INTERNATIONAL JOURNAL OF ENGINEERING MANAGEMENT AND SOCIAL SCIENCES (IJEMSS)

www.ijemss.com

e-ISSN : 3139-065X

editor@ijemss.com

Vol. 01, Issue 3, July 2026, pp : 546-558

A Study on Employee Engagement Motivation and Their Influence on Employee Performance at Scalex Business Private Limited"

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ABSTRACT

Employees are a valuable resource in every organization, and their level of engagement and motivation plays a significant role in determining their performance. Engaged and motivated employees are more committed to their work, contribute effectively to organizational goals, and help improve overall productivity. This study, titled **"A Study on Employee Engagement, Motivation and Their Influence on Employee Performance at Scalex Business Private Limited,"** was conducted to examine the relationship between employee engagement, motivation, and employee performance. The study also identifies the workplace factors that influence employees' motivation and engagement, such as communication, recognition, leadership support, career development, and the work environment.

The research follows a descriptive research design and is based on primary data collected from **40 employees** of Scalex Business Private Limited through a structured questionnaire. The collected data were analysed using statistical tools such as percentage analysis, correlation, and ANOVA to evaluate the relationship between the study variables. The findings reveal that employee engagement and motivation have a positive influence on employee performance, leading to improved productivity, job satisfaction, and organizational commitment. The study concludes that strengthening employee engagement initiatives and motivational practices can enhance employee performance, increase retention, and support the long-term growth and success of Scalex Business Private Limited.

Keywords: Employee Engagement, Employee Motivation, Employee Performance, Job Satisfaction, Organizational Commitment, Scalex Business Private Limited.

1. INTRODUCTION

In today's dynamic business setting, firms understand that their workforce is a critical asset for ensuring long-term success. Employee engagement has become an important factor in improving organizational performance, because engaged employees demonstrate greater commitment, enthusiastic, and willing to contribute towards the achievement of organizational goals. When employed feel connected with their roles and with the organization, they tend to perform their responsibilities effectively upload a constructive mind-set at work.

Employee motivation plays a central role in driving engagement. Employees draw motivation from internal drivers like self-development, job satisfaction, achievement and purpose, as well as external drivers like salary, incentives, recognition and career advancement opportunities. When employees feel motivated, they show increased interest in their work, participate actively in organizational activities and remain dedicated to their responsibilities.

The research seeks to analyse the connection among employee motivation and job performance. It further explores how these elements lead to higher engagement levels. The results of this study in developing effective strategies to foster a healthy work atmosphere, improve employee satisfaction, and enhance overall organizational performance.

2. PROBLEM OF THE STUDY

Employee performance is one of the key factors that determines the success of an organization, and it is greatly influenced by the level of employee engagement and motivation. Employees who are not actively engaged or motivated may experience lower job satisfaction, reduced productivity, lack of commitment, and decreased work efficiency, which can negatively impact organizational performance. Although Scalex Business Private Limited emphasizes employee well-being and organizational growth, it is important to

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Vol. 01, Issue 3, July 2026, pp : 546-558

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understand how engagement and motivation influence employee performance. Therefore, this study seeks to examine the relationship between employee engagement, motivation, and employee performance among the **40 employees** of Scalex Business Private Limited, so that the organization can identify improvement areas and implement effective strategies to enhance employee satisfaction, productivity, and overall organizational success.

3. OBJECTIVES OF THE STUDY

1. To examine the key factors that drive employee engagement and overall organizational effectiveness.
2. To investigate how leadership style and work motivation affect employee performance.
3. To study the connection between employee engagement and employee work performance.

4. HYPOTHESIS OF THE STUDY

Hypothesis 1: Relationship between Employee Engagement practices and employee Performance

H0: There is no significant relationship between employee engagement and employee performance.

H1: There is a significant relationship between employee engagement and employee performance.

Hypothesis 2: Difference in Employee Engagement based on work experience

H_0: There is no significant difference in employee engagement levels among employees with different work experience.

H_1: There is a significant difference in employee engagement levels among employees with different work experience.

5. REVIEW OF LITERATURE

1. **K. Ramesh & Priya Sharma, "Employee Engagement and Organizational Performance in Indian IT Sector" (2025)**

The research study explains the links between the engaged employee's and organizational outcomes in the Indian IT sector. The authors discuss how engaged employees contribute to higher productivity, better teamwork, and improved organizational efficiency. The paper highlights that recognition, communication, and growth opportunities helps in boosting employee motivation and engagement.

2. **Anjali Verma & Suresh Kumar, "Work Motivation and Employee Productivity in Manufacturing Industries" (2025)**

The paper examines how work motivation affects employee productivity in manufacturing organizations. The authors explain that financial rewards, job security, and appreciation motivate employees to perform better. The study discusses how a supportive workplace in enhancing job satisfaction and engagement. It further notes that research highlights driven staff tend to be committed to organizational goals. The study concludes that motivation significantly improves work output and workplace efficiency.

