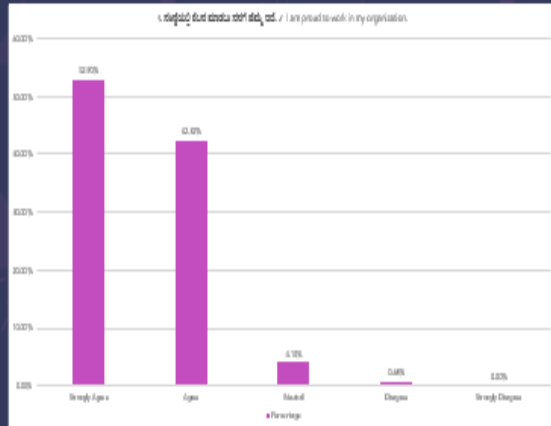| Legend	
Particulars	Assigned Value
Strongly Agree	5
Agree	4
Neutral	3
Disagree	2
Strongly Disagree	1

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Graphical Representation of response data Q1 to Q18

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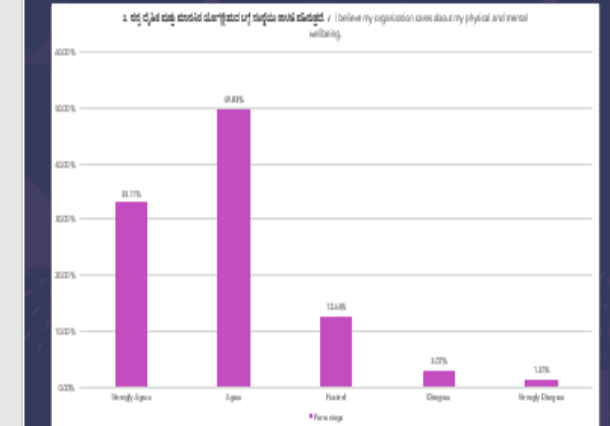

15

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16

Slide 17
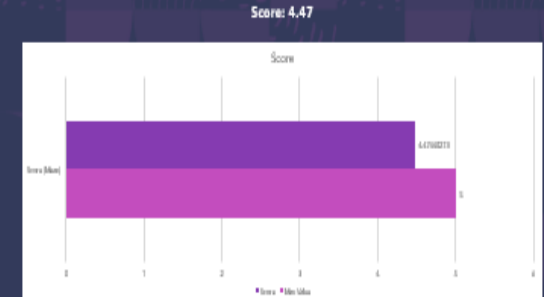
2.
ನನ್ನ ದೈಹಿಕ ಮತ್ತು ಮಾನಸಿಕ ಯೋಗಕ್ಷೇಮದ ಬಗ್ಗೆ ಸಂಸ್ಥೆಯು ಕಾಳಜಿ ವಹಿಸುತ್ತದೆ.
(I believe my organization cares about my physical and mental wellbeing.)

