



## HR Practices & Policies: Its Importance With Special Reference To Employee Engagement Practice At ACC Limited, Bangalore

Dr. Roopa Temkar V<sup>1\*</sup>, Ms. Priya Rudrawadi<sup>2</sup>

<sup>1\*</sup>Associate Professor, Dept. of MBA, SJB Institute of Technology, Bangalore

<sup>2</sup>Assistant Professor, Dept. of Architecture, P.D.A College of Engineering, Kalaburgi

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### ARTICLE INFO

### ABSTRACT

Human resource functions are no longer particular functions, merely confined to the human resource or personnel department. The management of human resources is the responsibility of every manager in the present competitive business scenario. It is almost a fact that most of the problems in an organization are human related, since human being is active, complex and highly sensitive to environment. Managing the human resource in any organization is consequently a challenging task, unless the organization learns to tune human resources, success will be elusive. The most important responsibilities associated with human resource management include: job analysis and staffing, organization and utilization of work force, measurement and appraisal of work force performance, implementation of reward systems for employees, professional growth of workers, and maintenance of work force. The lack of studies that cover the topic of Human Resources Management could affect the development strategy of any nation, and without proper studies in this field may contribute to weakening the overall performance of hospitals. For that reason, this study attempt to analyze the main articles and literatures with empirical research that discussed the role of HRM in health care sector and attempt to find the common points of previous studies with look upon to HRM. The findings of the study majorly influence the crucial factors, comprising compensation and benefits, opportunities for career progression, balancing work and personal life, organizational culture, and leadership, hold substantial sway over employee attrition and retention. Organizations that effectively manage these aspects and foster an environment where employees feel valued, supported, and have pathways for development are more apt to retain their high-caliber employees. Employing strategies such as competitive compensation structures, extensive employee development programs, actions that enhance work-life balance, nurturing a positive culture, and investing in leadership enhancement collectively contribute to diminishing attrition rates and enhancing employee retention.

**KEYWORDS:** HR Practices, Talent Acquisition, Attrition, Retention and Strategy

### INTRODUCTION

Employee engagement is a pivotal concept in modern organizational management, employee engagement refers emotional connection, commitment, and enthusiasm that the attitude that workers hold in relation to their job and their organization, resulting in increased productivity, job satisfaction, overall positive performance.

Over the past years, "Employee Engagement" has been a popular and frequently discussed topic in corporate circles, though employers often encounter challenges when attempting to put it into practice. The term "engagement" was first introduced by Kahn (1990), who described how individuals utilize different aspects of themselves, including their physical, cognitive, and emotional dimensions roles.

Testimonials suggest that employees discovers their role though and demonstrate high engagement levels tend to clearly understand their roles and responsibilities. Factors like respect, creativity, achievement, self-

development, recognition, and empowerment, as well as positive relationships with colleagues, significantly impact employee engagement.

### **NATURE OF EMPLOYEE ENGAGEMENT**

- Wellness initiative
- Work life balance
- Supportive environment
- Job autonomy
- Challenging work
- Clear communication

### **COMPONENTS OF EMPLOYEE ENGAGEMENT**

- Emotional connection
- Managerial relationship
- Organization transparency
- Job fit
- Social connection
- Company culture

### **WORKFORCE STRATEGY:**

The utilization of a workforce plan facilitates the accomplishment of your business objectives by evaluating your existing talent and predicting your employment requirements for both the immediate and distant future. Through strategic workforce planning, you ensure the availability of the necessary personnel at the right time.

### **ADVANTAGES OF EMPLOYEE ENGAGEMENT**

- Decrease in absences.
- Increased worker safety
- Corporate values are defined
- Promotes business success
- Improves a company's reputation
- Decrease employee churn

### **LITERATURE REVIEW:**

#### **1. Kahn, W. A (1990)**

Title: Psychological Conditions of Personal Engagement and disengagement at work. Findings: Engaged employees feel a strong sense of enthusiasm, dedication, and absorption in their work tasks.

#### **2. Saks, A. M (2006)**

Antecedents and Consequences of Employee Engagement.

Employee engagement is positively linked to job satisfaction, organizational commitment, and individual performance.

#### **3. Macey, W. H., and Schneider, B. (2008)**

Title: The Meaning of Employee Engagement.

Employee engagement involves emotional, cognitive, and behavioral aspects which will give to a positive work experience.

#### **4. Shuck, B., and Wollard, K. (2010)**

Title: Employee Engagement and HRD: A Seminal Review of the Foundations .

This review provides a comprehensive overview of the historical and theoretical foundations of employee engagement in the context of human resource development. Employee engagement is affected by various HR practices, organizational culture, and leadership behavior.

#### **5. Harter, and Hayes, T. L.(2002)**

Title: Analyze the meta-relationship at the business-unit level that exists between employee contentment, engagement, and the outcomes experienced by the business. Findings: the authors conduct a meta-analysis to establish a link between employee satisfaction, engagement, and positive business outcomes. Higher employee engagement leads to improved business outcomes, including productivity, profitability, and customer satisfaction.

**6. Leiter, M. P.(2006)**

Title: Examining Work Engagement Through a Concise Survey: An Interdisciplinary Comparison National Study"

Findings: Across various nations and cultural contexts, the use of a brief questionnaire has proven to be a proficient method for gauging work engagement.

**7. Robinson, D., Perryman, S., and Hayday, S.(2004)**

Title: Elements Affecting Engagement of employee

The authors identify key drivers of elements of employee, including leadership, line management, and organizational communication.

**8. Crawford, E. R.(2010)**

Title: Occupational engagement: Precursors and Impact on Job Effectiveness

Finding: This study examines antecedents of job engagement relates to job performance There are discernible positive correlations among job engagement, performance, and contextual performance (helping others).

**9. Mone, E. M., and london.(2010)**

Title: "Employee engagement through effective performance management: A practical guide for managers"

Findings: Effective performance management practices contribute to increased employee engagement and overall organizational success.

**10. Hakanen, J. and Schaufeli, W. B.(2006)**

Title: The Interaction of Teacher Burnout and Occupational Engagement.

This study delves into the, The Interaction of Teacher Burnout and Occupational Engagement. and job demands among teachers. Job resources, such as social support and autonomy, are related to work engagement and help mitigate burnout among teachers.

**11. Heskett, J. L., Jones, T. O., Loveman, G. W., Sasser Jr, W. E., &Schlesinger, L. A. (1994)**

Title: "Putting the Service-Profit Chain to Work"

Findings: Engaged employees drive customer satisfaction and loyalty, leading to higher profits in service industries.

**12. Saks, A. M., and Gruman, J. A.(2017)**

Title : What Do We Really Know About Employee Engagement?

This review assesses the current state of knowledge about employee engagement, highlighting areas of consensus and gaps in understanding. High job demands can lead to burnout, but having adequate job resources can promote engagement and well-being.

**13. Albrecht, S. L. (2010)**

Title: "Employee engagement: Is there more to it than meets the eye?"

Findings: Employee engagement is influenced by both individual and organizational factors, and it has a significant impact on business outcomes.

**14. Bakker, B., H., and Saks, A. M.(1999)**

Title: The Relationship Between Workforce Engagement, Human Resource Management Strategies, and Attaining a Competitive Edge: An Integrated Approach This study explores the interaction among employee engagement, HR practices, and organizational competitive advantage.

**15. Haid, M., and Sims, R. L.(2020)**

Title: Emotional Labor in the Service Encounter: An Integrative Review

The authors examine emotional labor and its effects on employee engagement, well-being, and customer interactions in service industries.

**16. Young, S. A(2018)**

Title: Analytical Resources, Implementation Techniques, and Competitive Edge in Employee Engagement

This book provides tools and strategies for analyzing, promoting, and leveraging employee engagement Recovery, Wellbeing, and Performance-Related Outcomes: The Role of Workload and Vacation Experiences for competitive advantage.

**17. Sonnentag, S., and Fritz, C.(1998)**

Title: Recovery, Wellbeing, and Performance-Related Outcomes: The Role of Workload and Vacation Experiences.

The authors explore how recovery experiences, including vacations, contribute to employee engagement, well-being, and performance.

### **18. Towers Watson (2012)**

Title: "Global Workforce Study: Unlocking Potential—Revealing the DNA of Engaged Employees"

Findings: Engaged employees tend to exhibit a higher tendency to remain committed to their... current employer, putting in extra effort and advocating for the organization.

### **19. Towers Perrin (2003)**

Title: "Working Today: Understanding What Drives Employee Engagement"

Findings: Factors like recognition, opportunities for personal growth, and job security significantly influence employee engagement.

