

## Factors Influencing Employee Engagement Based On B Positive Blood Group

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### **Abstract:**

Employee engagement is a positive attitude of an employee has towards the work. In this paper employee engagement relating to B positive blood group is discussed. Once you start studying about the B positive blood group it becomes very essential to understand what factors are influencing B positive blood group laborers. For understanding employee engagement laborers in manufacturing companies in Mysuru are studied. It is an empirical paper based on both primary and secondary data are used in this paper. Fifty convenient samples contract / permanent labours are studied in this paper. The statistical tool used in paper is SPSS Software. Reliability test and factor analysis are used to analyze the data. After the analyses Eighty factors influencing the employee engagement are identified which are compensation, Work Resources, Supervisor, Decision making, Team work, Innovation and change, Employee union/ Association, Role clarity.

**Key Words:** Employee engagement, B positive blood group, compensation, work resources and Supervisor.

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### **INTRODUCTION**

Employee engagement has emerged as a pivotal concept in organizational behavior and human resource management. Kahn (1990) first introduced the term as the harnessing of organizational members' selves to their work roles, involving the physical, cognitive, and emotional expression during role performances. Since then, multiple dimensions have been added to the design. (Mamonto et al., 2023) define it as "a positive, fulfilling, work-related state of mind characterized by vigor, dedication, and absorption". Engagement is not synonymous with job satisfaction or motivation (Safari et al., 2025). Engagement is more in-depth and reflects how passionately involved and committed an individual is to the job and the organization, while satisfaction is about how satisfied an individual is with their job (Sudarno et al., 2022). As important factors that influence engagement, the model developed by Gallup places an emphasis on factors like the availability of resources, recognition, and opportunities for growth. "Rothbard (2001, p. 656) also defines engagement as psychological presence but goes further to state that it involves two critical components: attention and absorption. Attention refers to "cognitive availability and the amount of time one spends thinking about a role" while absorption "means being engrossed in a role and refers to the intensity of one's focus on a role." (Saks, 2006) "Schaufeli et al. (2002, p. 74) define engagement "as a positive, fulfilling, work-related state of mind that is characterized by vigor, dedication, and absorption." They further state that engagement is not a momentary and specific state, but rather, it is "a more persistent and pervasive affective-cognitive state that is not focused on any particular object, event, individual, or behavior" (p. 74)." (Saks, 2006) "Attributes of an Engaged Workforce- Emotional Attachment, Passion, Personal Belief, Strong willingness, commitment to organizational success, Work relationships." (2018 Aswathappa)

labour have different nature characteristics and behavior based on their blood group. The employee engagement change according to the blood group also. We shall discuss about the B positive type of blood group laborers'.

B positive blood type character, these people are very creative and quick decision makers. However, they are not good at obeying commands. They put everything they have into the thing they want to concentrate on. They have a very strong desire and drive to be the best of everything they do. But just like the A blood type, these people are also not good at multi-tasking.

Labourer who have the B positive blood group have empathy and thoughtfulness for other people and make trustworthy friends. B positive people also face a lot of discrimination because of their negative personality traits such as selfishness and being uncooperative at times. Despite the fact that people with the B blood type also have positive characteristics, society also emphasizes their negative characteristics. However, as a result, they frequently live alone. Positive personality traits are Curious, strong, relaxed, creative, adventurous, passionate, cheerful, active and outgoing.

### LITERATURE REVIEW

Shweta Tripathi .et al.2025,It is an conceptual paper were author has analyzed about the connection between employee engagement and sustainability using secondary data. There is a strong association between employee engagement and sustainability. More the employee engagement is found in an employee he is more connected to sustainability

Yutiandry Rivai 2025, in this paper author explains about employee engagement is deeply rooted in emotional connection, recognition, meaningful work, and supportive leadership. For HR and Management, engagement strategies should prioritize emotional connection, purpose, recognition, and leadership development. Top-down engagement initiatives must be supplemented with authentic two-way communication

Jordan David et.al 2025, It is an review paper the author has discussed about connection between employee engagement and work life balance. The author has reviewed form 2023 to 2025. 23 papers. Employee engagement, and directly contributes to improving employee performance. The flexible work arrangements, organizational support, and the wise use of technology to create a healthy and sustainable work environment.