3. **Ravi Chandran, "Impact of employee Performance and engagement" (2024)**

The study analyses how employee involvement impacts performance across private organizations. Its states that committed employees demonstrate greater dedication, creativity, and responsibility toward their work. The research also focuses on companies with strong engagement practices experience lower attrition rate and absenteeism. It stresses the value of communication and employee involvement in decision-making.

4. **Deepika Nair & Harish Patel, "Motivation Strategies and employee satisfaction Service Sector" (2024)**

This analyse concentrated on motivational strategies helps to service industry to increase the workforce contentment and performance. The authors discuss the significance of rewards, promotions, and training programs in motivating employees. The paper explains that motivated employees show better customer service behaviour and increased productivity. The research also focuses on how it influences supportive management on employee morale.

5. **Sunil Joshi, "Employee Engagement Practices in Modern Organizations" (2024)**

The paper examines different employee engagement practices adopted by modern organizations. The author explains that flexible work culture improves in involvement of employees and commitment. This analyse involves discusses how engagement practices create a positive workplace contribute to innovation and teamwork.

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Vol. 01, Issue 3, July 2026, pp : 546-558

6. Pooja Iyer & Manish Gupta, "Relationship between employee motivation and Performance" (2023)

This research investigation among the employee motivation and performance employee in private companies. The authors explain that internal and external factors affect employee conduct and productivity. The paper highlights that appreciation, incentives, and professional growth opportunities encourage employees to work efficiently. The research also emphasizes that motivated employees maintain better work quality and commitment.

7. Rajeshwari Menon, "Role of Leadership in Employee Engagement" (2023)

The paper discusses the influence how it differs the leadership styles impact employee engagement and performance. The author explains that supportive and helps in leadership improves employee confidence and motivation. This investigation highlights that leaders who encourage communication and participation create higher engagement levels among employees. It also stresses that leadership behaviour influences employee morale and organizational commitment.

8. Arvind Mishra & Neha Kapoor, "Employee Motivation and Organizational Effectiveness" (2023)

The study examines how employee motivation contributes to organizational effectiveness. The authors explain that motivated employees fulfil the tasks with more efficiency and commitment. This research paper gives highlights on significance of recognition, compensation, and employee welfare programs in maintaining employee satisfaction. The research also discusses the connection between motivation and organizational productivity.

6. Research Gap

The review of literature shows that most existing studies have focused separately on employee engagement, motivation, leadership, workplace environment, and performance across different industries. While many researchers have highlighted the role of rewards, recognition, organizational culture, and HR practices in improving productivity, there is limited research that examines the combined effect of employee commitment, motivational factors, and work performance together in a single framework. Previous studies have mostly analysed engagement and motivation in isolation, leaving a gap in understanding how motivational factors directly strengthen engagement and overall employee performance.

7. Research Methodology

The study adopted a **descriptive research design** to examine the influence of employee engagement and motivation on employee performance at Scalex Business Private Limited. Both **primary and secondary data** were used for the study. Primary data were collected from **40 employees** through a structured questionnaire, while secondary data were obtained from company records, journals, books, and relevant websites. A **convenience sampling** technique was used to select the respondents. The collected data were analysed using statistical tools such as **percentage analysis, correlation analysis, and one-way ANOVA** to identify the relationship between employee engagement, motivation, and employee performance and to draw meaningful conclusions.

8. Limitation of the study

- Personal bias or varying understanding of the survey items may be present in the information gathered through standardized questionnaires.
- The results are conducted with a restricted number of respondents may change over time or vary with organizational and environmental conditions.
- This research is limited to specific variables such as employee motivation, engagement, and performance, and may not include all other influencing factors.

9. Data Analysis and Interpretation

4.1 Table showing employee gender ratio

Particular	Frequency	Percentage
Male	24	60.0%

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e-ISSN : 3139-065X

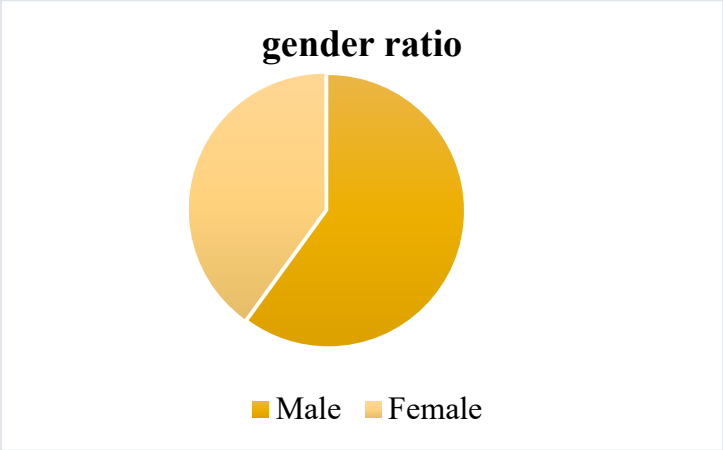
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Female	16	40.0%
Total	**40**	**100.0%**

Analysis

The table shows the gender-wise distribution of respondents among 40 respondents, 24 respondents 60% male 16 respondents 40% female. This shows male population are more in workforce compare to female employees. However, female employees also represent a significant share of the respondents. This distribution provides perspectives from both genders regarding employee engagement, motivation, and performance.