### **20. Maslach, C., & Leiter, M. P. (2008)**

Title: "Early predictors of job burnout and engagement"

Findings: Organizational factors like workload, control, and reward influence employee burnout and engage

## **STATEMENT OF THE PROBLEM**

Amidst the aftermath of the financial crisis, heightened attention on employee engagement emerges across firms, given the challenges like bonus reduction, workforce reductions, and stagnant wages, further complicated by the balance between boosting employee output and retaining top talent; the study delves into this scenario at ACC Cement Limited .

## **NEED FOR THE RESEARCH**

Employee engagement holds utmost significance in every organization. Designing jobs to ensure employee satisfaction can effectively reduce attrition, boost productivity, and enhance profitability. The study aims to analyze and concentrate on methods to foster greater engagement also commitment, ultimately contributing to the overall growth an company.

## **OBJECTIVES FOR THE STUDY**

- To study the various employee engagement practice at ACC LIMITED
- To analyze factors influencing employees engagement at ACC LIMITED
- To understand employee engagement and their job satisfaction at ACC LIMITED
- To know the connection between employee engagement and productive workenvironment

To suggest the measures required for enhancement of engagement among the employee at ACC LIMITED

## **SCOPE OF THE STUDY**

Examining the drivers and outcomes of employee engagement within the organizational context.

## **RESEARCH METHOD:**

This study comprises unpublished data derived from original and unique research, directly collected from the source. To gather this data, questionnaires, surveys, and observational methods, including personal data collection from the organization, were employed.

### **Type of Research**

Here, we categorized as descriptive in nature.

## **DATA COLLECTION PRIMARY DATA**

The primary facts were sourced mainly from ACC employees .The interaction between the researcher and the respondents took place in person

Questionnaire includes 100 respondent

## **SECONDARY DATA**

Information were gathered them textbook, journals, articles, company websites and organization notice board.

## **HYPOTHESIS:**

H0- There is a no relationship between employee engagement and their productive environment

H1- There is a relationship between employee engagements with their productive wo

**SAMPLE DESIGN**

100 Members  
Systematic random sampling

**AREA**

ACC Limited

**TOOLS OF ANALYSIS:**

Questionnaires

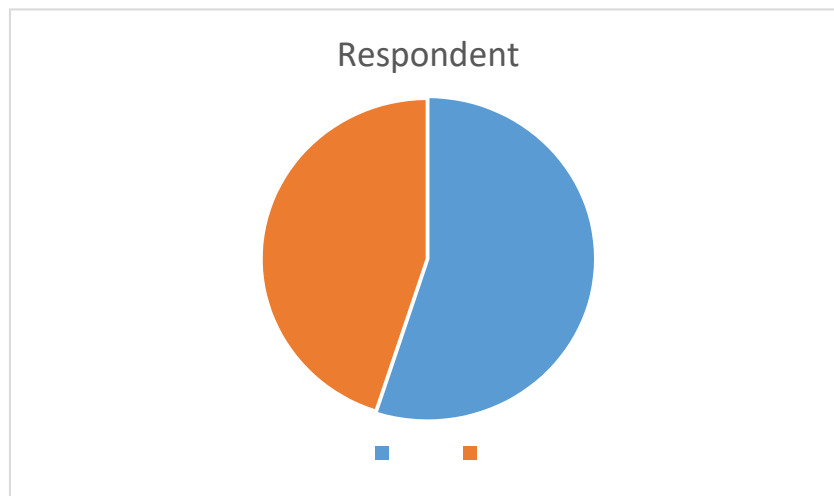
A table, Paragraphs, graphs, charts,

**LIMITATIONS FOR THE STUDY**

- The study examines both the biases and limitations of respondents, thus making it impossible to ensure 100% accuracy.
- Due to time constraints, limited period of time

**DATA ANALYSIS AND INTERPRETATION****DEMOGRAPHICAL INFORMATION****Table: 1.1: GENDER**

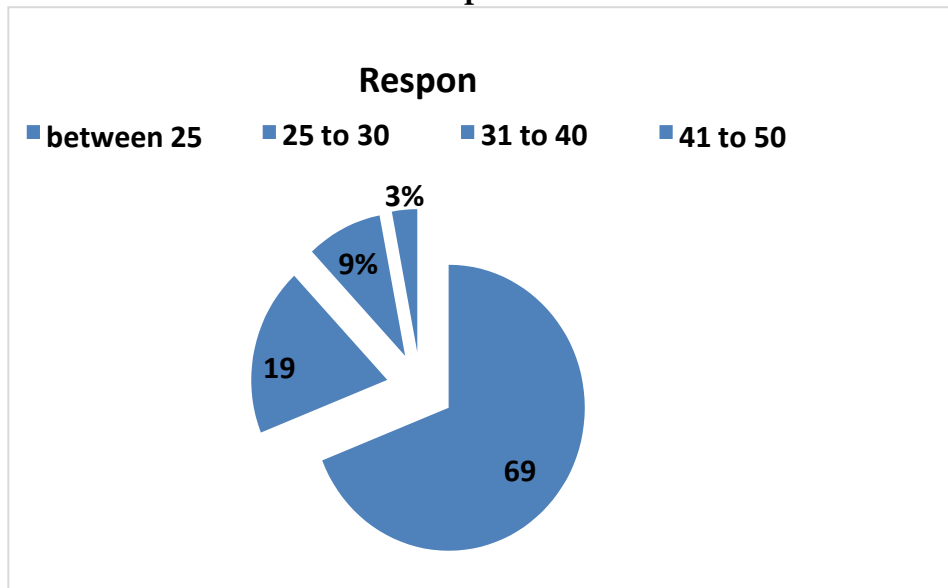
Gender	Respondent	Percentage
Male	55	55
Female	45	45
<b>Total</b>	<b>100</b>	<b>100</b>

**GRAPH: 1.1****INTERPRETATION:**

The examination indicates that most participants are of the male gender.

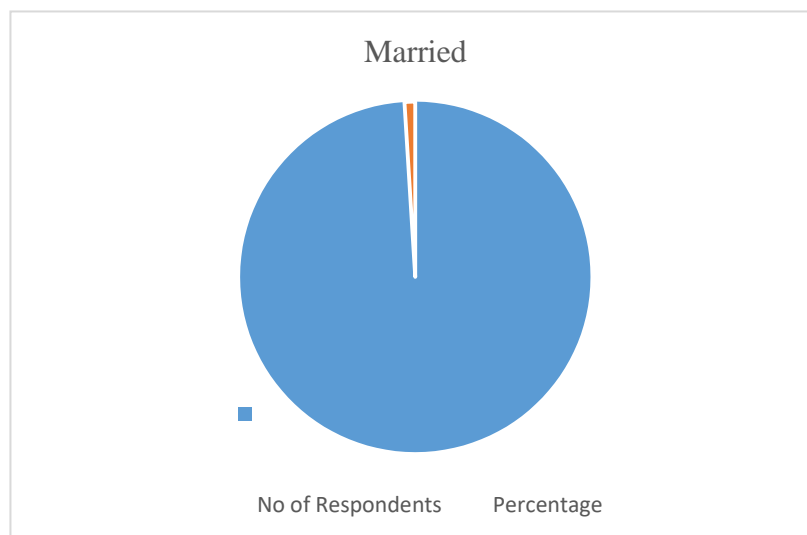
**Table: 1.2 Age:**

Age	Respondent	Percentage
between 25 year	69	69
26 to 30 year	19	19
31 to 40 year	9	9
41 to 50 year	3	3
<b>Total</b>	<b>100</b>	<b>100</b>

**Graph :1.2****INTERPRETATION:**

The conclusions drawn from the calculations indicate that respondents from various age groups are well-represented in a significant proportion.

