

A STUDY ON EMPLOYEE ENGAGEMENT AND JOB SATISFACTION AT HASCO LEATHER EXPORTS

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ABSTRACT

In the current competitive landscape, a method to retain personnel is to cultivate engaged entirely staff. Business competition is rising, and hence, competitiveness must be increased. Employees are crucial to business productivity, so the corporation should engage them to maximize their output by committing their resources. Happy, dedicated, vigorous, and absorbed employees are engaged. Engaged employees are emotionally attached to the firm and want to boost productivity, innovation, and retention. Company profits and employee benefits will result from this involvement. Company growth and performance increase with employee involvement. Individual employee engagement positively connects with job happiness and experience. Employee engagement also improves health and happiness. This survey includes 140 organization employees. Convenience Sampling: This technique selects the sample based on respondent availability and accessibility. This article explores job satisfaction and staff engagement. The chi-square test shows a substantial relationship between marital status and job satisfaction. This study helps us understand work engagement drivers over time. As drivers, job satisfaction components help us grasp the link between job happiness and work engagement. Work engagement research has disregarded the multi-dimensional approach to job satisfaction until this study.

Keywords: Employee engagement, Job satisfaction, Work-life balance.

1. INTRODUCTION

The most essential component of a business is its workforce, also known as its human resources. It is possible to describe employee performance as the extent or amount of how much employees can manage the firm to accomplish the organization's goals that have been set for a specific time period. One of the most critical trends a firm will see is increased employee performance. Employee satisfaction with the work completed at the organization is what we mean when discussing job satisfaction. Considering the context, it is essential to research the impression of employee engagement on worker performance, with work satisfaction and compensation serving as mediators. This is because the findings of such research have the potential to become knowledge and management standards inside the organization. The concept of employee satisfaction and remuneration encapsulates the idea that the existence of employees cannot be divorced from the organization's reality. The purpose of this study is to explore the relationship between work engagement and job satisfaction.

2. LITERATURE REVIEW

Noercahyo et al. (2021) examined how work and organizational engagement affect job satisfaction and performance. This investigation was done at a multinational chemical firm in Tangerang and Cilegon. Approximately 121 managers, as well as white-collar and blue-collar workers, were present. A target sample revealed 93 workers. Using quota sampling instead of probability sampling. The population received the questionnaire, but only 86 completed and returned it. Hypothesis testing using PLS-SEM. Work engagement positively and dramatically affects work satisfaction but not organizational performance. Next, organization engagement significantly improves job satisfaction but not organizational performance. Additionally, employment happiness boosts organizational performance. Other variables, including workload, work-life balance, and integrated management system adoption, should be studied to understand employee engagement, job satisfaction, and organizational performance.

Jiang et al. (2023) recommended a relational theory of employee engagement that integrates the genuine leadership behaviors of the employees' immediate supervisors, perceived transparent organizational communication, and contextual performance behavior as behavioral outcomes that engagement leads to. Perceived openness and employee engagement were significant bridges connecting believed genuine management and specific employee behavioral outcomes in the employee survey (N=727) results. Our study offered a novel, multidisciplinary approach to reexamine the relationship management function, evaluating the leadership exchange between immediate supervisors and the open communication environment inside the business as tools for fostering relationships and helpful workplace resources. The importance of open and honest communication inside an organization in building connections and encouraging

stakeholder engagement was also reaffirmed by our findings, which were called for by earlier studies. Furthermore, it contributed to the relatively small but expanding body of research on the relationship between corporate communication, employee engagement, and other behavioral and organizational outcomes and authentic leadership.

Siska Yuli Anita et al. (2024) Identified employee engagement and performance in the hotel industry: Discipline and competency analysis is a scientific review article in human resource management science. This paper intends to develop a hypothesis about the influence of variables that might be used for future research in human resource management. The research method chosen was descriptive qualitative. Data for this study were gathered from relevant past studies and academic web sources such as Publish or Perish, Google Scholar, digital reference books, and Sinta journals. The findings of this study are as follows: 1) Discipline influences hotel sector employee involvement; 2) Competence influences hotel sector employee involvement; 3) Discipline influences hotel sector employee performance; 4) Competency influences hotel sector employee performance; and 5) Employee involvement influences hotel sector employee performance.

