



# A Study on Employee Engagement and Its Impact on Job Satisfaction

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**Abstract** – Employee engagement plays a vital role in enhancing job satisfaction and improving overall organizational performance. This study examines the level of employee engagement and its impact on job satisfaction among employees of RupeeDot (Indicorn Financial Service). Primary data was collected from 100 respondents using a structured questionnaire. The data was analyzed using percentage analysis and the chi-square test to identify patterns and relationships. The findings indicate that salary alone does not ensure employee engagement. Instead, factors such as recognition and employee participation significantly contribute to higher levels of engagement and job satisfaction. The study further confirms a strong relationship between employee engagement and job satisfaction.

**Keywords:** Work Involvement, Job Happiness, Recognition, Motivation, Workplace Behavior

## I. INTRODUCTION

In today's dynamic and competitive business environment, organizations are increasingly focusing on employee engagement as a key factor for improving both performance and job satisfaction. Employees are considered valuable assets, and their level of involvement directly influences the overall effectiveness of the organization.

Employee engagement refers to the degree to which employees are emotionally committed to their work and actively participate in organizational activities. Engaged employees tend to be more productive, motivated, and willing to contribute towards achieving organizational goals.

Job satisfaction, on the other hand, refers to the level of contentment employees feel with their job. It is influenced by various factors such as compensation, recognition, leadership, and the overall work environment.

Many organizations assume that salary alone is sufficient to ensure employee satisfaction and engagement. However, in reality, non-monetary factors such as recognition, involvement, and support play a more significant role in influencing employee behavior.

This study aims to analyze employee engagement and its impact on job satisfaction by examining practical workplace situations and employee perceptions.

## II. LITERATURE REVIEW

### 1, Review of Literature

- Kahn (1990) defined employee engagement as the emotional involvement of employees in their work.
- Harter et al. (2002) found that engaged employees show higher productivity and satisfaction.

- Saks (2006) identified recognition and communication as key factors influencing engagement.
- Herzberg (1968) stated that job satisfaction depends more on intrinsic factors such as recognition and growth.

### 2. Research Gap

Most existing studies focus on broad factors influencing employee engagement and job satisfaction, such as compensation and work environment. However, there is limited research that examines real workplace situations, such as employees showing low involvement despite receiving good salaries or exhibiting absenteeism despite being satisfied with their jobs. This study addresses this gap by analyzing actual employee behavior and perceptions in practical scenarios.

### 3. Research Hypothesis

A hypothesis is a statement that helps to test how two things are connected. In this study, we look at how employee engagement relates to job satisfaction.

#### H0 (Null Hypothesis)

There is no significant relationship between employee engagement and job satisfaction. This implies that changes in employee engagement do not have a meaningful impact on employees' level of job satisfaction.

#### H1 (Alternative Hypothesis)

There is a significant relationship between employee engagement and job satisfaction. This implies that higher levels of employee engagement are associated with higher job satisfaction, while lower engagement leads to reduced satisfaction.

Testing this hypothesis helps to determine whether employee engagement has a significant impact on job satisfaction within the organization.



### III. RESEARCH METHODOLOGY

#### 1. Research Design

This study uses a descriptive research design to analyze employee engagement and job satisfaction.

#### 2. Data Collection

- **Primary Data:** Questionnaire Responses.
- **Secondary Data:** Journals, books , Websites.

#### 3. Sampling

Table No. 1

Element	Description
Sample Size	100 respondents
Sampling Method	Convenience Sampling
Area	RupeeDot (Indicorn Financial Service)