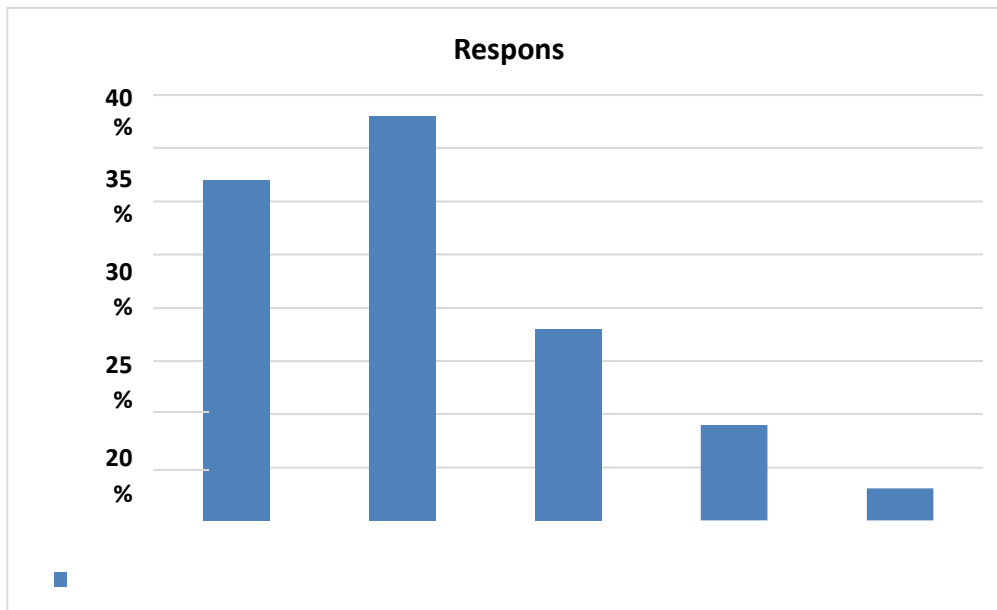
Particular	No of Respondents	Percentage
Married	21	21
Unmarried	79	79
<b>TOTAL</b>	<b>100</b>	<b>100</b>

**Table: 1.3: Marital Status****Graph 1.3****INTERPRETATION:**

The assessment conducted earlier unveils that a significant number of the participants are not married.

**Table 1.4: Education qualification**

Particular	No of respondents	Percentage
SSLC	32	32
PUC	38	38
Diploma	18	18
UG	9	9
PG	3	3
<b>Total no of people</b>	<b>100</b>	<b>100</b>



Graph 1.4

	SSLC P	Diploma U P
Series	32% 31	93

**INTERPRETATION:**

Based on the calculations above, it can be inferred that the respondents in the survey possess diverse educational qualifications.

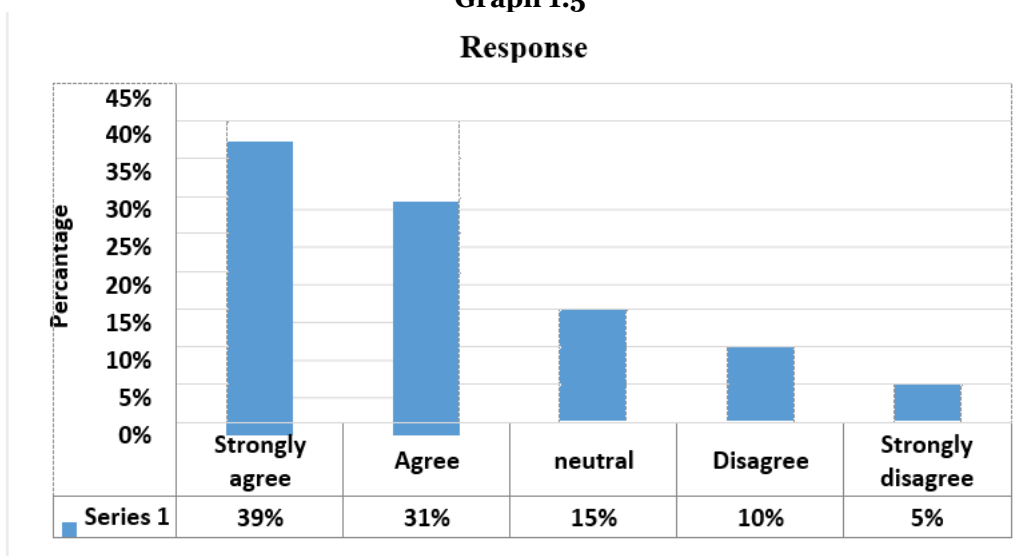
Table 1.5

**Do the career development opportunities within the organization meet yoursatisfaction?**

Particular	No of respondents	Percentage
Strongly agree	39	39
Agree	31	31
Neutral	15	15
Disagree	10	10
Strongly disagree	5	5
<b>Total no of people</b>	<b>100</b>	<b>100</b>

Graph 1.5

Response

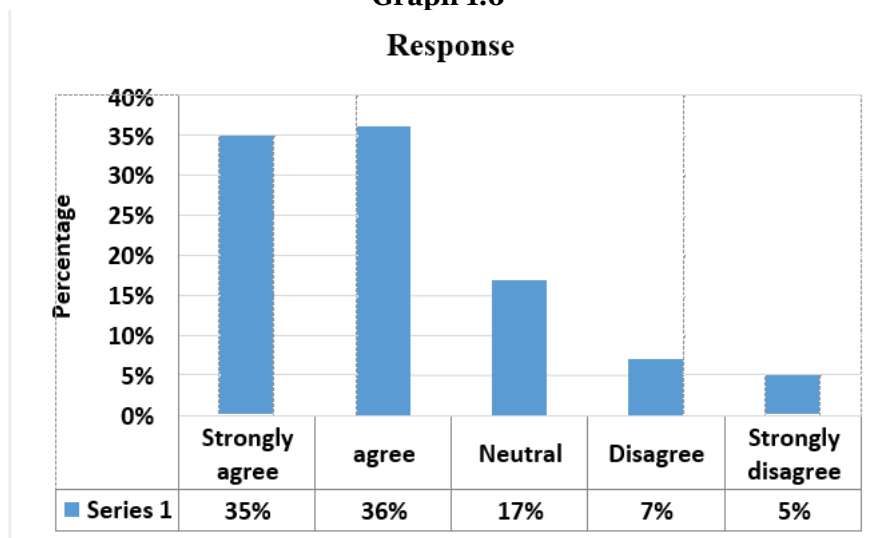


**INTERPRETATION:**

Based on the calculations provided, it can be inferred that a majority of individuals conveyed satisfaction with the development opportunities provided by the organization.

**Table 1.6****1. Are you enhancing your skills through professional learning and growth prospects?**

Particular	No of respondents	Percentage
Strongly agree	35	35
Agree	36	36
Neutral	17	17
Disagree	7	7
Strongly disagree	5	5
<b>Total no of people</b>	<b>100</b>	<b>100</b>

**Graph 1.6****Response****STUDY AND COMPREHENSION:**

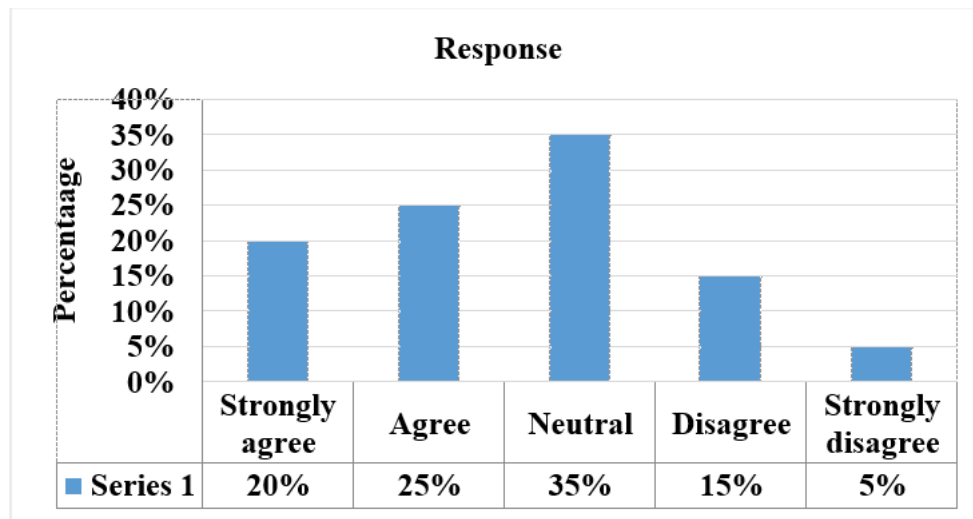
Based on the calculations provided, it can be deduced that a considerable number of individuals mentioned that some people occasionally benefit from effective counseling programs.

