

Factors Influencing Employee Engagement Based On O Positive Blood Group

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Abstract

The concept of employee engagement has been discussed and researched from many years. In this paper employee engagement based on O positive Blood group is discussed. Once you start studying about the O positive Blood group it becomes very essential to understand what factors are influencing O positive blood group labourer. For understanding employee engagement labours in manufacturing companies in Mysuru are studied. It is an empirical paper based on both primary and secondary data are used in the paper. Fifty convenient samples contract / permanent labours are studied in the paper. The statistical tool used in paper is SPSS Software. Reliability test and factor analysis are used to analyze the data. After the analyses 7seven factors influencing the employee engagement identified.They are compensation, Work Resources, Communication, and Supervisor, Role clarity, Team work, Innovation and change.

Key Words: *Employee engagement, O positive blood group, compensation, work resources and communication.*

INTRODUCTION

Employee Engagement is a person's enthusiasm, good disposition, and relationship with their job. In most cases, the association must generate the profit. Possible only if you, as a worker in the organization, are connected with job, organization representatives and the resources of the organization. Labourer really wants to make good productivity, work efficiently, and make a lot of contributions to the work.

Employee Engagement is an idea which turns out to be more famous during 1990s. The concept was still in its infancy in the years 1990s, but over time, its significance and relevance have significantly increased. The significance of employee engagement began to spread throughout the company. The master in the business comprehended that the Employee Engagement isn't only one time action. It's a never-ending interaction that should be done on a regular basis

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

O Personality type of People with O blood type are daring, outgoing and go-getters. Labourer have a habit of setting high standard for themselves and do all they can to achieve them. O positive people are very good at leadership and don't care about little things, which makes them look like they are selfish, especially to people of the A type. They are generous, kind-hearted and loving. They are good at adapting to change. They are resilient and flexible and can do better than other blood types in tough situations.

O Positive personalities traits are Leadership, easy going, positive outlook, confident, calm, outgoing, cautious, loyal, peaceful, passionate, independent, reliable, carefree, trendsetter and devoted.

Japanese people call people with O blood type, as warriors because they are strong and enduring. These individuals are sincere and detest those who conceal the truth.

LITERATURE REVIEW

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 EE; 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 about 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 impotance.

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

Many research works has been done in area to identify, what are the factors which influence employee engagement. But based on blood group of employees the study have huge lacuna. O positive blood group is considered.

OBJECTIVE OF THE STUDY

To identify the factors influencing employee engagement for O positive blood group.
To comprehend the concept of employee engagement.

RESEARCH METHODS

Both qualitative and quantitative technique are utilized in the paper

Dependent variable: Employee engagement.
Independent variable: Seven 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 Mysore manufacturing companies are taken.
Data collection method: Both primary and secondary data are used in the paper

STATISTICAL TOOLS ADOPTED

The Factors Analysis is used.

Table -1

Reliability Statistics	
Cronbach's Alpha	N of Items
.738	49

Source primary data.

Table-2

Total Variance Explained						
Comp onent	Initial Eigenvalues			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	24.768	50.547	50.547	14.616	29.829	29.829
2	8.119	16.570	67.116	11.129	22.711	52.540
3	4.266	8.706	75.822	7.343	14.985	67.526
4	3.278	6.689	82.511	5.115	10.440	77.965
5	2.763	5.639	88.150	3.115	6.358	84.323
6	1.510	3.082	91.231	3.102	6.331	90.654
7	1.036	2.114	93.346	1.319	2.692	93.346
8	.904	1.845	95.191			
9	.784	1.599	96.790			
10	.468	.956	97.746			

11	.323	.659	98.405			
12	.304	.621	99.026			
13	.261	.533	99.559			
14	.159	.324	99.883			
15	.058	.117	100.000			
16	1.058E-14	2.158E-14	100.000			
17	8.112E-15	1.655E-14	100.000			
18	6.047E-15	1.234E-14	100.000			
19	4.869E-15	9.937E-15	100.000			
20	4.814E-15	9.825E-15	100.000			
21	3.231E-15	6.594E-15	100.000			
22	2.796E-15	5.707E-15	100.000			
23	2.272E-15	4.636E-15	100.000			
24	2.059E-15	4.202E-15	100.000			
25	1.591E-15	3.247E-15	100.000			
26	1.159E-15	2.365E-15	100.000			
27	9.092E-16	1.856E-15	100.000			
28	6.248E-16	1.275E-15	100.000			
29	4.904E-16	1.001E-15	100.000			
30	3.902E-16	7.964E-16	100.000			
31	2.761E-16	5.634E-16	100.000			
32	2.015E-16	4.112E-16	100.000			
33	1.129E-16	2.303E-16	100.000			
34	2.753E-17	5.619E-17	100.000			
35	-8.708E-17	-1.777E-16	100.000			
36	-1.795E-16	-3.663E-16	100.000			
37	-3.158E-16	-6.445E-16	100.000			
38	-3.662E-16	-7.474E-16	100.000			
39	-6.757E-16	-1.379E-15	100.000			
40	-8.855E-16	-1.807E-15	100.000			
41	-1.185E-15	-2.419E-15	100.000			
42	-1.489E-15	-3.040E-15	100.000			
43	-2.177E-15	-4.444E-15	100.000			
44	-2.955E-15	-6.031E-15	100.000			
45	-3.315E-15	-6.765E-15	100.000			

46	-3.445E-15	-7.030E-15	100.000			
47	-4.247E-15	-8.667E-15	100.000			
48	-7.441E-15	-1.519E-14	100.000			
49	-8.200E-15	-1.673E-14	100.000			
Extraction Method: Principal Component Analysis.						

Source primary data

FINDINGS AND SUGGESTION.

The table 2 shows the factor loadings. In the principal component analysis 7 factors were identified. Which explained 93 percent of the factors influencing employee engagement. The seven factors that are named below

1. Compensation
2. Work Resources
3. Communication
4. Supervisor
5. Role clarity
6. Team work
7. Innovation and change

Among the Forty nine items which were taken to explain the employee engagement finally only 7 factors were identified and grouped as compensation, work resources, communication, supervisor, role clarity, team work, Innovation and change. These factors were identified as the predominant factors influencing the Employee Engagement for O positive blood group.

Forty nine attributes were taken for factor analysis. However only 7 factors were identified Which explain 93 percent of employee engagement. The other 7 percent are explained by other factors.

- All the labourer in company work for compensation without money laborers' are not interested to work.
- As labour need an environment where they have all the required equipment for the work to be completed.
- Communication always promotes transparency. Labour needs clear and proper time to time communication when they are working.
- Supervisor in manufacturing company are generally dominant. How they treat, how they ask to work in the company impact a lot for employee engagement.
- Every day basic instruction regarding role needs to be given to perform the Job. More experience more the role clarity is found in labour.
- Team work is more liked by the labours in manufacturing company
- Innovation and change is given last importance by the labour in manufacturing company.

CONCLUSION:

After the analysis we can say that O positive blood group Laborers are more engaged when they are provided by factors liked Compensation, Work resources, Communication, Supervisor, Role clarity, Team work, Innovation and change. The main motive to work is money most of the labour in the company work for money with money labour can live a more happy and comfortable life. When laborers are given proper compensation in the company they are more engaged in the work they do. If labours are given proper

compensation, resources to work, proper guidance from supervisor, regular role clarity, and team work support to involve in innovation and change O positive blood group employee /labour more employee engagement is possible.

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