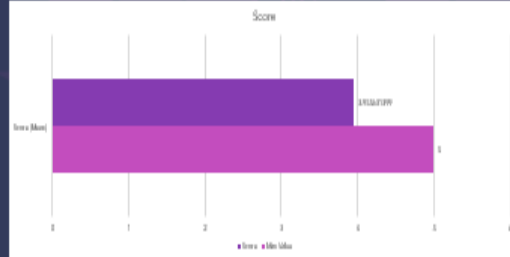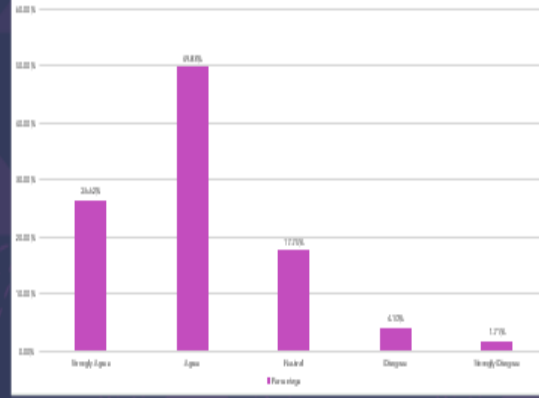

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18

3.
ಸಂಸ್ಥೆಯು ಬಲವಾದ ಕುಂದುಕೊರತೆ ಪರಿಹಾರ ವ್ಯವಸ್ಥೆಯನ್ನು ಹೊಂದಿದೆ.
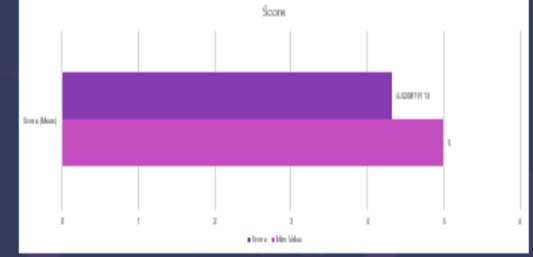### (I believe my organization has a strong grievance redressal system.)
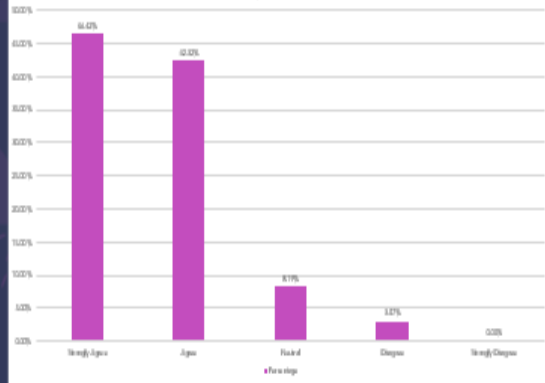
Score: 3.96

19

20

4.
ಸಂಸ್ಥೆ ಸಾಮಾಜಿಕವಾಗಿ ಜವಾಬ್ದಾರಿಯುತ ರೀತಿಯಲ್ಲಿ ಕಾರ್ಯನಿರ್ವಹಿಸುತ್ತದೆ ಎಂದು ನನಗೆ ಹೆಮ್ಮೆ ಇದೆ.
(I am proud that my organization operates in a socially responsible manner.)
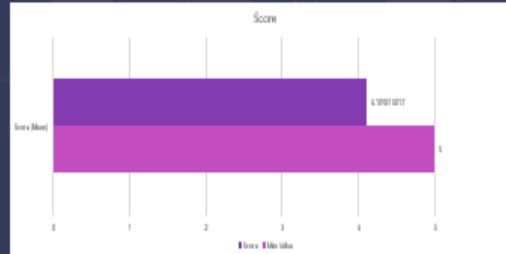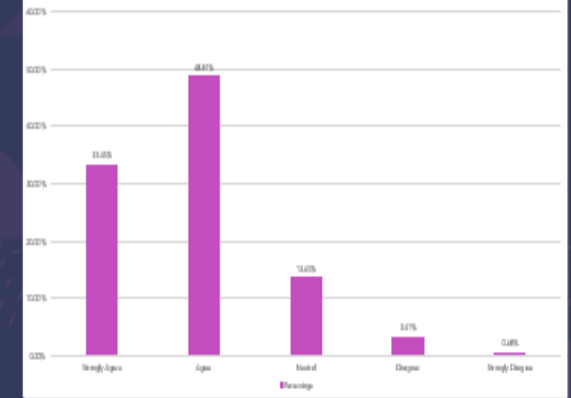
Score: 4.32