**Table 1.7****Do you have effective counseling programs?**

Particular	No of respondents	Percentage
Strongly agree	20	20
Agree	25	25
Neutral	35	35
Disagree	15	15
Strongly disagree	5	5
<b>Total no of people</b>	<b>100</b>	<b>100</b>



Graph 1.7

**STUDY AND COMPREHENSION:**

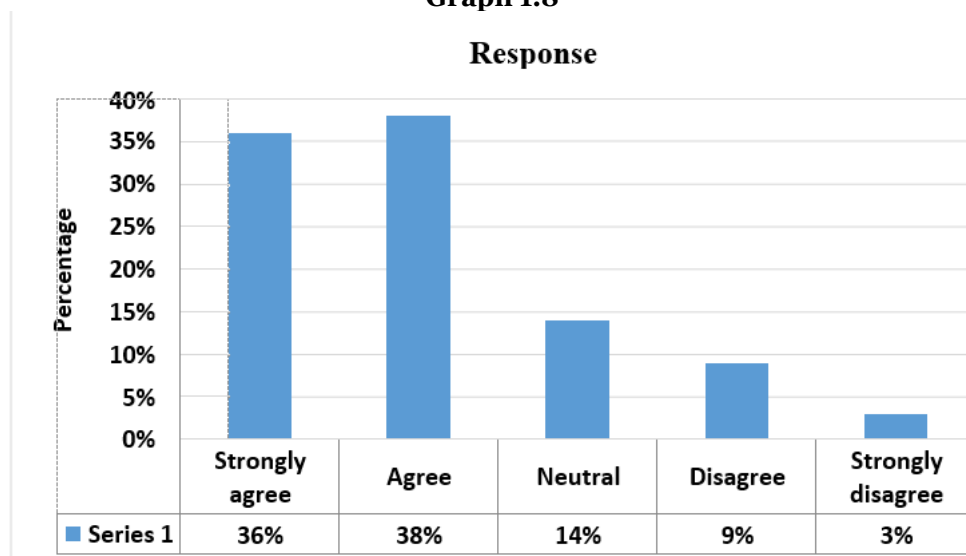
Based on the calculations above, it can be inferred that a majority of the respondents expressed that some people occasionally benefit from effective counseling programs.

Table 1.8

**Is fairness and equality in treatment experienced by you within your company?**

Particular	No of respondents	Percentage
Strongly agree	36	36
Agree	38	38
Neutral	14	14
Disagree	9	9
Strongly disagree	3	3
<b>Total no of people</b>	<b>100</b>	<b>100</b>

Graph 1.8

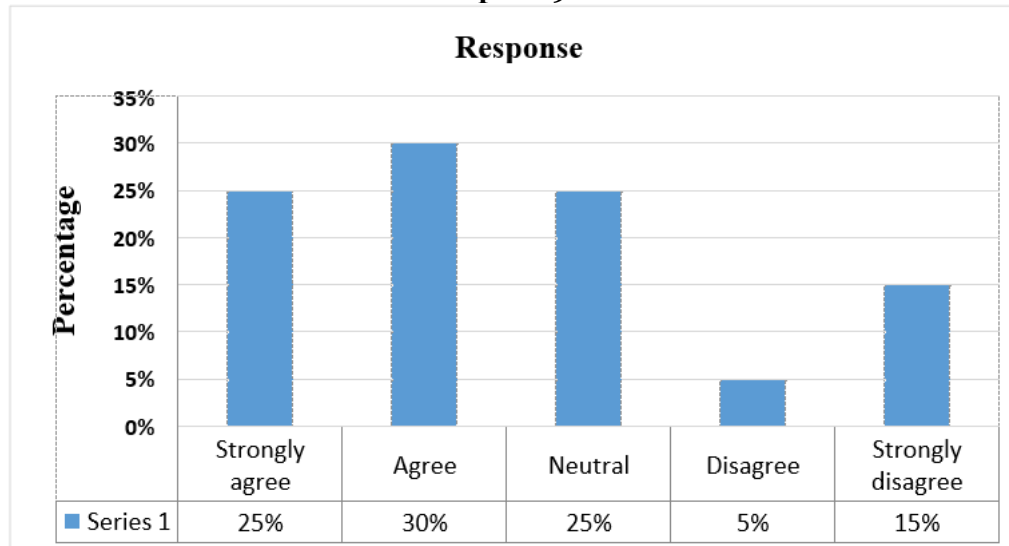
**STUDY AND COMPREHENSION:**

Based on the analysis of the chart, it can be inferred that a significant number of people expressed their agreement regarding being treated fairly and equally in our organization.

**Table 1.9**

**The company provides a healthy work-life balance.**

Particular	No of respondents	Percentage
Strongly agree	25	25
Agree	30	30
Neutral	25	25
Disagree	5	5
Strongly disagree	15	15
<b>Total no of people</b>	<b>100</b>	<b>100</b>

**Graph 1. 9**

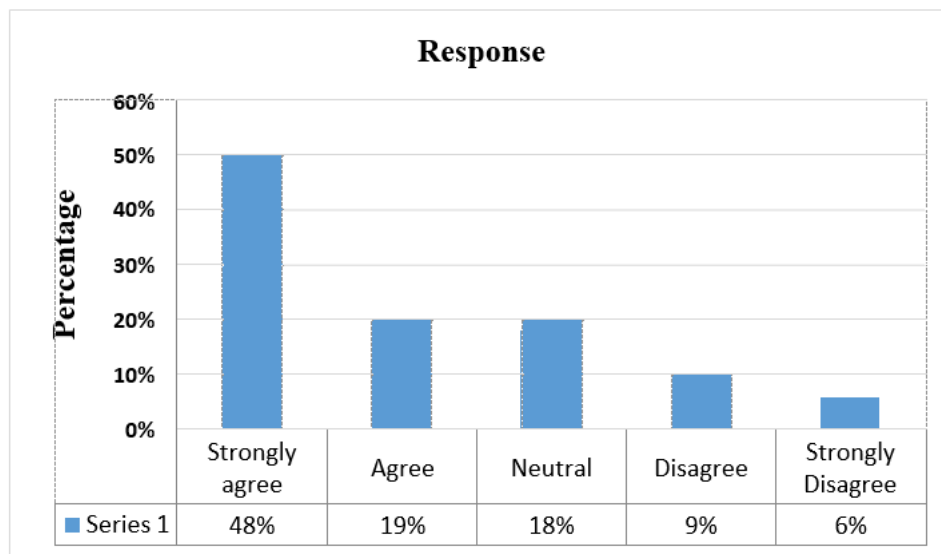
#### **STUDY AND COMPREHENSION:**

Based on the analysis of the chart, it can be inferred that a majority of the people believe that the company's team will proactively address every issue or employee problem in our organization, and they consider this approach to be highly effective.

**Table 1.10**

**Are there enhanced team activities in your company aimed at boosting employee engagement?**

Particular	No of respondents	Percentage
Strongly agree	48	48
Agree	19	19
Neutral	18	18
Disagree	9	9
Strongly Disagree	6	6
<b>Total no of people</b>	<b>100</b>	<b>100</b>

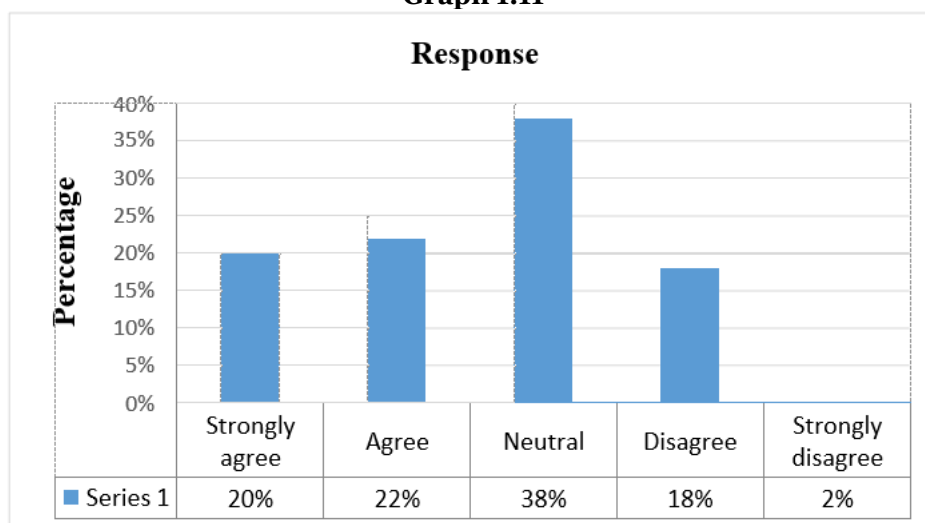
**Graph 1.10****STUDY AND COMPREHENSION:**

Based on the calculations above, it can be inferred that a significant number of people strongly agree with the idea of encouraging better team activities to enhance employee engagement.