4.1 Chart showing employee gender ratio



Interpretation

The graph shows the data that 60% of male and 40% of female. This highlights that male employees formed that many employees are male working in the organization. This distribution provides a fair representation of both genders for analysing employee engagement and performance.

4.2 Table showing Employee's age group

Age Group	Frequency	Percentage %
Below 25	10	25.0
25-35	19	47.5
36-45	7	17.5
Above 45	4	10.0
Total	**40**	**100.0**

Analysis

The table shows the age distribution of company's employees that 19 respondents 47.5% are under 25–35 years' age group, making it the largest category. Employees below 25 years' account for 10 respondents 25%. Employees aged 36–45 years represent 7 respondents 17.5%, while only 4 respondents 10% are above 45 years of age. This output suggests the workers are in their early or mid-career stages.

4.2 Graph showing employee's age group

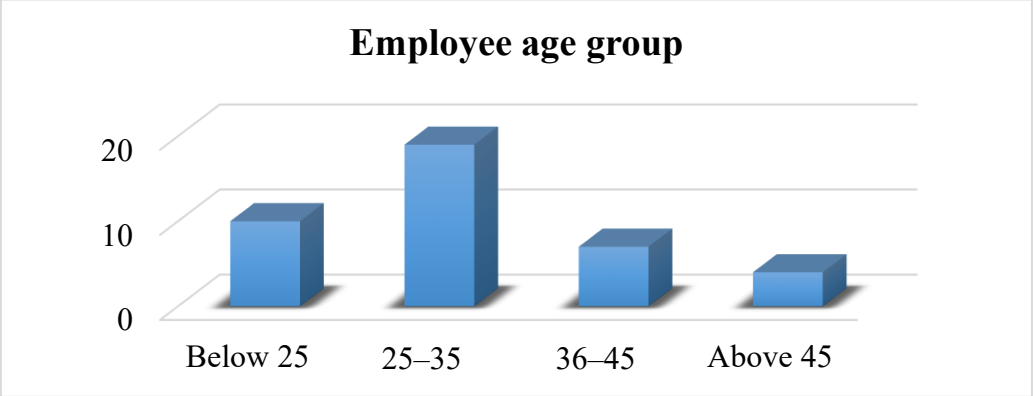
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Interpretation

The graph shows the organization is largely composed of young professionals. Employees in the 25–35 years' category are generally energetic, ambitious, and eager in developing their careers. Such employees are more effective to training, innovation, and new challenges. The presence of a younger workforce can positively influence growth of organization and adaptability.

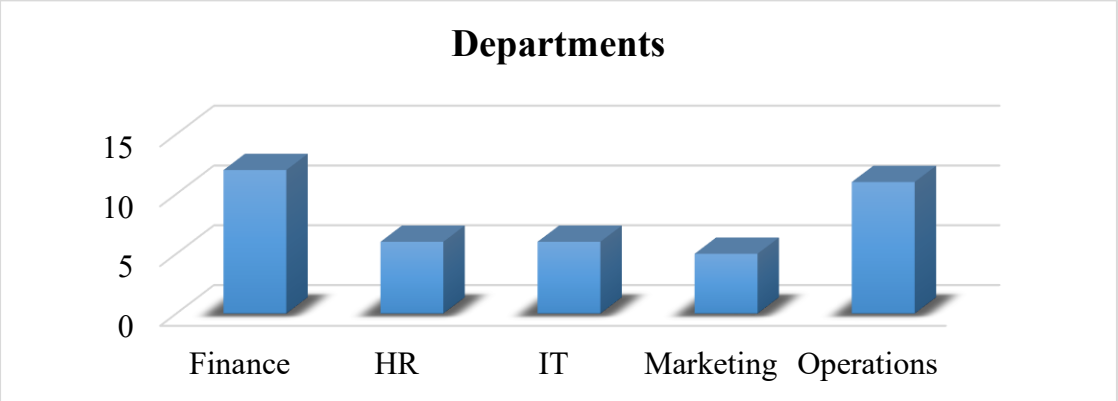
4.3 Table showing under which department employee's working

Departments	Frequency	Percentage %
Finance	12	30.0
HR	6	15.0
IT	6	15.0
Marketing	5	12.5
Operations	11	27.5
Total	**40**	**100.0**

Analysis

The table shows the employees, 12 employees 30% works under Finance department, Operations department follows with 11 employees 27.5%. HR and IT departments each contribute 6 employees 15%, while Marketing accounts for 5 employees 12.5%. The employees are distributed to various departments according to their interests, skills and qualification, ensuring a broad organizational perspective.

