

## **EXECUTIVE SUMMARY**

The MBA programme presented by the VISVESVARAYA TECHNOLOGICAL UNIVERSITY consumes its particular exceptional curriculum which involves its MBA scholars to commence a project with a prominent corporate companies for a date ranging to 6 weeks during the third semester.

“A STUDY ON EMPLOYEE ENGAGEMENT WITH REFERENCE TO HAILSTONE INNOVATIONS PVT LTD, KANJIKODE” helps to understand the employee’s engagement level in the company. Employee Engagement is the level of commitment and involvement an employee has towards their organization and its values. Engagement isn't just about physical activities that includes in achieving the tasks, yet in addition about the mental parts of how individuals' experience of themselves and their work settings. The employee engagement incorporates both employee’s psychology about their work and working environment and also about the employee's practices in the working environment.

Thus employee engagement is a barometer that decides the relationship of an individual with the organization. Favorable goal was set for the study. To achieve the goals, a primary study was conducted with the help of a questionnaire. Target persons were random employees from Hailstone’s various departments. Tables and charts were used to translate data into meaningful information. The report manages the introduction to the business profile and to the organization profile. Later part of the report is concerned with specific topic covering the data collection and findings. Through this study we are studying the employee engagement policies followed by the company analyzing them, taking viewpoints of employees, analyzing the feedbacks received and giving recommendations for improvements.