**Table 1.11**

**Are you encouraged to learn from your mistakes in the organization?**

Particular	No of respondents	Percentage
Strongly agree	20	20
Agree	22	22
Neutral	38	38
Disagree	18	18
Strongly disagree	2	2
<b>Total no of people</b>	<b>100</b>	<b>100</b>

**Graph 1.11****STUDY AND COMPREHENSION:**

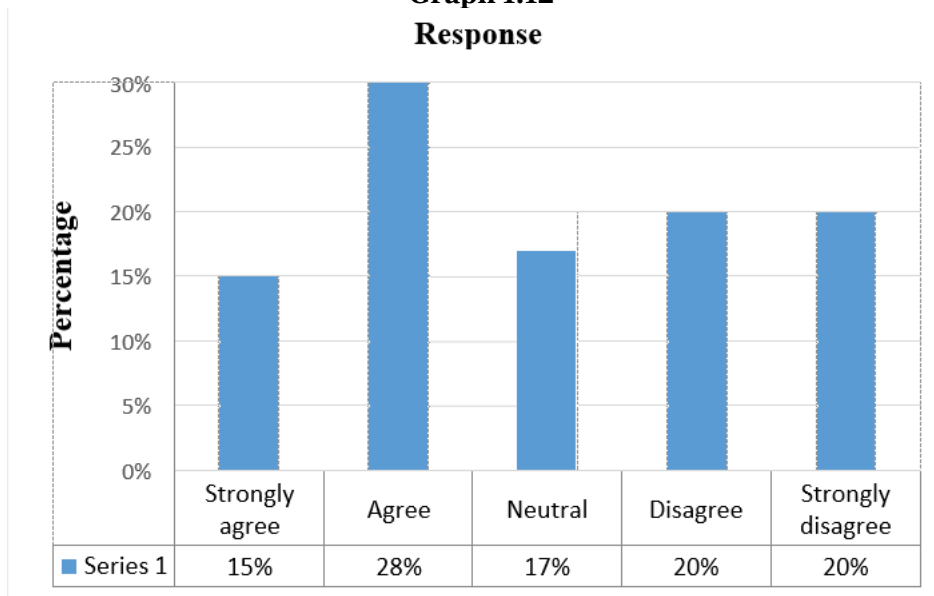
Based on the calculations above, it can be inferred that a significant number of people expressed a neutral stance towards the idea of being encouraged to learn from their mistakes in the organization.

**Table 1.12**

**Does your work, opinion, ideas are seem to be consider?**

Particular	No of respondents	Percentage
Strongly agree	15	15
Agree	28	28
Neutral	17	17
Disagree	20	20
Strongly disagree	20	20
<b>Total no of people</b>	<b>100</b>	<b>100</b>

**Graph 1.12**  
**Response**



**INTERPRETATION:**

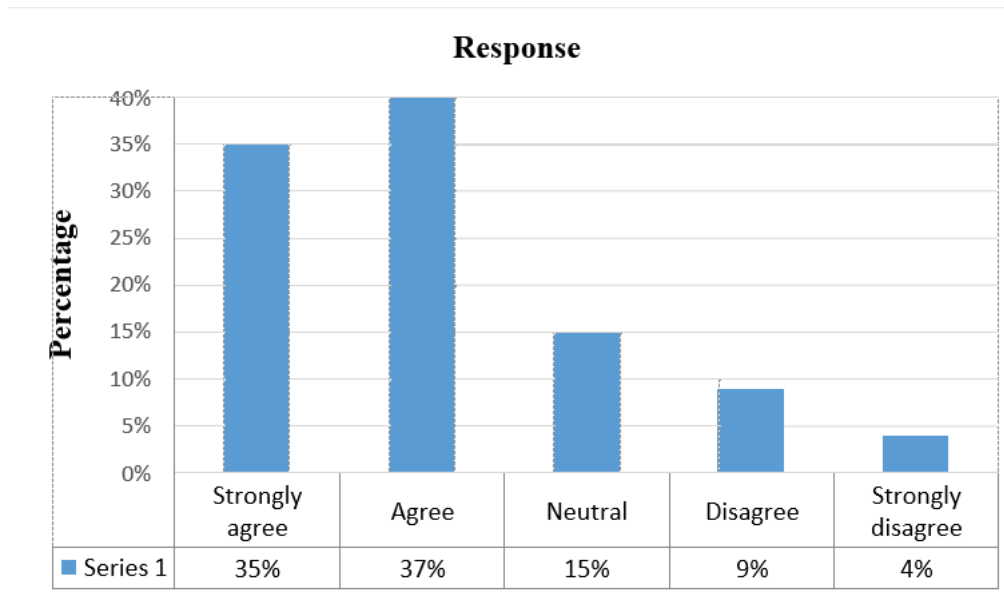
The chart calculations reveal a predominant agreement among individuals, indicating that their viewpoints and ideas carry weight within the work context.

**Table 1.13**

**does the employee engagement increase the employee confident level?**

Particular	No of respondents	Percentage
Strongly agree	35	35
Agree	37	37
Neutral	15	15
Disagree	9	9
Strongly disagree	4	4
<b>Total no of people</b>	<b>100</b>	<b>100</b>

**Graph 1.13**



**INTERPRETATION:**

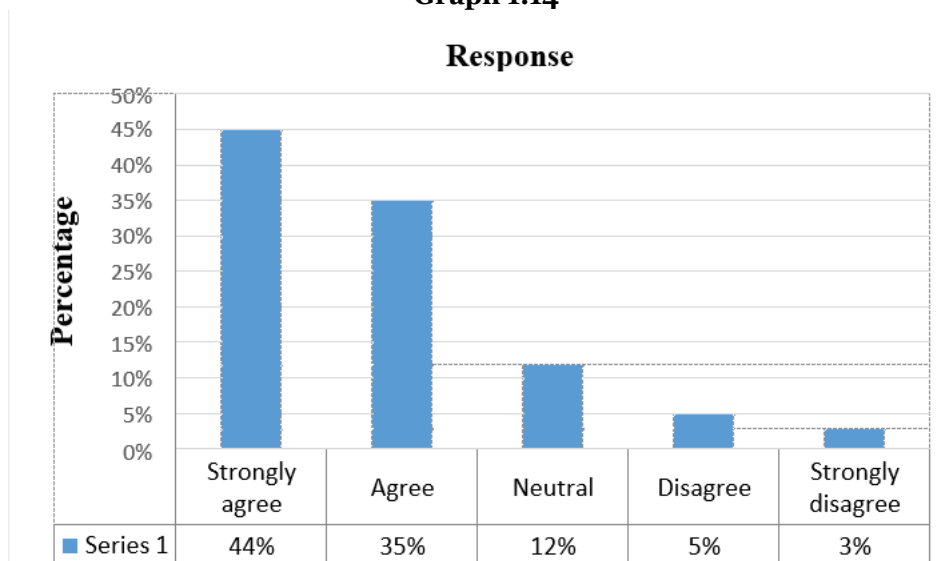
Based on the calculations provided, it can be inferred that a considerable majority of individuals consistently express agreement with the interaction improves the confident level of employee.

**Table 1.14**

**Are you comfortable in your work place?**

Particular	No of respondents	Percentage
Strongly agree	44	44
Agree	35	35
Neutral	12	12
Disagree	5	5
Strongly disagree	3	3
<b>Total no of people</b>	<b>100</b>	<b>100</b>

**Graph 1.14**

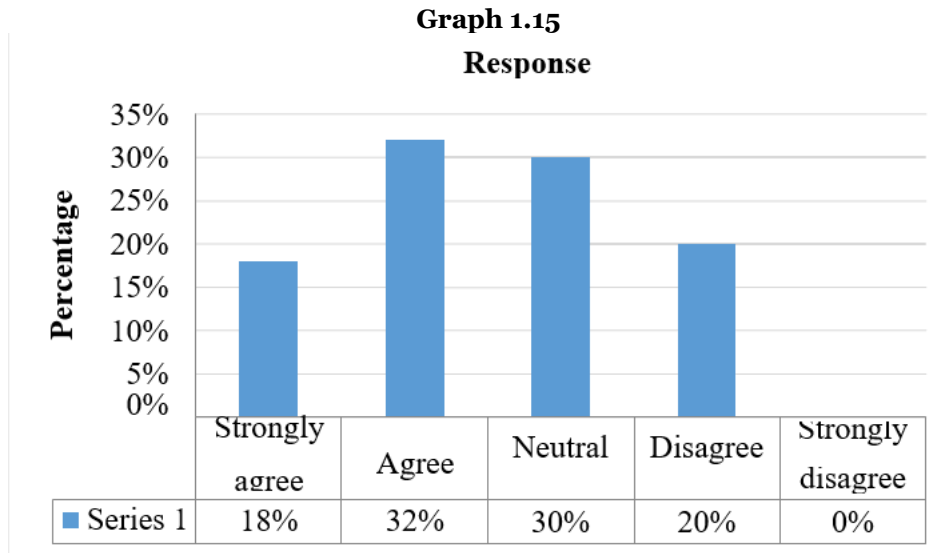


**INTERPRETATION:**

it is evident that a significant proportion of respondents expressed agreement in terms of experiencing comfort within their workplace.