4.3 Graph showing under which department employee's working



Interpretation

The graph shows the employees belongs to different departments. Since employees from Finance, Operations, HR, IT, and Marketing participated, the responses reflect varied experiences and viewpoints.

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Different departments have motivational factors and engagement levels. Therefore, the findings help in provide understanding employee perceptions across the organization.

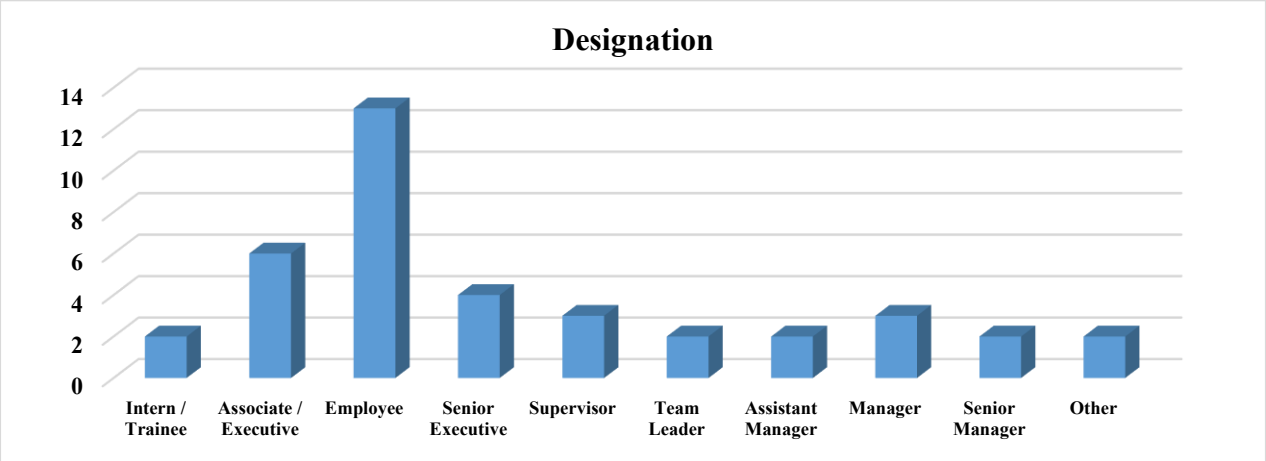
4.4 Table showing designation of the employees

Designation	Frequency	Percentage
Intern/ Trainee	2	5.0
Associate / Executive	6	15.0
Employee	13	32.0
Senior executive	4	10.0
Supervisor	3	7.5
Team leader	2	5.0
Assistant manager	2	5.0
Manager	3	7.5
Senior manager	2	5.0
Others	2	5.0
Total	**40**	**100.0**

Analysis

The table shows largest group of respondents consists of Employees, with 13 respondents 32.5%. Interns/Trainees are 2 respondents 5% and Associates/Executives 6 respondents 15%. Senior Executives represent 4 respondents 10%, while Supervisors, team leader, manage, assistant managers and Senior Managers make up smaller proportions.

4.4 Graph showing designation of the employees



Interpretation

The graph shows the designation of the employees working at operational and executive levels. These employees are directly involved in the daily organizational activities and are strongly influenced by engagement and motivation practices. Their responses provide practical insights into workplace conditions.

4.5 Table showing work experience employees

Work Experience	Frequency	Percentage
1 Year	11	27.5
1–3	18	45.0
4–6	7	17.5
6	4	10.0
Total	**40**	**100.0**

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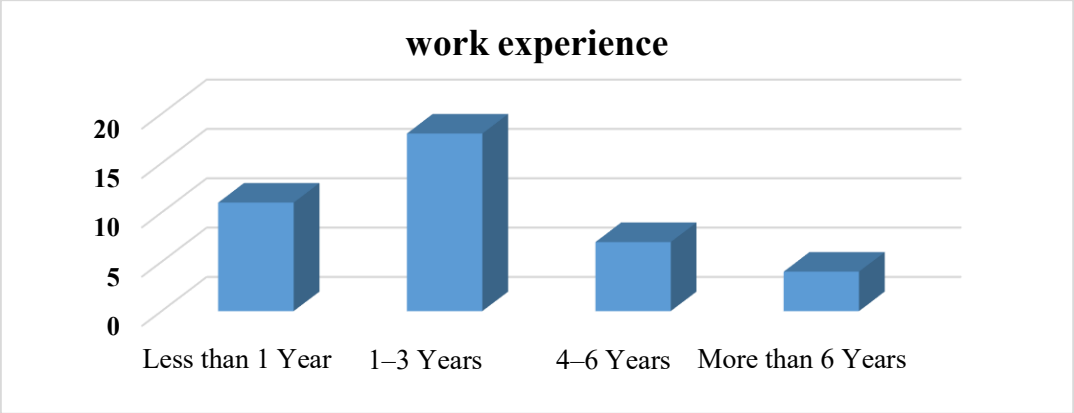
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Analysis

This table indicated majority of respondents, 18 employees 45%, have 1–3 years of work experience, 11 respondents 27.5% are having less than 1-year experience, 7 respondents 17.5% have 4–6 year of experience, while only 4 respondents 10% have more than 6-years of experience. The workforce is therefore dominated by employees with limited to moderate experience.