3. STATEMENT OF THE RESEARCH PROBLEM

Employee engagement and job satisfaction are critical for organizational success, particularly in labor-intensive industries such as leather manufacturing and exports. Hasco Leather Exports, operating in a highly competitive global market, relies heavily on its workforce's commitment and motivation to maintain quality, meet production deadlines, and sustain its competitive edge. However, high turnover rates, employee burnout, and disengagement threaten the organization's efficiency and productivity. Despite the recognized importance of employee engagement and job satisfaction in improving organizational outcomes, there is limited understanding of the specific factors influencing these aspects within the leather export industry. Furthermore, the relationship between employee engagement and job satisfaction and their combined impact on performance and retention at Hasco Leather Exports remains underexplored.

4. OBJECTIVE OF THE STUDY

- To study the relationship between employees' marital status and overall job satisfaction.
- To determine the substantial difference in the aspects influencing employee engagement among different age groups of respondents.

5. RESEARCH METHODOLOGY

This study employs a descriptive research design, describing and analyzing employee engagement and job satisfaction at Hasco Leather Exports. A descriptive research is appropriate for understanding the current state of these variables and identifying relationships or patterns within the organization. The design aims to provide insights into the factors influencing engagement and satisfaction among the workforce. The total population comprises 140 employees working across various departments in Hasco Leather Exports. This methodology provides a systematic approach to understanding employee engagement and job satisfaction at Hasco Leather Exports. Despite limitations inherent to convenience sampling, the study ensures robustness by using a representative sample size and employing appropriate statistical tools for analysis. The findings will help the organization develop targeted strategies to enhance employee satisfaction and engagement.

6. DATA ANALYSIS AND INTERPRETATION

Chi-Square Test

(H₀): There is no significant association between respondents' marital status and overall job satisfaction at Hasco Leather Exports.

Table 1: Relationship between marital status and job satisfaction

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	19.563 ^a	4	0.001
Likelihood Ratio	21.095	4	0
Linear-by-Linear Association	0.116	1	0.733

The null hypothesis is rejected since the P value is less than .05. Therefore, there is a significant association between Marital Status and Overall job satisfaction, as shown in Table 1. The Chi-Square statistic of 19.563 shows a substantial difference between the observed and expected frequencies, further supporting the finding of a significant relationship.

One-Way ANOVA Test

Table 2: Relationship between age and employee engagement.

(H₀): There is no significant difference in features inducing employee engagement across age groups

Particular		Sum of Squares	df	Mean Square	F	Sig.
Employee Engagement	Between Groups	121.306	3	40.435	3.079	.031
	Within Groups	1274.021	97	13.134		
	Total	1395.327	100			

The p-value of 0.031 is less than the typical significance level of 0.05. This indicates that the differences between the group means are statistically significant, as shown in Table 2. This means there is a substantial difference in employee engagement across the different groups (based on the factor being tested, such as age or department). The F-statistic of 3.079 confirms that the variation between groups is more excellent than within groups, supporting the conclusion that group membership (e.g., age, department, etc.) significantly influences employee engagement.

7. CONCLUSION

To bridge this gap, the company should implement regular team meetings where leaders explain how employees' work contributes to the company's success. This will improve understanding and foster a sense of shared determination and commitment among employees. The company should train supervisors to provide regular feedback and acknowledge employees' contributions. This will create a more supportive and appreciative work environment, improving employee satisfaction and retention. The company should establish clear career development paths and provide mentorship and guidance for employees. This can involve offering training programs, skill-building opportunities, and more explicit promotion criteria, which will increase motivation and retention. The study reveals that while there are areas of strength, such as task enjoyment and positive peer relationships, the company faces notable challenges in employee engagement and job satisfaction. Hasco Leather Exports must focus on improving recognition, ensuring clear communication of goals, enhancing the work environment, and providing development opportunities to enhance overall employee engagement. Tailored interventions for different demographic groups and clearer job responsibilities will also be critical in fostering a more engaged and satisfied workforce.

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