**Table 1.15**  
**Does the company prioritize your health and security?**

Particular	No of respondents	Percentage
Strongly agree	18	18
Agree	32	32
Neutral	30	30
Disagree	20	20
Strongly disagree	0	0
<b>Total no of people</b>	<b>100</b>	<b>100</b>



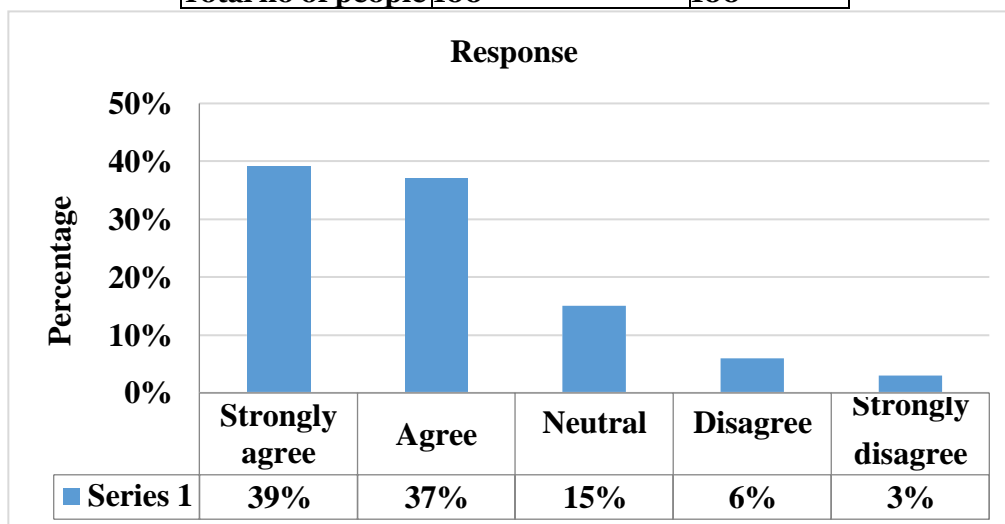
**INTERPRETATION:**

Based on the information provided, it can be inferred that a significant majority of individuals are in agreement with the idea that the company prioritizes their health and security.

**Table 1.16**

**Are you satisfied with the employee engagement practice in the organisation ?**

Particular	No of respondents	Percentage
Strongly agree	39	39
Agree	37	37
Neutral	15	15
Disagree	6	6
Strongly disagree	3	3
<b>Total no of people</b>	<b>100</b>	<b>100</b>



**Graph 1.16**

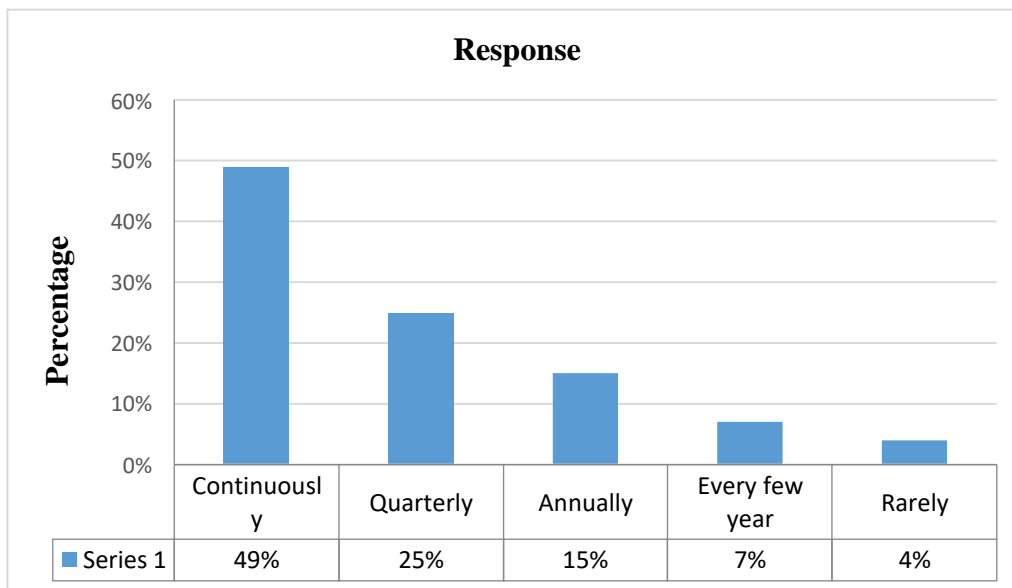
**EXPLANATION:**

Based on the information provided, it can be inferred that a significant majority of individuals strongly agree with the company's employee engagement practices, indicating a high level of satisfaction among the employees.

**Table 1.17**

**I feel comfortable sharing concerns with my supervisor.**

Particular	No of respondents	Percentage
Strongly agree	49	49
Agree	25	25
Neutral	15	15
Disagree	7	7
Strongly disagree	4	4
<b>Total no of people</b>	<b>100</b>	<b>100</b>

**Graph 1.17****EXPLANATION:**

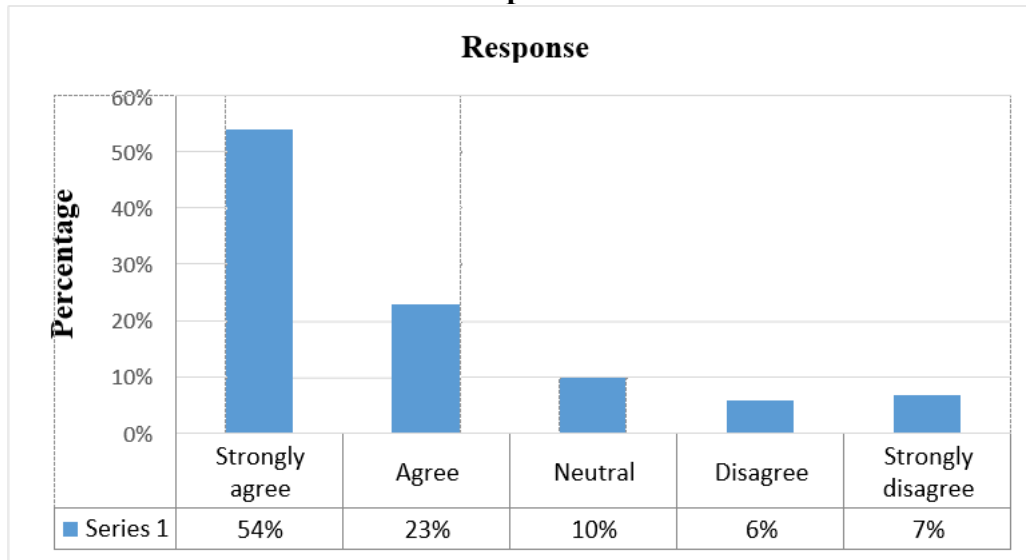
Based on the information provided, it can be inferred that a significant majority of individuals strongly agree with the company's supervisor make them to feel comfortable.

**Table 1.18**

**Job satisfaction is the core of employee engagement?**

Particular	No of respondents	Percentage
Strongly agree	54	54
Agree	23	23
Neutral	10	10
Disagree	6	6
Strongly disagree	7	7
<b>Total no of people</b>	<b>100</b>	<b>100</b>

**Graph 1.18**



**INTERPRETATION:**

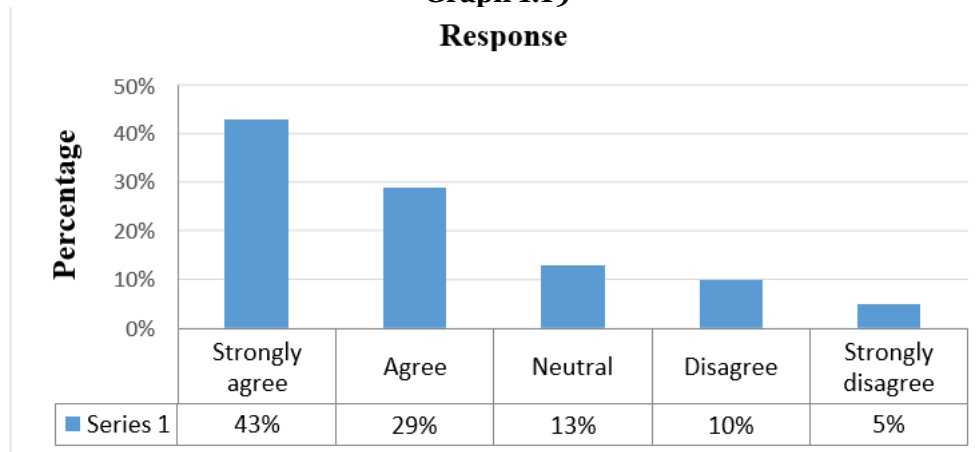
Based on the survey results, it can be deduced that a significant number of respondents firmly believe that job satisfaction serves as the foundation for employee engagement within our organization.