21

22

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

Score: 4.11

23

24

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

Score: 4.36

25
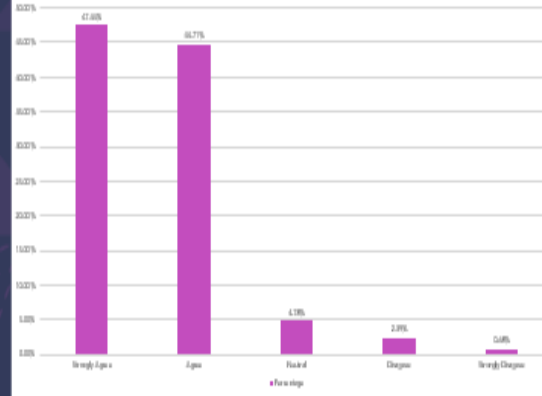
26

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

27

28
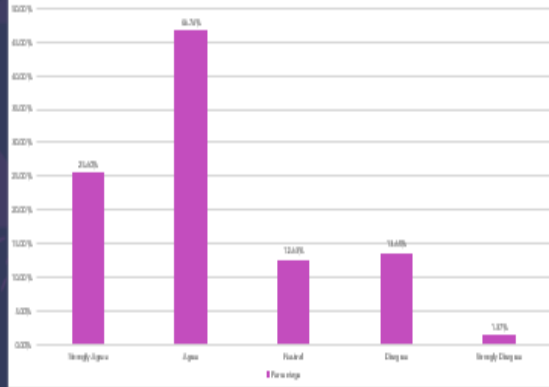
8.
ಸಂಸ್ಥೆಯಲ್ಲಿ ಇತರರು ಕೆಲಸ ಮಾಡಲು ಉತ್ತಮ ಸ್ಥಳವೆಂದು ನಾನು ಸಂತೋಷದಿಂದ
ಶಿಫಾರಸ್ಸು ಮಾಡುತ್ತೇನೆ
**(I would happily recommend this organization as a good place
to work to others.)**

Score: 3.99

29
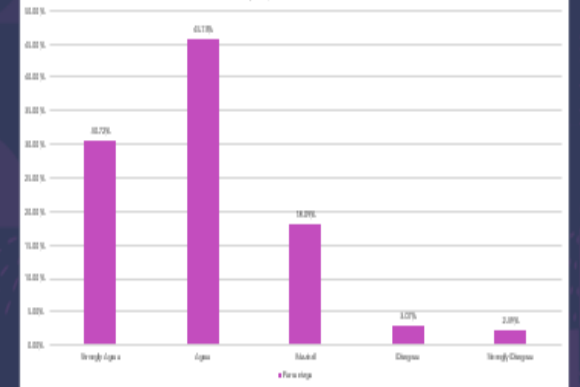
30

9.
ಕೆಲಸವನ್ನು ಉತ್ತಮವಾಗಿ ನಿರ್ವಹಿಸಲು ಅಗತ್ಯವಿರುವ ಎಲ್ಲಾ ಸಂಪನ್ಮೂಲಗಳು ನನಗೆ
ದೊರೆಯುತ್ತಿದೆಣ
(I believe I have access to all the resources I need to perform
my work well.)

Score: 4.10
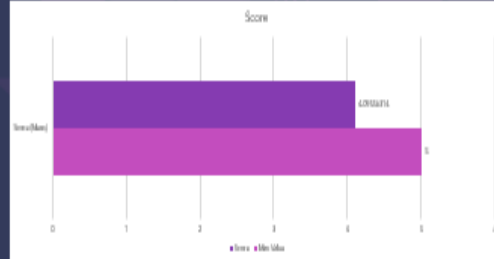
31
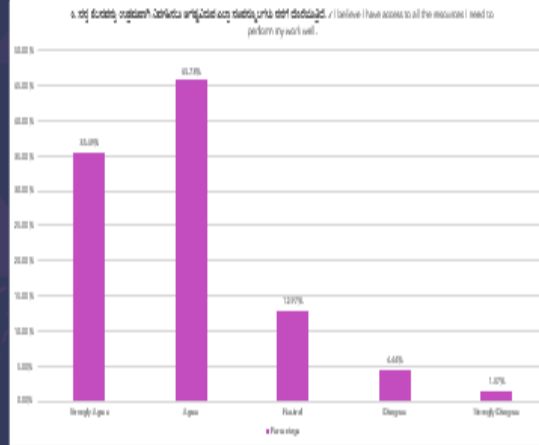
32

10.
ಸಂಸ್ಥೆ ಒದಗಿಸುವ ಇಆರ್ಪಿ (ERP) ಪ್ಯವಸ್ಥೆಗಳನ್ನು ನಾನು ಉತ್ತಮವಾಗಿ
ಬಳಸಿಕೊಳ್ಳುತ್ತಿದ್ದೇನೆಣ
(I am making good utilization of the ERP systems provided by
the organization.)