4.7 Graph showing employees work experience



Interpretation

The graph indicates that the firms has a youth and developing workforce. Employees with less experience are often eager to learn and advance in their careers. Training, mentoring, and development opportunities can significantly improve their engagement and performance. Providing clear career progression paths may also help improve employee retention and job satisfaction.

4.6 Table showing Intrinsic motivational factors influencing job performance of employees

Factors	Rank 1 (Highly Influences)	Rank 2 Medium influences	Rank 3 (Neutral)	Rank 4 Low influences	Rank 5 (Very Less Influences)	Total
Sense of Achievement	6	10	8	6	10	**40**
Personal Growth and Development	10	6	6	18	0	**40**
Learning New Skills	10	6	16	0	8	**40**
Job Autonomy (Freedom in Work)	4	18	0	14	4	**40**
Challenging and Meaningful Work	6	0	8	2	24	**40**

Analysis

Among the intrinsic factors, Personal Growth and Development and Learning New Skills each received 10 respondents 25% under Rank 1. Job Autonomy was ranked second by 18 respondents 45%, indicating that employees value freedom in carrying out their work. Sense of Achievement received balanced responses across all ranking levels. Challenging and Meaningful Work received Rank 5 from 24 respondents 60%, showing varied opinions regarding its influence on performance.

4.6 Graph showing Intrinsic Motivational factors influencing job performance of employees

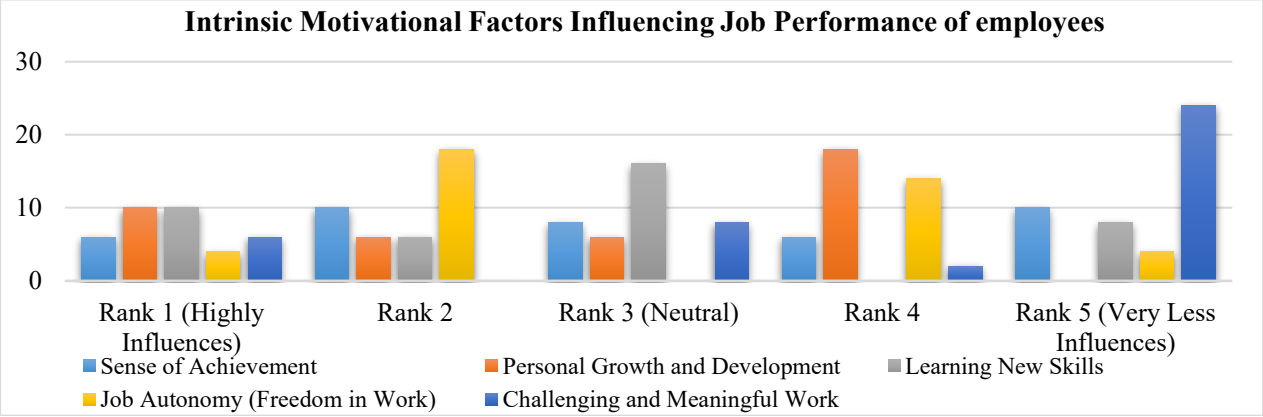
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Vol. 01, Issue 3, July 2026, pp : 546-558

e-ISSN : 3139-065X

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Interpretation

This graph shows that staffs will be strongly motivated by opportunities to learn, develop, and exercise independence in their work. Employees prefer jobs to contribute to their personal and professional growth. When organizations invest in employee development and provide autonomy, employees tend to become more engaged and productive.

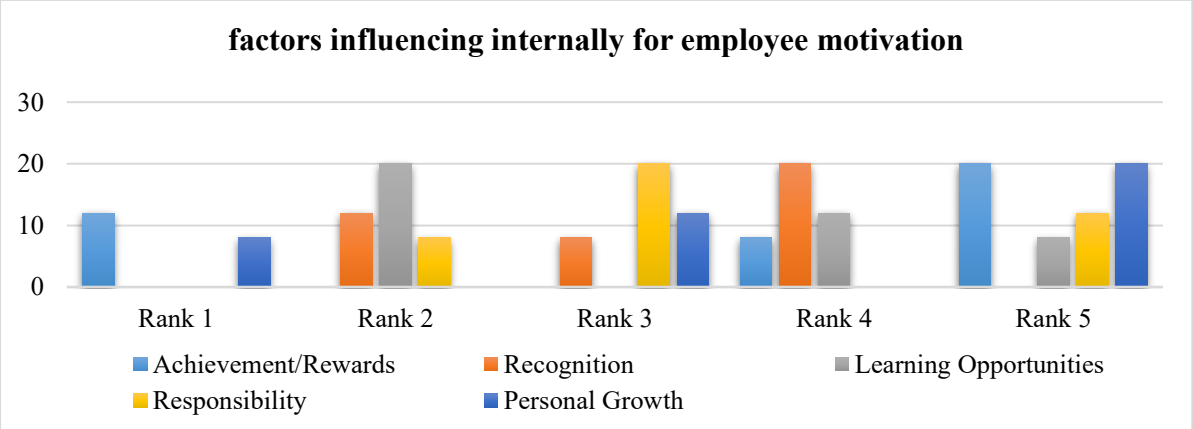
4.7 Table showing what motivates employees the most internally for their performance