**Table 1.19**

**Does the ACC Cement plant motivate you to consistently perform your best work each day?**

Particular	No of respondents	Percentage
Strongly agree	43	43
Agree	29	29
Neutral	13	13
Disagree	10	10
Strongly disagree	5	5
<b>Total no of people</b>	<b>100</b>	<b>100</b>

**Graph 1.19**



**INTERPRETATION:**

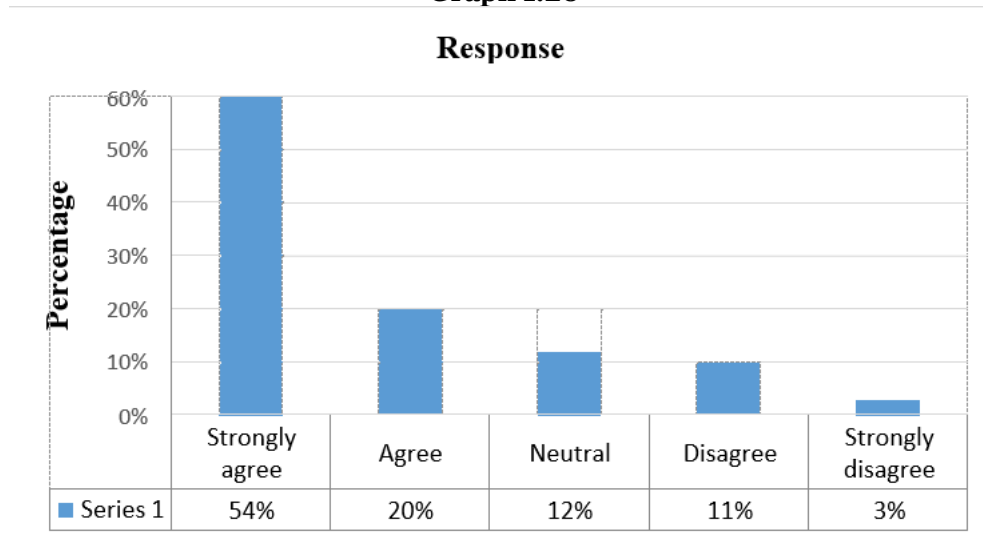
Based on the available information, it becomes evident that a substantial majority of individuals acknowledge that ACC cement serves as an inspiration for them to perform their best work each day.



**Table 1.20**  
**When employees enjoy their job and they will perform high productivity?**

Particular	No of respondents	Percentage
Strongly agree	54	54
Agree	20	20
Neutral	12	12
Disagree	11	11
Strongly disagree	3	3
<b>Total no of people</b>	<b>100</b>	<b>100</b>

**Graph 1.20**



**INTERPRETATION:**

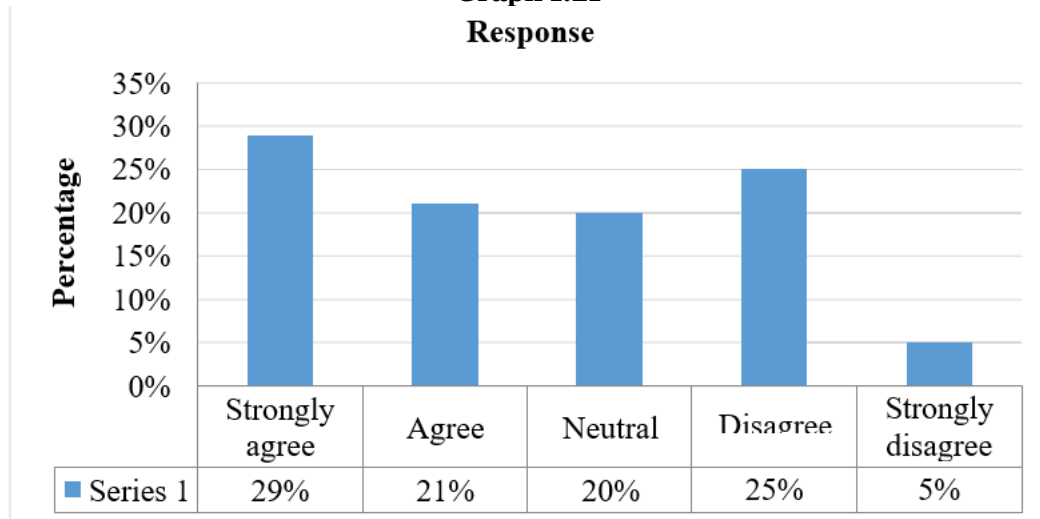
Based on the information provided, it can be inferred that a significant majority of people within the ACC organization strongly agree with the statement that employees derive enjoyment from their jobs, resulting in higher productivity levels.

**Table 1.21**

**There is effective and productive work environment co-operation between different groups in ACC cement plant?**

Particular	No of respondents	Percentage
Strongly agree	29	29
Agree	21	21
Neutral	20	20
Disagree	25	25
Strongly disagree	5	5
<b>Total no of people</b>	<b>100</b>	<b>100</b>

**Graph 1.21  
Response**



**INTERPRETATION:**

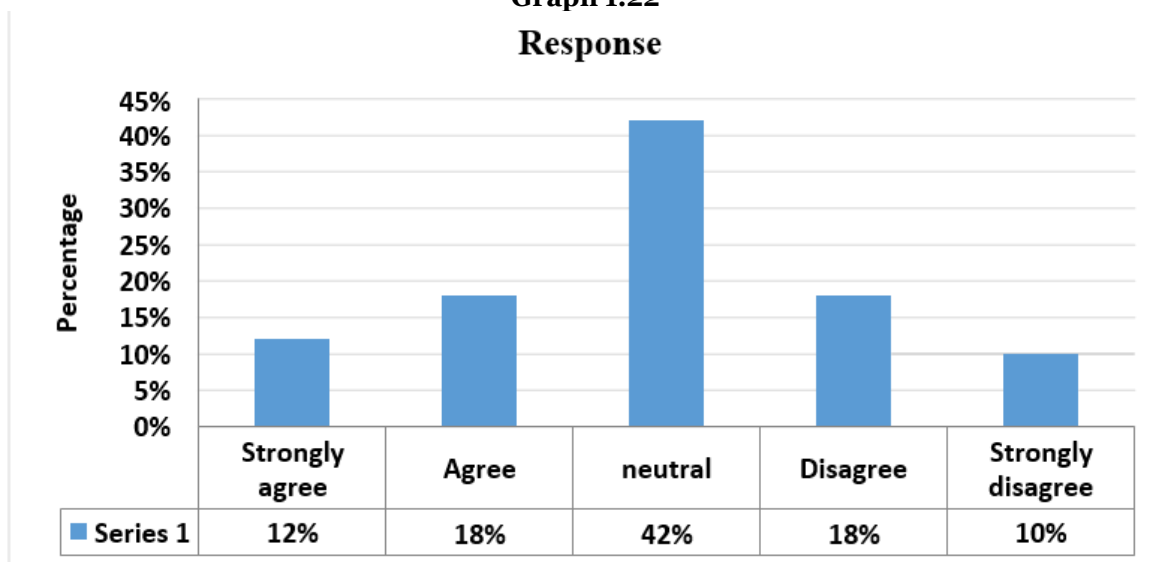
Based on the available information, it becomes apparent that a significant majority of people within the ACC cement plant agree that fostering a cooperative and productive workenvironment between different groups is crucial for its effectiveness.