Score: 3.72
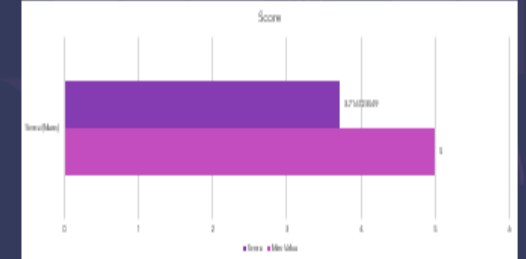
33
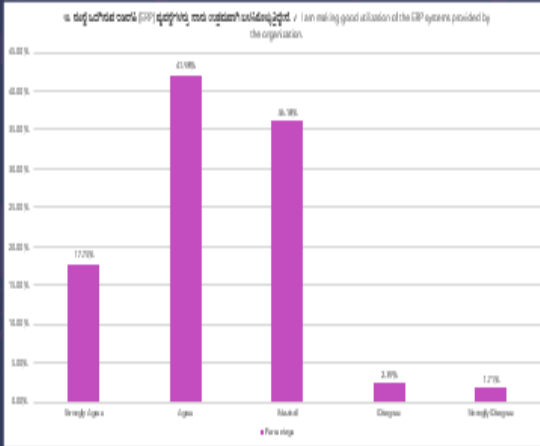
34

11.
ಕೆಲಸದಲ್ಲಿ ಯಾವುದೇ ಸಮಸ್ಯೆಯನ್ನು ಎದುರಿಸಲು ನನಗೆ ಸರಿಯಾದ ತರಭೇತಿ ಹಾಗೂ
ಮಾರ್ಗದರ್ಶನ ನೀಡಲಾಗಿದೆಣ
(I have been provided proper training or guidance to
encounter any problem at work.)

Score: 4.09
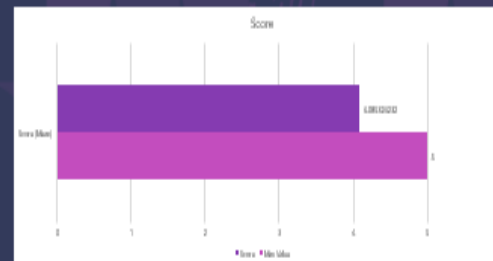
35
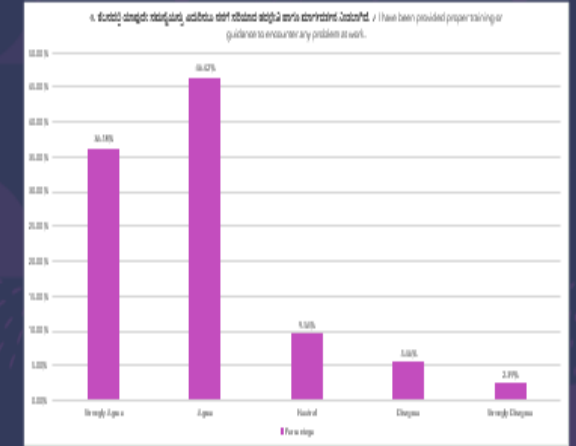
36

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

Score: 4.16
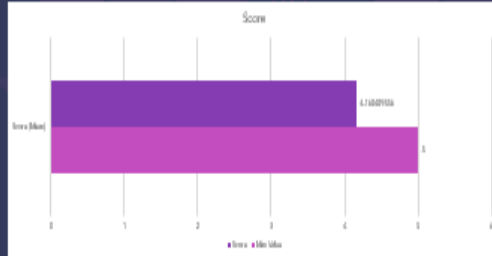
37
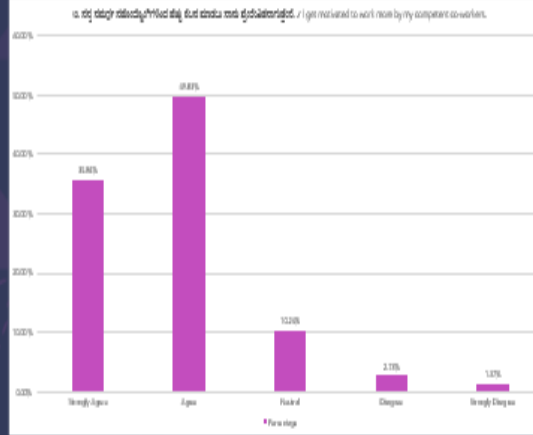
38

