

EFFECT OF EMPLOYEE ENGAGEMENT WITH SURVEILLANCE GOODNESS ON JOB ENFORCEMENT IN THE MANUFACTURING SECTOR

¹Dr. D. Anitha Kumari

²Ganesh Babu Loganathan

³Dr. Sudha. S

¹Assistant Professor of School of Management Studies

²Assistant Professor, Department of Mechatronics Engineering, Faculty of Engineering

³Professor of School of Management Studies

^{1,3}Vels Institute of Science, Technology and Advanced Studies, (VISTAS), Chennai

²Tishk International University, Erbil, Kurdistan Region, Iraq

Abstract

The researcher aims to measure the mediating effect of employee engagement between surveillance goodness and job enforcement in the manufacturing sector. It is a descriptive as well as explorative research because here the researcher discussed the demographic profile of the employees and analysis of surveillance goodness and their impact on job enforcement with the mediating role of employee engagement. The data collection method, based on the sources of data collection, includes primary sources of data and secondary sources data. The sample size is 384. Since the exact population for this study is unknown, the researcher uses Non-Probability Sampling Method.

Convenience Sampling is the most common and popular sampling technique out of all non-probability sampling techniques. In this research Analysis of Moment Structure (AMOS Ver. 20.0) was employed to analyze the mediating effect of worker engagement in the relationship between surveillance goodness and job enforcement of employees. It is concluded that the large and significant mediating effect of worker commitment between surveillance goodness and job enforcement in the manufacturing sector. The management can concentrate more on surveillance goodness to bring employee engagement, which will positively affect on the job enforcement of the employees.