### IV. RESULTS AND DISCUSSION

#### 1. High Salary but Low Participation

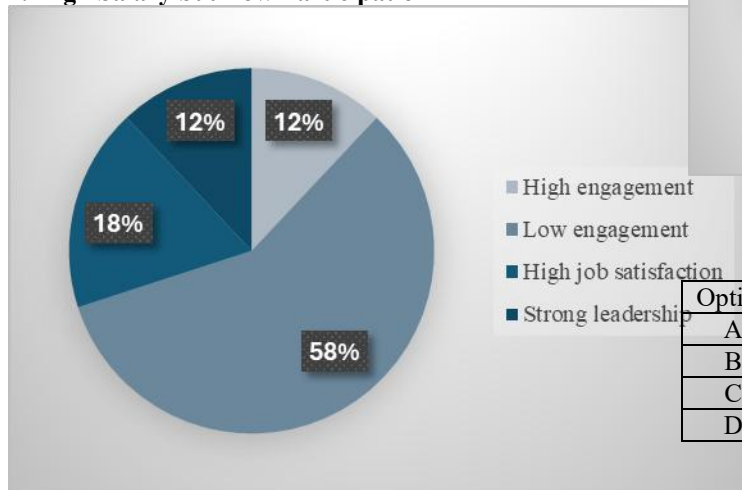


Figure No. 1

Table No. 2

Option	Description	Response	Percentage
A	High engagement	12	12%
B	Low engagement	58	58%
C	High job satisfaction	18	18%
D	Strong leadership	12	12%

#### 2. Recognition Impact

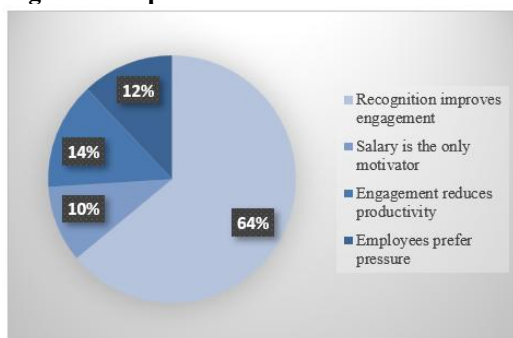


Figure No. 2

Table No. 3

Option	Description	Response	Percentage
A	Recognition improves engagement	64	64%
B	Salary is the only motivator	10	10%
C	Engagement reduces productivity	14	14%
D	Employees prefer pressure	12	12%

#### 3. Absenteeism

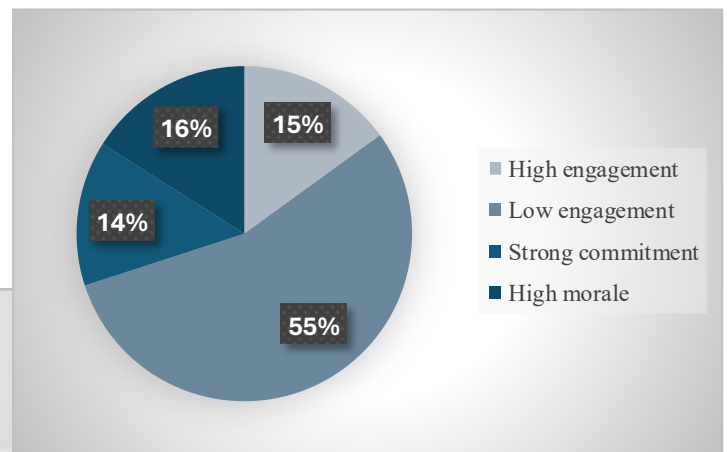


Figure No. 3

Table No 4

Option	Description	Response	Percentage
A	High engagement	15	15%
B	Low engagement	55	55%
C	Strong commitment	14	14%
D	High morale	16	16%

### V. CONCLUSION

The study highlights that employee engagement plays a crucial role in determining job satisfaction. It clearly indicates that salary alone is not sufficient to ensure employee involvement or overall satisfaction.

Factors such as recognition, effective communication, and employee participation are essential for improving engagement levels. Employees who feel valued and involved in organizational activities tend to be more satisfied and demonstrate better performance.

The results of hypothesis testing confirm a strong relationship between employee engagement and job satisfaction. Therefore, organizations should focus on enhancing engagement through recognition programs, improved communication, and greater employee involvement. These measures can lead to higher job satisfaction, reduced absenteeism, and improved overall organizational performance.



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