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

Score: 4.13
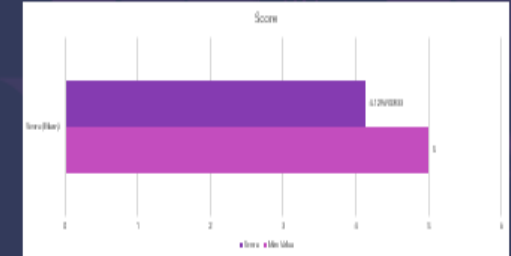
39
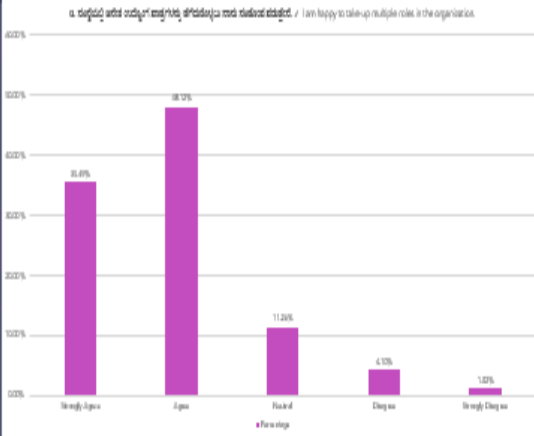
40

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

Score: 3.97
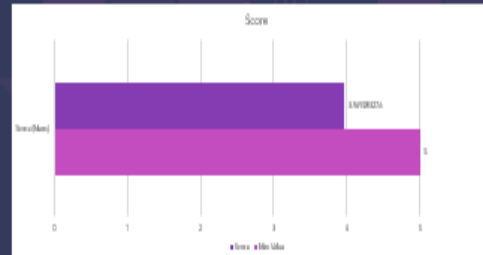
41
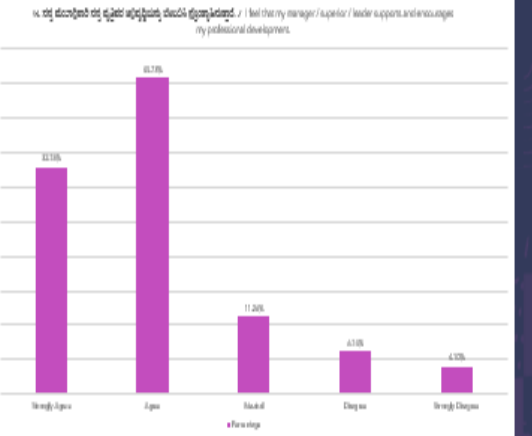
42

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

Score: 3.97

43

44
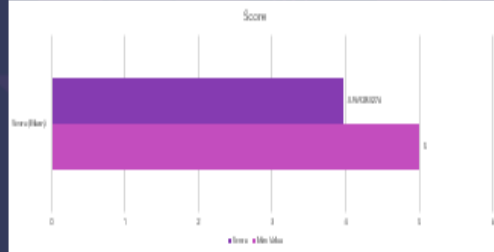
16.
ಅಗತ್ಯವಿದ್ದಾಗ ನನ್ನ ಮೇಲಾಧಿಕಾರಿಗಳೊಂದಿಗೆ ನಾನು ಸುಲಭವಾಗಿ ಮತ್ತು ತ್ವರಿತವಾಗಿ ಸಂವಹನ ಮಾಡಬಹುದಾಗಿದೆಇ
(I can easily and quickly communicate with my superiors when the need arises.)

Score: 4.06

45

46
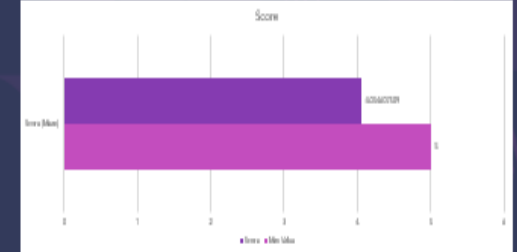
17.
ನನ್ನ ಕೆಲಸಕ್ಕಾಗಿ ನನಗೆ ಒದಗಿಸಲಾದ ವೇತನವು ನ್ಯಾಯಯುತ ಮತ್ತು ಸಮಂಜಸವಾಗಿದೆಇ
(I believe, the compensation provided to me for my work is fair and reasonable.)

