



Moodlakatte Institute of Technology

(A Unit of Moodlakatte Nagarathna Bhujanga Shetty Trust (R.))

(Approved by AICTE, New Delhi & Affiliated to VTU., Belagavi)

Moodlakatte – 576 217, Kundapura Taluk, Udupi District, Karnataka

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

1	Name of the Activity/Event:	Live Project: Survey on Employee Engagement at Janatha Group
2	Venue:	Janatha Fish Meal & Oil Products, Kota
3	Date:	17-07-2021 (Report Submitted)
4	Topic:	Survey on Employee Engagement at Janatha Group
5	Nature of Participants:	MBA Students (Ananth Nayak, Niharika, Sudeshna & Azar)
6	Number of Participants:	4 and 293 Employees of Janatha Participated in the Survey
7	Staff Coordinator:	Dr. Prathibha Patel & Prof. Amruthmala
8	Resource Person(s):	Mr. M.S Krishna, CHRO, Janatha Group
9	<p>Brief Summary of Activity/Event:</p> <p>a. Objective: Employee engagement is a crucial factor in organizational success, as engaged employees are more likely to be productive, innovative and committed to their work. Here are some common objectives of conducting such survey;</p> <ul style="list-style-type: none"> • To measure employee engagement by understanding how connected, committed and passionate employees are about their work and the organization. • To Identify strengths and weakness of the organization in understanding its workers. • To improve employee satisfaction by identifying sources of dissatisfaction. • Increase retention by reducing turnover. • To enhance productivity through study on workers. • To understand the factors can boost to be innovative. • To strengthen employee and management relation • To promote well being through identify stressors and implement initiatives to support employee health. • To assess employees to ensure that employees are aligned with the organization's mission, vision, and values. <p>These objectives aimed at creating more engaged, satisfied and productive workforce while aligning with the organization's goals and values.</p> <p>b. Technical Description: This survey requires careful consideration of various technical aspects to ensure its effectiveness and reliabilities like,</p> <ul style="list-style-type: none"> • Survey design <ul style="list-style-type: none"> ○ Clarity in objective ○ Types of questions to be used ○ Structure of questionnaire ○ Implementing likert scale • Sampling 	



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- Random sampling
- Stratified sampling
- Data collection
 - Mode of administration
 - Survey period
- Survey administration
 - Communication
- Data analysis
 - Statistical analysis
 - Qualitative analysis

Effective survey on employee engagement, leading to valuable insights and actionable improvements.

- c. **Outcome: the result provide insights into the over all health of the workforce and can inform various aspects of organizational strategy and management. Here are some potential outcomes and their implications;**
- Identification of engagement level of employees.
 - Identification of strengths and weaknesses of employees where improvements are needed.
 - Employee satisfaction degree revealed
 - Possible to shed light on factors influencing employee turnover.
 - Survey helped in improvement of productivity and performance.
 - The survey can help uncover whether employees feel encouraged to share their thoughts and where there are barriers to innovation.
 - Addressing these concerns can lead to improved relationship between employees and management.
 - Also boost organization culture, diversity and inclusion workforce.
- d. **Summary of feedback: The outcome of this survey on employee engagement is not just the data and findings but also the actions and initiatives that follow. It can lead to a more engaged, satisfied and productive workforce benefiting both employees and the organization as a whole.**
- e. **Action to be taken based on feedback: Looking at the success of this survey project by students, department is intended to conduct more survey works to enhance practical exposure and learning opportunities for students.**

10 Photographs:



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PRINCIPAL



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