Muhammad Rasheed 2025, the main aim of the paper was to identify the current trends to fostering employee engagement (EE) in sustainability at the workplace. Scopus database was used to understand data period 2014 to 2024, 124 out of 227 articles were selected by using the PRISMA methodology. VOS viewer and Excel software for data analysis. Findings revealed that France and India are leading research on sustainability and Employee Engagement; however, Spain, India, and France are at the forefront of recent research, with initial contributions originating from the US and expanding to the UK, China, and Canada.

Saini, S. 2025, in this paper author has review 138 articles SCOPUS database is used for bibliometric analysis. The results indicate that employee engagement and organizational commitment has strong connection and positive impact on organization and employee

Singh, M. J. et al. 2025 , It is a conceptual paper the author has taken the Kahn's Theory, Maslow's Hierarchy, and the JD-R Model, along with best practices such as leadership commitment, career development, and well-being programs. The author suggest that if organization allot data-driven, technology-integrated engagement strategies to enhance workforce motivation and business growth

Solehudin, S. et al. 2024, in is empirical paper 251 samples were taken for the study. The revolution 4.0. If the personal resources and job resources are matched then there will be better employee engagement.

Salmah et al. 2024, in recent time gig economy has become more prefer job among the young employees. All employees in the organization like to work in gig economy. So what are the factors influencing employee engagement in gig economy was the major objective. The result reveals that flexibility, organizational support, and work-life balance, were identified as important determinants

M. Saqib Nawaz et al. 2024, In this paper, the association of attrition is discussed with absenteeism. What are the parameters which influence attrition. If they are having long absenteeism it will lead to attrition. To avoid attrition employee engagement must be given more importance.

Abdullah Emre Caglar et.al 2024, in this paper author has taken European Union economies and sustainability management .How it has trying to improve the quality over the period of time. In the name of economic growth, trade openness, and competitiveness the sustainability is not given much importance. The EU, which has 2030 and 2050 targets, can eliminate the disadvantages of competitiveness by expanding the environmental quality enhancing feature of renewable energy, human capital and employee engagement

### **PROBLEM STATEMENT**

Every labour has different expectation from different company and job he does. It becomes one of the major challenges for company to identify what factors influence B positive blood group Labour in the company.

### **OBJECTIVE OF THE STUDY**

☐To identify the factors influencing employee engagement for B positive blood group.

☐To Comprehend the concept of employee engagement.

### **RESEARCH METHODS**

Both subjective and quantitative technique was utilized in the paper

Dependent variable: Employee engagement.

Independent variable: Eight components

### **RESEARCH DESIGN**

The research design used in the paper is descriptive, using the survey method. Descriptive research accurately and systematically describes the characteristics or behaviour of an observed phenomenon or a particular population

### **SAMPLE DESIGN**

Non-parametric: That is convenient sampling was used for the study.

### **SAMPLING UNIT**

Sampling unit implies which part of the basics of the objective population is picked for the examination, in and around industrial area in Mysuru.

### **SAMPLE SIZE**

Fifty convenient sampling from Mysuru manufacturing companies are taken.

Data collection method: Both primary and secondary data are used in this paper

### **STATISTICAL TOOLS ADOPTED**

The Factors Analysis is used.

Table -1

Reliability Statistics	
Cronbach's Alpha	N of Items
.627	49

Sourced primary data.

Table -2

Total Variance Explained						
Component	Initial Eigenvalues			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	24.179	49.345	49.345	14.446	29.481	29.481
2	7.505	15.317	64.662	10.911	22.268	51.749
3	5.009	10.222	74.884	6.720	13.714	65.463
4	2.904	5.927	80.811	3.352	6.840	72.303
5	2.265	4.622	85.433	3.347	6.830	79.133
6	1.724	3.517	88.950	3.091	6.308	85.442
7	1.552	3.167	92.118	2.520	5.142	90.584
8	1.155	2.358	94.475	1.907	3.892	94.475
9	.802	1.637	96.112			
10	.747	1.524	97.636			
11	.616	1.257	98.893			
12	.244	.498	99.392			
13	.184	.375	99.767			
14	.105	.214	99.981			
15	.009	.019	100.000			
16	7.165E-15	1.462E-14	100.000			
17	5.692E-15	1.162E-14	100.000			
18	4.315E-15	8.806E-15	100.000			
19	3.889E-15	7.937E-15	100.000			
20	3.175E-15	6.479E-15	100.000			
21	3.003E-15	6.129E-15	100.000			
22	2.564E-15	5.233E-15	100.000			
23	2.038E-15	4.160E-15	100.000			
24	1.648E-15	3.364E-15	100.000			
25	1.338E-15	2.730E-15	100.000			
26	1.020E-15	2.083E-15	100.000			