Score: 3.36

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18.

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

Score: 3.36

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List of Improvements

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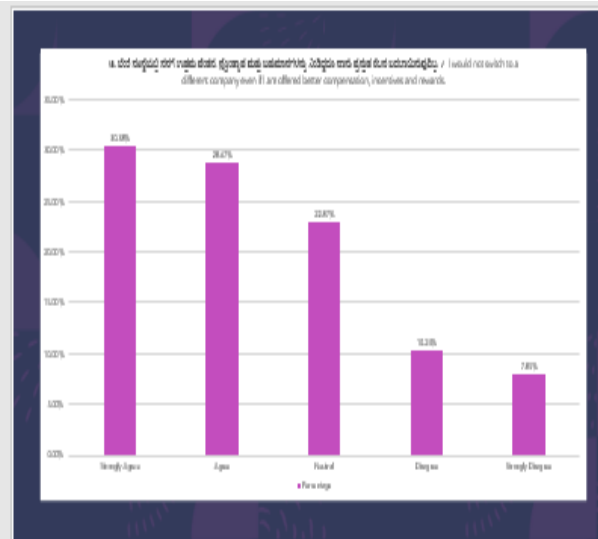
List of Improvements (19Q) – Part 1

Sl.No	WORD	PERCENTAGE
1	Salary	17.21%
2	Canteen	7.47%
3	Hostel infrastructure and 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/labours	1.95%
9	Increment	1.95%
10	Management	1.95%
11	HRD	1.62%
12	Tenure Premium	1.62%
13	Tenure Experience	1.62%
14	Work	1.62%
15	Crowd Management	1.30%

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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 Handwork	0.97%
24	Supervisor	0.97%
25	Basic needs	0.65%
26	Cheque	0.65%
27	Cleaning	0.65%
28	Communication	0.65%
29	Department Communication	0.65%
30	Duct	0.65%

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List of Improvements (19Q) – Part 3

Sl.No	Words	Percentage
31	Promotion to certain people	0.65%
32	Focus on developments	0.65%
33	Food Price	0.65%
34	Grievance / Administration System	0.65%
35	Gripes	0.65%
36	Information	0.65%
37	Lunch / Tiffin Timing	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	Canteen	0.32%

List of Improvements (19Q) - Part 4

Sl.No	Word	Percentage
46	Bareness of Personality	0.32%
47	Change Makers should be on the meetings 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	Employees State Insurance (E.S.I)	0.32%
54	Everyone should be on time to work	0.32%
55	Familiarity	0.32%
56	Gestures	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	Word	Percentage
61	Hydraulic equipment	0.32%
62	Include workers during organizational 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 burden	0.32%
67	Loyalty	0.32%
68	Manager Behaviour	0.32%
69	Material waste management (WFMS or SWMS)	0.32%
70	Monitoring	0.32%
71	More work with less people	0.32%
72	Need AC in "Panel Room"	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	Word	Percentage
76	Need right people with right orientation for the job	0.32%
77	Requirement system	0.32%
78	On time timing	0.32%
79	On time decision making	0.32%
80	Organization 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 unity / rest time	0.32%
86	Requires bathrooms to work	0.32%
87	Rest	0.32%
88	Skilled Manager	0.32%
89	Single time rest for everyone	0.32%
90	Sports	0.32%

List of Improvements (19Q) - Part 7

Sl.No	Word	Percentage
91	Standard operating procedures	0.32%
92	Storage (to maintain freshness of fish)	0.32%
93	System Development	0.32%
94	Too much Authority to "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 "Bighra" and "Muast".	0.32%
100	Work opportunity with existing workers for new sun-plants	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

Sl.No	Words	Percentage
1	Social Responsibility	7.20%
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	Covid Environment	2.89%
10	Supervisor	2.60%

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

Sl.No	Words	Percentage
11	R&D	2.63%
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 Promotion/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 in 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	Less tension in workers	0.87%
32	Safety	0.87%
33	Equality	0.87%
34	New Technologies	0.87%
35	Good regulation	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	Honesty	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 Reach and choose las...[i]	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 Expenses	0.29%
64	Decision Making Freedom	0.29%
65	Bio Filter	0.29%
66	Effluent Treatment Plant (ETP)	0.29%
67	Facilities and Friends	0.29%
68	Good Assistance	0.29%
69	Good Communication	0.29%
70	Coordination	0.29%

