<p style="text-align:center; color:red;">**SYNOPSIS**</p>

TITLE: EMPLOYEE ENGAGEMENT HALCYON

TECHNOLOGIES

ABSTRACT

Employee engagement is the level of commitment and involvement an employee has towards their organization and its values. An engaged employee is aware of business context, and works with colleagues to improve performance within the job for the benefit of the organization. It is a positive attitude held by the employees towards the organization and its values. The paper focuses on how employee engagement is an antecedent of job involvement and what should company do to make the employees engaged. The paper also looks at the Gallup 12 point questionnaire, twelve-question survey that identifies strong feelings of employee engagement and the steps which shows how to drive an engaged employee.

INTRODUCTION

The following report investigates about the satisfaction level of employees with current employee engagement with the help of a survey research method .After studying this; the whole data collected is analyzed using various tools such as SPSS and Microsoft Excel in order to assess the level of employee engagement in Halcyon Technologies.

Prior to 1980s, the employers expected more loyalty for the organization and in return of that they offered lifetime employment. Then in 1980s, the scenario begins to change. With increased competition, there was redeployment of plants as well as the labor. The rules of the business game changed and the philosophy of "survival of the fittest" arrived. The era of lifetime employment in terms of loyalty ended so far.

The epoch of change comes into picture then. Employees wanted to change and employers wanted too. And because of that productivity suffered a lot. Skilled employees were not willing to put extra effort more slowdown in productivity happened. This situation created the need for something new, and that new was employee engagement.

At the end of 2018, there were reports, cases, and research articles and papers on engagement. The engage For Success also released a report based on evidences on employee engagement.

In the Current Scenario, engagement is the process of leading people by enabling them to want to do whatever is necessary to ensure the continuous high performance and success of the business. From the employees' perspective, engagement is their attitudinal and emotional state developed from experiences perceived to be controlled by management. These experiences or "drivers" determine engagement level. By managing these drivers to be positive experiences, leaders can stimulate an intrinsic desire for employees to consistently do their best work. Employee engagement management is an alternative to commanding and controlling what specific work should be done, when, at what speed and with what kind of attitude.

To manage engagement one must first define it correctly. Scarlett Surveys defines employee engagement as an individual's degree of positive or negative emotional attachment to their organization, their job and their colleagues. This definition of employee engagement has increasingly become the generally accepted global standard for three reasons: 1) it is

measurable through the deployment of a survey questionnaire validated to measure the 15 drivers of engagement; 2) this definition provides leadership with a cause and effect understanding they can successfully influence; and 3) this definition will improve business performance when embraced as a responsibility of leadership. Adopting a solid definition of employee engagement is the critical first step in effectively managing this valuable phenomenon.

Need of the Study

The purpose of the study is to find out the level of employee engagement in Halcyon Technologies and how effective is it

- To analyze the views of the employees of the Halcyon Technologies in terms of how much they are happy working there in the organization.
- To analyze the views of the management.
- To determine effectiveness of employee engagement in an organization especially in a IT industry.
- Find out the role of employee engagement i.e. how it helps to fill the gap between the management and the employee.
- To find the actual relationship between the management and the employees

RESEARCH METHODOLOGY AND PROCEDURE

Field work has been conducted by using **Survey Research Method** and by which the opinion and thoughts of employees and management have been recorded. Survey research conducted for the report is limited.

Research Objectives

i) Identifying factors involved in building a great place to work.

ii) Understanding the importance of employee engagement in software industry and how it affects employee retention, satisfaction and motivation.

Unit of Analysis and Survey Area

The study was focused on the employees of Halcyon Technologies Chandigarh only. The sample consisted of entry-level employees, supervisors, and managers from the four areas of software operations: rooms (e.g., front office, housekeeping, reservations, and engineering), food and beverage (e.g., restaurants, room service, and convention and catering), sales and marketing, and administration (e.g., human resources and accounting).

Research Design

To achieve the objective two methods of research design has been used-
1. Descriptive research - It includes survey and enquiries of the data. The major purpose was the complete description of the problem.
2. Exploratory research- This research method has been used to analyze the relation between the employees and the management.

Data collection

For data collection, following methods were used:
- ➢ Primary Data :

- • Questionnaire (One to One conversation while filling the Questionnaire).

- ➢ Secondary Data :

- • Internet

- • Books

- • Published journals and reports
- • Research Paper and articles

Instrument Used

A questionnaire was used to collect data Necessary to meet the purpose and objectives of the study. The questionnaire had eight sections. It included questions about respondents" engagement at work. A 5-pointer from 1(strongly agree) to 5(strongly disagree) measured three dimensions of employee Engagement including vigor, dedication, and absorption. And for exploratory research- Magazines, Newspapers, Journals, Reports, Research and White papers.

Sampling Design

The sample size for the above study was a total of 50 from the whole Chandigarh Area. The respondents of a sample are selected using **convenience sampling.**

Data Analysis Tool

➢ SPSS
➢ Microsoft Excel

Limitations of the study

Although this research was carefully prepared, I am still aware of its limitations and shortcomings -

1. The population of the experimental group is small, only fifty employees and might not represent the majority of the employees of the organization.
2. It is unavoidable that in this study, certain degree of subjectivity can be found.
3. The first limitation involved in this study is cross-sectional design of the study. As data for this study were collected from individual respondents at a single point in time, the Casual relationship between the variables is prone to biases.

SCOPE OF THE STUDY

1. Only the Employee Engagement is considered.

2. The study is conducted at halcyon technologies, Hyderabad with a simple sample size of only 15 employees.

3. In order to analyze the study the questionnaire has been administered to the Employees.

   - Non Voice Profiles.
   - Voice based profiles.

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CHAPTERISATION

Detailed/final Project Report will include the following chapters

CHAPTER –I

- Introduction
- Significance of the study
- Need of the study
- Objective and scope of study
- Methodology
- Limitations
- Scope

(Details of methodology used in studying and collecting the data and issue will be described)

CHAPTER –II

- Literature review
- Theoretical study

CHAPTER –III

- Industry & company profile

CHAPTER –IV

Analysis of the topic & Interpretation

(Descriptive work on the topic, this chapter will include analysis and interpretation of data tabulation and categorization)

CHAPTER –V

- Recommendation
- Bibliography
- Appendix

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