Particulars	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5	Total
Achievement/Rewards	12	0	0	8	20	**40**
Recognition	0	12	8	20	0	**40**
Learning Opportunities	0	20	0	12	8	**40**
Responsibility	0	8	20	0	12	**40**
Personal Growth	8	0	12	0	20	**40**

Analysis

The ranking results show that Achievement/Rewards received the highest Rank 1 preference with 12 respondents 30%, indicating that it is the strongest internal motivator. Recognition received Rank 2 from 12 respondents 30%, while Learning Opportunities received Rank 2 from 20 respondents 50%. Responsibility was mainly ranked at Rank 3 by 20 respondents 50%, and Personal Growth received Rank 5 from 20 respondents 50%. The output suggests that achievement, rewards, and learning opportunities elements influencing employee performance.

4.7 Graph showing what motivates employees the most internally for their performance



Interpretation

This graph reveals the employees are motivated when the employees works is been recognized and rewarded. Learning opportunities also influence more in encouraging employees to perform better and improve their skills. Employees value environments where achievements are acknowledged and growth is

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supported. Therefore, organizations should strengthen reward systems and provide continuous learning opportunities to enhance the motivation of employee and performance.

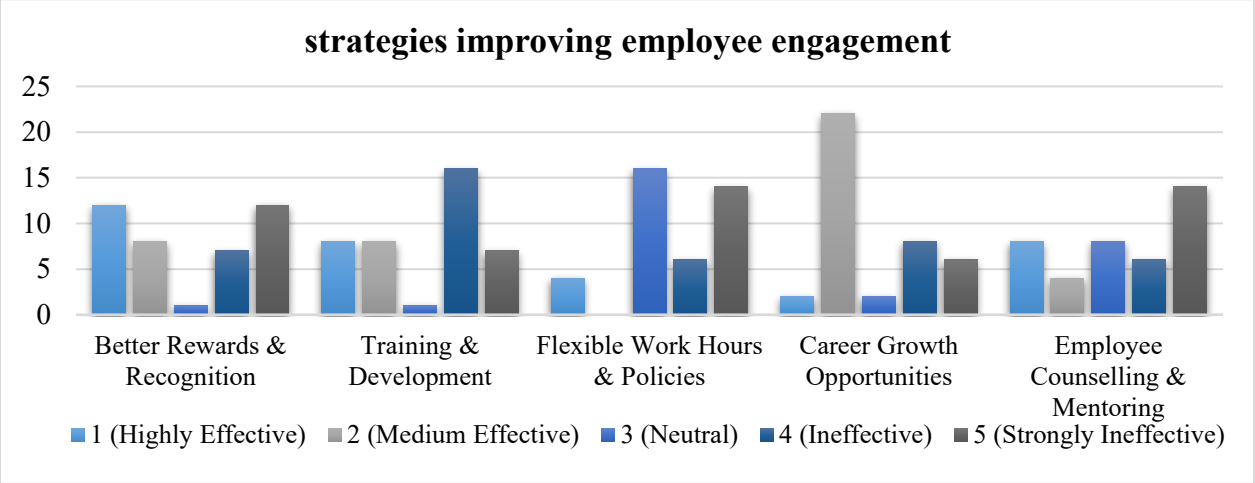
4.8 Table showing following strategies according to their effectiveness in improving employee engagement

Rating	Better Rewards & Recognition	Training & Development	Flexible Work Hours & Policies	Career Growth Opportunities	Employee Counselling & Mentoring
1 (Highly Effective)	12	8	4	2	8
2 (Medium Effective)	8	8	0	22	4
3 (Neutral)	1	1	16	2	8
4(Ineffective)	7	16	6	8	6
5 (Strongly Ineffective)	12	7	14	6	14
Total	**40**	**40**	**40**	**40**	**40**

Analysis

Among the proposed strategies, Better Rewards and Recognition received the highest highly effective rating from 12 respondents 30%. Development and training and employee's Counselling and Mentoring each received 8 responses 20% under highly effective. Career Growth Opportunities received strong support under medium effective with 22 respondents 55%.