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

S.No	Words	Percentage
71	Loyalty	1.29%
72	Enrol organisation programmes	1.29%
73	Partnership	1.29%
74	Timely payment of salary and bonus	1.29%
75	Consolidation Board Service	1.29%
76	Facilities	1.29%
77	Agriculture	1.29%
78	Cultural events	1.29%
79	Service	1.29%
80	Work satisfaction	1.29%

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

S.No	Words	Percentage
81	Skills	1.29%
82	Maintenance	1.29%
83	Accommodation	1.29%
84	Sophisticated lab	1.29%
85	Value for effort	1.29%
86	Reward	1.29%
87	Job responsibility	1.29%
88	Opportunities	1.29%
89	Good medium	1.29%
90	Recognition	1.29%
91	Development / Improvement (Organisation and Work)	1.29%
92	Goal oriented	1.29%
93	Kindness	1.29%

Thank you.

Brief Activity/Event Report of MoU signed with Janatha Fish Meal and Oil Products

1	Name of the Activity/Event:	**Competency Identification**
2	Venue:	**Janatha Fish Meal & Oil Products**
3	Date:	**17-06-2021**
4	Topic:	**Competency Identification for Janatha Group**
5	Nature of Participants:	**MBA Students (Ananth Nayak, Sudheshna & Azar)**
6	Number of Participants:	**3**
7	Staff Coordinator:	**Dr. Prathibha Patel & Prof. Amruthmala**
8	Resource Person(s):	**Mr. M.S Krishna, CHRO, Janatha Group**
9	Brief Summary of Activity/Event:	

a. **Objective:** This project involved studying various roles in the organization & identifying the competency requirements of the role & general industry requirements. This study conducted with some core objectives those are,
- o To identify effective competencies needed to hire and recruits employees.
- o To improve the practice of selection and assessment.
- o To provide effective training and development facilities
- o To create clarity in performance standard.
- o Create succession plans for employees and company
- o Promote employee career development.
- o Engaging employees continuously in productive task.
- o Creation of workforce planning.

Competency identification serves as a foundational element in various HR and talent management processes.

b. **Technical Description:** competency is a crucial process that involves systematically defining and assessing the skills, knowledge, abilities and behaviors required for success in specific job roles or within an organization. Here are some key components and steps involved in it.
- o Developing competency framework through job analysis and identification of core competency.
- o Behavioral indicators helps to have a clarity and consistency in assessing competencies.
- o Competency assessment includes interviews, skill tests, stimulations, peer reviews, self-assessments.
- o Establishing score criteria to check competency to ensure consistency.
- o Data collection for selected assessment methods.
- o Gap analysis for competency assessment.
- o Implementing action plans through individual development plans, training and development plans.
- o Progress tracking, feedback collection and adjustment in IDPs and training programs.

It ensures that the organization can effectively assess, develop and leverage competencies to achieve its strategic objectives.

c. **Outcome:** A survey on Competency identification brings out some potential outcomes they are,
   - Identification of core competencies for success within the organization.
   - Competency gap analysis to identify area need to be improved.
   - Generate individual competency profiles.
   - Assessment of skills to support employees learning ability.
   - To determine training and development needs of employees.
   - Alignment with organizational goals for achieving long-term objectives.
   - Creating succession plans on the bases of existing competencies and development potentials of employees.
   - It can influence recruitment and selection process.
   - It customizes learning and development programs.
   - It provides opportunities for competency development can contribute to higher employee satisfaction, engagement and performance improvement.

   These outcomes enable organization to make informed decisions about talent development, succession planning and overall workforce optimization.

d. **Summary of feedback:** A collective feedback received from participants with regards to a very fruitful experience which helped students to learn possibilities which can affect employee's performance and how to overcome it.

e. **Action to be taken based on feedback:** Surveys like this can help students to explore work field and challenges in it and Department is planning to take up many more on the job projects (training) for students in upcoming days.

10 Photographs:

PRINCIPAL