OBJECTIVES

Introduction

World over Industry has accepted that Human Resource is as Asset for an Organisation and play vital role in Organisational performance, in terms of productivity and profitability, towards achieving its strategic goals of expansion and growth.

Over the years Industry has unanimously reached a conclusion that Human Resource is not a Cost head but an asset. Further, it has also been well accepted that cost involved in developing and retaining the human resource is an investment than expenditure as the Organisation gets the ROI on human resource development and retention in multiples to the expenditures incurred on this initiative. Hence, Attrition of human resource has become a big challenge for the HR leaders globally and one of the major KRA of their own performance matrix.

Therefore, HR leaders work day-night to conduct various surveys and study developmental needs and reasons for attrition and keep designing various policies to retain the well trained human resource.

In the above pursuits the HR leaders across the globe have arrived a conclusion that two variables’ namely Employee Engagement and Employee Well-being are the solution to manage the Attrition.

Despite tire less efforts by HR leaders across the globe, to design and implement employee engagement and well-being policies they have yet not been able to establish measurable link between Employee Well-being and Employee Engagement.

There have been numerous studies carried out by HR professional and HR Consulting firms, through which they have been able to establish Employee Well-being and Employee engagement
as two variables directly linked to third variable i.e organisational performance. But there is no measurement process or tool designed yet which can establish quantitative relationship between Employee Well-being and Employee Engagement.

This study would make a meaningful investigation in understanding inter-relationship between Employee Well-being and Employee Engagement and Organisational performance.

Therefore, following objectives are taken for Research:

1. To Analyse existing Employee engagement levels in manufacturing sector and how to improve the same.

2. To Measure Well being levels of Employees in manufacturing sector.

3. To Analyse how Employee Well being through Employee Engagement effects the Performance.

4. To Analyse correlation between Employee Engagement and Employee Well-being.

5. To Analyse Well-being criteria and How each criteria is affected by employee engagement.