4.8 Graph showing following strategies according to their effectiveness in improving employee engagement



Interpretation

The graph finds employees believe recognition, rewards, and development opportunities are effective ways to improve engagement. Employees want their efforts to be acknowledged while also having opportunities to grow professionally. Therefore, organizations should place emphasis on employee recognition initiatives along with career development programs.

4.9 Table showing Initiatives that would most effectively increase employee motivation at Work

Rating	Promotion Opportunities	Employee Wellness Programs	Appreciation from Management	Skill Development Programs	Conduct Regular Motivation Activities
1 (Highly Effective)	12	8	2	4	8
2(Medium Effective)	6	12	0	18	8

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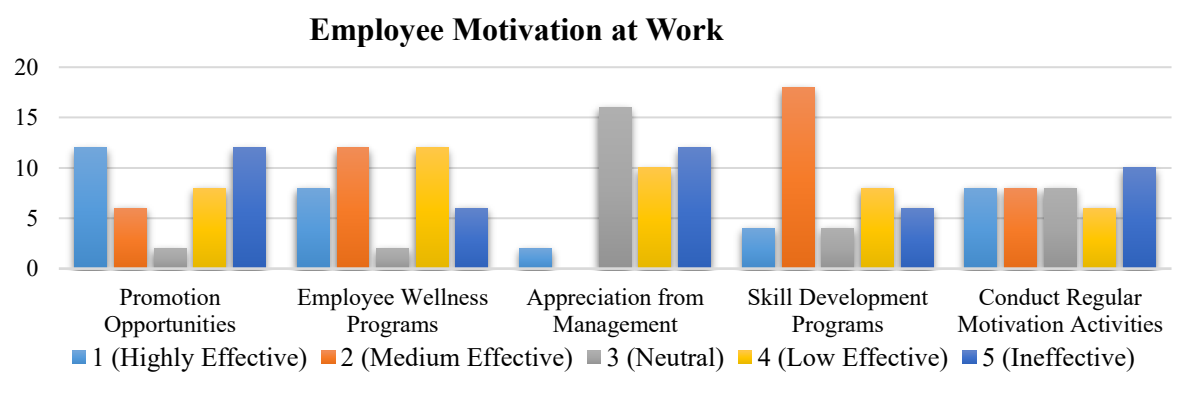
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3 (Neutral)	2	2	16	4	8
4 (Low Effective)	8	12	10	8	6
5 (Ineffective)	12	6	12	6	10
Total	40	40	40	40	40

Analysis

The table shows that Promotion Opportunities received the highest highly effective rating from 12 respondents 30%. Employee Wellness Programs and Regular Motivation Activities each received 8 responses 20%. Skill Development Programs received a medium effective rating from 18 respondents 45%. The result shows the value of employees in growth opportunities and well-being initiatives.

4.9 Graph showing Initiatives that would most effectively increase employee motivation at Work



Interpretation

The graph shows the employees are motivated by professional growth opportunities and leadership support attracted lower ratings advancement and personal development. Employees contribute into motivational activities and positive employee attitudes. Therefore, organizations should invest in initiatives that support both employee growth and well-being.

HYPOTHESIS AND TESTING

Hypothesis 1: Relationship between Employee Engagement practices and employee Performance

H0: There is no significant relationship between employee engagement and employee performance.

H1: There is a significant relationship between employee engagement and employee performance.

The hypotheses were tested with **Spearman's Rank Correlation**.

It measures both how strong the link is and whether it's positive or negative between employee engagement and employee performance.

Correlations				
			Employee Engagement	Workforce Performance
Spearman's rho	Employee Engagement	Correlation Coefficient	1.000	.718
		Sig. (2-tailed)	.	<.001
		N	40	40
	Employee Performance	Correlation Coefficient	.718	1.000
		Sig. (2-tailed)	<.001	.
		N	40	40

Interpretation

- **P-value = < 0.001**

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- **Level of Significance = 0.05 (5%)**
- The Spearman's Rank Correlation analysis was conducted to examine the relationship between employee engagement and employee performance among the respondents.
- The correlation coefficient (**ρ = 0.718**) indicates a **strong positive relationship** between employee engagement and employee performance.

Decision

Therefore, there is the significant relationship between employee engagement and employee performance (**ρ = 0.718, p < 0.001**). The null hypothesis was rejected, and the alternative hypothesis was accepted. The findings indicate that higher employee engagement leads to better employee performance. Hence, organizations should promote employee engagement to improve productivity and achieve organizational success.

Hypothesis 3: Difference in Employee Engagement based on work experience

H_0: There is no significant difference in employee engagement levels among employees with different work experience.

H_1: There is a significant difference in employee engagement levels among employees with different work experience.

The hypotheses were tested with **One-Way Analysis of Variance (ANOVA).**

ANOVA is used because the study examines differences in employee engagement across different job tenure groups. As job tenure is divided into two categories, ANOVA is the appropriate statistical method.