**Table 1.22**

**Company maintains benefits that other compare well to other similar company?**

particular	No of respondents	Percentage
Strongly agree	12	12
Agree	18	18
Neutral	42	42
Disagree	18	18
Strongly disagree	10	10
<b>Total no of people</b>	<b>100</b>	<b>100</b>

**Graph 1.22  
Response**



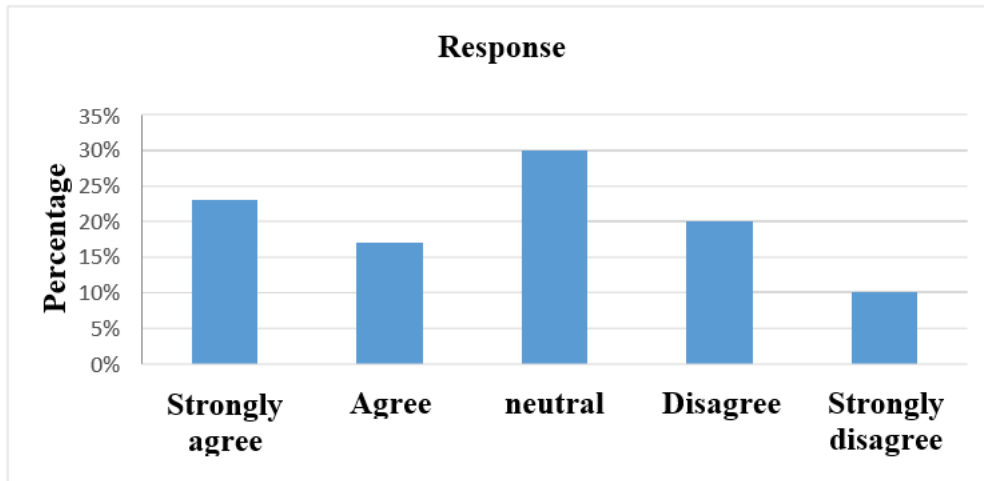
**DATA INTERPRETATION:**

Most of the employees evident that they said neutral .

**Table 1.23**  
**Employees are sponsored for training programmers' on the basis of genuinetraining needs?**

Particular	No of respondents	Percentage
Strongly agree	23	23
Agree	17	17
Neutral	30	30
Disagree	20	20
Strongly disagree	10	10
<b>Total no of people</b>	<b>100</b>	<b>100</b>

**Graph 1.23**



**DATA INTERPRETATION:**

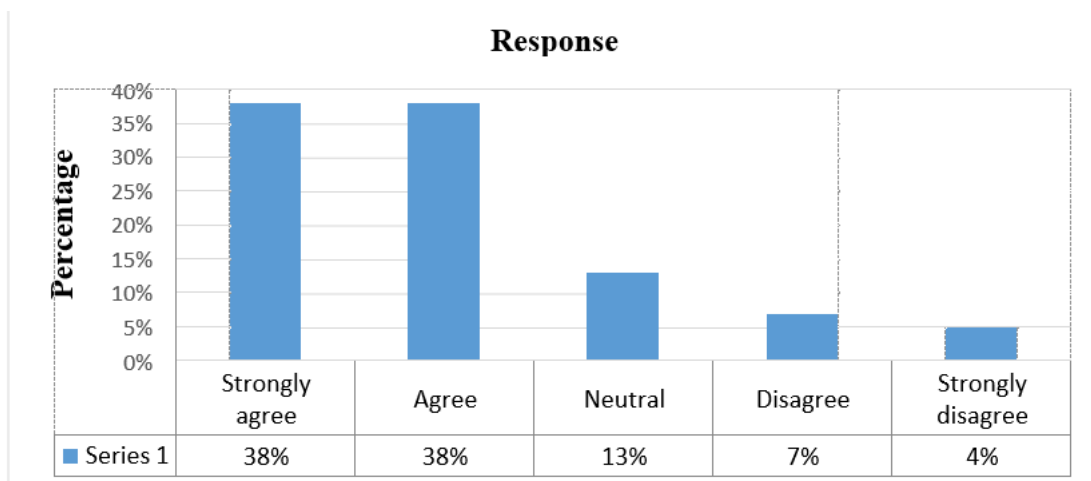
we can understand most of the people said neutral to employees are sponsored for training program on the basis of genuine training needs in ACC cement.

**Table 1.24**

**Overall office environment helps to boost the employee productivity?**

Particular	No of respondents	Percentage
Strongly agree	38	38
Agree	38	38
Neutral	13	13
Disagree	7	7
Strongly disagree	4	4
<b>Total no of people</b>	<b>100</b>	<b>100</b>

**Graph 1.24**



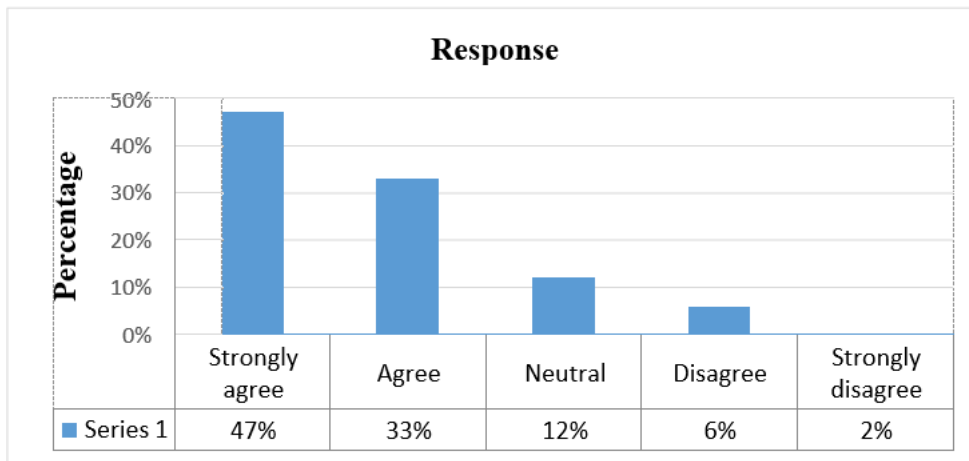
**DATA INTERPRETATION:** The data suggests that a notable number of participants agreed that the office environment has a favorable influence on enhancing employee productivity, as evident from their responses.

**Table 1.25**

Particular	No of respondents	Percentage
Strongly agree	47	47
Agree	33	33
Neutral	12	12
Disagree	6	6
Strongly disagree	2	2
<b>Total no of people</b>	<b>100</b>	<b>100</b>

**Are you satisfied with the recognition you receive upon completing your assigned tasks?**

**Graph 1.25**



**DATA INTERPRETATION**

Based on the given details, it's apparent that most participants indicated that they feel adequately acknowledged for their completed tasks.

**SPSS**

**Correlation**

		Are you satisfied with the employee engagement practice in the organisation ?	overall office environment helps to boost the employee productivity
Are you satisfied with the employees engagement practice in the organisation?	Pearson Correlation	1	.741*
	Sig. (2-tailed)		.000
	N	100	100
your overall office environment helps to boost the employee productivity?	Pearson Correlation	.741*	1
	Sig. (2-tailed)	.000	
	N	100	100

\*. Correlation is significant at the 0.01 level (2-tailed).

**Interpretation-**

- From the above it can be interpreted that the obtained value(0.000)is less than the table value (0.05) hence null hypothesis is rejected and alternative hypotheses is accepted  
The R value (0.741) is greater than the table value (0.05)hence it can be interpreted that there is a strong relation between two variable.

## FINDING, SUGGESTION, CONCLUSION

### FINDINGS:

- It was evident that the organization highly values employee engagement as an essential aspect.
- The organization places emphasis on incorporating employees' opinions and ideas into decision-making processes, recognizing their value.
- The realization surfaced that employee engagement practices significantly enhance employees' confidence levels.
- The study observed a notable sense of comfort among employees in their workplace.
- The study's findings indicated that productivity plays a pivotal role in employees' overall success.
- Employees expressed satisfaction with the company's pay and benefits package.
- The survey revealed that the organization implements effective training practices to facilitate employee learning.
- The organization's commitment to employees' safety and security was evident.
- ACC Limited recognizes the indispensable contribution of each employee to the company's success and sustainability.
- Employees at ACC Ltd appreciate the company's flexible working hours, medical health check-ups, overtime allowances, festival bonuses, housing benefits, and minimum bonus.

### CONCLUSION:

ACC Limited demonstrates a strong dedication to nurturing employee engagement, evident through their emphasis on inclusive decision-making, commitment to safety, and effective training practices. The organization's recognition of the correlation between job satisfaction and productivity is highlighted by the positive employee feedback on benefits, flexible hours, and bonuses. ACC's holistic approach to valuing its workforce bodes well for both individual growth and the company's enduring success. I can confirm that the encounter yielded significant value. Furthermore, executing the survey granted me a more profound comprehension of the entire research. Despite potential minor flaws, I have diligently worked to maintain its precision, with the aim for this report to be a valuable resource in the future.

### SUGGESTIONS:

- It is essential for the organization to encourage and allow time for employees to enjoy and relax.
- The company may conduct effective monthly meetings to update employees on goals and responsibilities.
- The management can strive to understand their staff members better.
- A flexible role/shift and schedule may create to accommodate employees' needs.
- Managers may offer support and boost confidence in both personal and professional aspects of employees' lives.
- Multiple feedback choices can be made available for consideration by the management.
- The organization focus on integrating new hires effectively.

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