27	5.592E-16	1.141E-15	100.000			
28	5.037E-16	1.028E-15	100.000			
29	3.213E-16	6.557E-16	100.000			
30	1.920E-16	3.918E-16	100.000			
31	1.748E-16	3.566E-16	100.000			
32	1.183E-16	2.415E-16	100.000			
33	1.110E-16	2.266E-16	100.000			
34	9.922E-17	2.025E-16	100.000			
35	1.003E-17	2.046E-17	100.000			
36	-3.734E-32	-7.620E-32	100.000			
37	-7.494E-17	-1.529E-16	100.000			
38	-1.538E-16	-3.140E-16	100.000			
39	-2.220E-16	-4.532E-16	100.000			
40	-4.536E-16	-9.257E-16	100.000			
41	-7.165E-16	-1.462E-15	100.000			
42	-1.294E-15	-2.642E-15	100.000			
43	-1.973E-15	-4.026E-15	100.000			
44	-2.274E-15	-4.640E-15	100.000			
45	-2.824E-15	-5.763E-15	100.000			
46	-3.532E-15	-7.207E-15	100.000			
47	-4.529E-15	-9.242E-15	100.000			
48	-7.512E-15	-1.533E-14	100.000			
49	-1.325E-14	-2.704E-14	100.000			
Extraction Method: Principal Component Analysis.						

Sourced primary data.

**FINDINGS AND SUGGESTION.**

The table 2 shows the factor loadings. In the principal component analysis 8 factors were identified. Which explained 94 percent of the factors influencing employee engagement. The eight factors that are named below

- 1) Compensation
- 2) Work resources
- 3) Supervisor
- 4) Decision making
- 5) Team work
- 6) Innovation and change
- 7) Employee union/ Association

#### 8) Role clarity

Among the Forty nine items which were taken to explain the employee engagement finally only 8 factors were identified and grouped as Compensation, Work resources, Supervisor, Decision making, Team work, Innovation and change, Employee union/ Association and Role clarity. These factors were identified as the predominant factors influencing the Employee Engagement for B positive blood group.

Forty nine attributes were taken for factor analysis. However only 8 factors were identified Which explains 94 percent of employee engagement. The other 6 percent are explained by other factors.

- Every labourer work form morning to evening only for compensation. The compensation (money) given to labourer motivates and helps him to be more engaged and connected to job.
- Work resources directly or indirectly promote the labour to be involved and engaged in work.
- Supervisor is responsible for making laborers work properly in the company. The more positive behavior supervisor has laborer is found to have more engagement.
- Most of the time decision taken by the supervisor is final. Labourer are asked to follow the decision.
- Team work helps to build the relationship in the work environment.
- Today young generation is interested in learning and adopting innovation and change in the work.
- Employee Union /Association give the voice and support for labourer to develop and sustain in the company.
- Role clarity needs to be very precise so that better performance is possible.

#### CONCLUSION:

The researcher try to understand B positive blood group Labourer in the study, the factors influencing employee engagement are compensation, Work Resources, Supervisor, Decision making, Team work, Innovation and change, Employee union/ Association, Role clarity. The compensation (money) is the basic life line of the labourer. Laborers are given proper compensation in the company Labourer are more engaged in the work they do. If labourer are given time to time work resources, supporting supervisor, labour friendly decision, good team, encourages to learn Innovation and change, strong Employee union/ Association, role clarity regarding and what next must be done employee engagement can be increased for B positive blood group Labourer.

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