Source of Variation	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	18.562	3	6.187	4.352	0.010
Within Groups	51.838	36	1.440	-	-
Total	70.400	39	-	-	-

Interpretation

- **P-value = 0.010**
- **Level of Significance = 0.05 (5%)**
- A One-Way Analysis of Variance (ANOVA) was conducted to examine whether employee engagement differs based on employees' work experience.
- The F-value (F = 4.352) indicates the variation in employee engagement across different work experience groups.
- Since the p-value (0.010) is less than the significance level of 0.05, the null hypothesis (H_0) was rejected, and the alternative hypothesis (H_1) was accepted.

Decision

Therefore, there is a significant difference in employee engagement based on work experience (F = 4.352, p = 0.010). The null hypothesis was rejected, and the alternative hypothesis was accepted. The findings indicate that employees' work experience influences their level of engagement. Hence, organizations should adopt engagement strategies that address the needs of employees at different stages of their careers to enhance overall employee engagement.

Findings

1. The majority of respondents 24 employees 60% were male, while 16 employees 40% were female, indicating that the workforce is predominantly male.
2. Among the 40 employees 72.5% of employees stated that their work provides opportunities for self-development, highlighting the organization's support for employee growth.

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3. Among the 40 employees 72.5% of employees agreed that they feel motivated when their work is appreciated, showing that recognition is a major motivational factor.
4. Among the 40 employees 35% of respondents rated good communication as the most influential factor in improving employee engagement.
5. A majority of employees 82.5% agreed that the organization provides a supportive work environment, contributing to better engagement and performance.
6. Among the 40 employees 85% of respondents agreed that communication between employees and management is effective and transparent, promoting trust and employee involvement.
7. Among the 40 employees 40% of employees reported feeling emotionally connected to the organization, indicating a high level of organizational commitment.
8. Among the 40 employees 70% of respondents agreed that they are willing to put extra effort into their work to support organizational success.
9. The Spearman's Rank Correlation analysis showed a strong positive relationship between employee engagement and employee performance ($\rho = 0.718$, $p < 0.001$), indicating that employee engagement significantly improves performance
10. The One-Way ANOVA results indicated a significant difference in employee engagement based on work experience ($F = 4.352$, $p = 0.010$), showing that employees with different experience levels have different engagement levels.

Conclusion

The study examined employee engagement motivation and its influence on employee performance among employees of ScaleX Business Private Limited. The findings revealed that factors such as recognition, career growth opportunities, effective communication, supportive leadership, and a positive work environment play a significant role in enhancing employee engagement and motivation. Employees who are motivated and engaged tend to demonstrate higher levels of commitment and productivity in their work.

The statistical analysis further confirmed the importance of employee engagement in organizational performance. The Spearman's Correlation analysis indicated a significant positive relationship between employee engagement and employee performance. The Chi-Square Test established a significant association between engagement and performance, while the ANOVA results demonstrated that work experience significantly influences employee engagement levels. These findings highlight the importance of maintaining a motivated and engaged workforce.

In conclusion, employee engagement serves as a key factor in improving employee performance and achieving organizational effectiveness. Organizations should focus on strengthening engagement initiatives through employee recognition, training and development programs, supportive leadership, and effective communication practices. By fostering a positive and engaging work environment, organizations can enhance employee satisfaction, performance, and long-term organizational success.

Suggestion

Based on the responses collected from the survey, it is suggested that Scalex Business Private Limited should strengthen its employee recognition and reward programs to enhance employee motivation and improve overall performance. The majority of respondents indicated that appreciation and recognition have a positive impact on their commitment and productivity. Employees who are acknowledged for their efforts through rewards, incentives, or simple appreciation feel valued and are more likely to remain engaged in their work. In addition, managers should provide regular feedback and timely appreciation, as constructive feedback helps employees identify areas for improvement while reinforcing positive performance.

Based on the survey findings, the organization should also give greater importance to regular training and skill development programs. Many respondents believed that continuous learning opportunities improve their knowledge, confidence, and ability to adapt to changing work requirements. Providing training on technical, professional, and interpersonal skills will enable employees to perform their responsibilities more effectively. Furthermore, introducing leadership development initiatives and clear career

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Vol. 01, Issue 3, July 2026, pp : 546-558

e-ISSN : 3139-065X

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advancement opportunities will encourage employees to remain committed to the organization and increase their level of engagement.

The survey responses further indicate that effective and transparent communication plays a significant role in improving employee engagement. Employees prefer to be informed about organizational goals, decisions, and changes that affect their work. Scalex Business Private Limited should encourage open communication between management and employees, creating an environment where employees feel comfortable sharing ideas, suggestions, and concerns. By focusing on employee recognition, continuous learning, leadership development, and transparent communication, the organization can build a highly motivated workforce, enhance employee engagement, improve performance, and achieve long-term organizational success.

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