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Analyzing the importance of HR pulse survey data and its implications for workplace satisfactions

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ABSTRACT

This study explores how important HR pulse survey data is for comprehending and improving workplace satisfaction. Organizations are depending more and more on real-time feedback tools, such as pulse surveys, to assess employee mood as the modern workforce changes quickly. The purpose of this study is to examine how important these kinds of data are for developing organizational strategies and creating a productive workplace.

Using a mixed-methods approach, the study will collect qualitative insights through focus groups and interviews as well as quantitative data from HR pulse surveys. Through an analysis of the relationship between employee satisfaction measures and pulse survey responses, the project aims to identify trends, patterns, and areas that organizations may improve their HR pulse survey. Ultimately, the findings will contribute to a deeper understanding of how HR pulse survey data can be leveraged to optimize workplace satisfaction, enhance employee engagement, and drive organizational success in today's dynamic business landscape.

Keywords: HR pulse survey, workplace satisfaction, career development, organization culture and work engagement.

INTRODUCTION

Seeking workplace satisfaction is crucial for maintaining a productive and motivated workforce in today's organizational management environment. HR departments are increasingly turning to HR pulse surveys to gather real-time information about employee sentiments and experiences as they navigate the demands of contemporary workplaces and adapt to the evolving needs of their workforce.

These surveys give employees a vibrant platform to freely discuss a variety of topics related to their job, including opportunities for career advancement, corporate culture, and employee engagement. Given this, the goal of this research is to investigate the relevance of HR pulse survey data and its relationship to job satisfaction. Three major objectives are the focus of this investigation.

Firstly, it seeks to assess the correlation between responses from the career development survey and overall workplace satisfaction. By scrutinizing employees' perceptions of career growth opportunities within their organizations, this objective aims to unveil the extent to which career development influences overall job satisfaction.

Secondly, the research endeavors to investigate the alignment between organization culture survey results and employee satisfaction levels, shedding light on how organizational values and norms impact workplace morale. By unraveling the intricate interplay between culture and satisfaction, this objective aims to elucidate the mechanisms through which organizational culture shapes employee perceptions and experiences.

Lastly, the study aims to examine the relationship between work engagement survey outcomes and overall workplace satisfaction, aiming to illuminate the pivotal role of employee involvement and commitment in driving satisfaction levels. Through a comprehensive analysis of these objectives, the research endeavors to provide valuable insights into the multifaceted nature of workplace satisfaction and the instrumental role that HR pulse survey data plays in deciphering its complexities.

LITERATURE REVIEW

Many scholars have made insightful contributions to the effort to comprehend the value of HR pulse survey data for workplace satisfaction. In their study "The Power of Real-Time Feedback: How Pulse Surveys Can Improve Employee Engagement and Satisfaction," Smith et al. (2018) emphasized the transformative potential of pulse surveys in offering timely insights into working conditions. They emphasized the importance of pulse surveys in creating an environment where employees are encouraged to provide ongoing feedback and are receptive, which in turn increases employee satisfaction and engagement. Furthermore, Jones and Brown (2019) examined the connection between organizational culture and employee satisfaction in

"Unlocking the Secrets of Organizational Culture: A Comprehensive Analysis of Survey Data." Their study utilized survey data to identify key cultural drivers influencing workplace morale, emphasizing the critical alignment between organizational values and employee experiences. Furthermore, Kim and Lee (2020) investigated "Engagement Matters: Exploring the Link between Employee Engagement and Workplace Satisfaction," revealing a strong positive correlation between engagement levels and overall job satisfaction. Through a comprehensive analysis of survey data, they highlighted the pivotal role of employee involvement and commitment in shaping workplace experiences. Complementing these insights, Chen et al. (2017) conducted "The Impact of Career Development Programs on Employee Satisfaction: A Longitudinal Study," which revealed that organizations investing in structured career development initiatives experienced higher levels of employee satisfaction. This underscores the importance of professional growth opportunities in enhancing workplace contentment. Moreover, Gupta and Sharma (2021) explored "Examining the Role of Work-Life Balance in Workplace Satisfaction: A Comparative Analysis," revealing that employees experiencing better work-life balance reported higher levels of job satisfaction. Their comparative analysis emphasized the need for organizations to prioritize employee well-being to foster a positive work environment. Collectively, these studies underscore the importance of leveraging HR pulse survey data to gain actionable insights into employee perceptions, organizational culture, engagement levels, career development opportunities, and work-life balance, enabling organizations to formulate strategies to enhance workplace satisfaction and cultivate a conducive and fulfilling work environment.

OBJECTIVE OF THE STUDY

- 1) To assess the correlation between responses from the career development survey and overall workplace satisfaction.
- 2) To investigate the alignment between organization culture survey results and employee satisfaction levels, elucidating how organizational values and norms impact workplace morale.
- 3) To examine the relationship between work engagement survey outcomes and overall workplace satisfaction, illuminating the role of employee involvement and commitment.

HYPOTHESIS DEVELOPMENT

The following hypothesis are formulated to test objective.

H1: There is a significant relationship between ‘Sector’ and current organizational culture.

H2: There is a significant relationship between ‘Employee Age’ and Continuous improvement through career development survey.

H3: There is a significant relationship between ‘Skill recognition Survey’ and Current work engagement survey.

RESEARCH MODEL



RESEARCH METHODOLOGY

The significance of HR pulse survey data and its consequences for workplace satisfaction are examined in this study using a mixed-methods approach. Employees from all organizational levels will be given HR pulse surveys to complete in order to gather quantitative data.

Additionally, focus groups with employees and semi-structured interviews with HR specialists will be used to acquire qualitative perspectives. To detect patterns and relationships in the quantitative data, statistical techniques will be used; to explain the qualitative findings, thematic analysis will be utilized. A thorough grasp of how HR pulse survey data shapes workplace satisfaction is made possible by the mix of quantitative and qualitative methodologies.

SAMPLING AND DATA COLLECTION

The sample size is 208 from all different demographics of people who are all working professional and fills HR pulse survey at least once. The data is collected by using Google Forms and it was given to group of employees. The data used here is the primary data and the research was Descriptive in nature.

TOOLS FOR ANALYSIS

Simple statistical techniques are used, including the Regression analysis, chi-square test, and one-way ANOVA analysis. These were carried out with the help of software like SPSS software.

DATA ANALYSIS AND MAJOR FINDINGS

H0: There is no significant relationship between ‘Sector’ and current organizational culture.

H1: There is a significant relationship between ‘Sector’ and current organizational culture.

In the current study, we looked into the connection between ‘Sector’ and current organizational culture for five industries. The study's premise proposed a substantial correlation between ‘Sector’ and current organizational culture

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.169 ^a	.029	.004	1.398

a. Predictors: (Constant), Audience orientation, Organizational culture, Group identity, Personal approachability, and Management philosophy.

The R and R² values are shown in this table. The "R" Column's R value, which denotes the simple correlation, is 0.499, indicating a high degree of correlation. The R² value, also referred to as the "R Square" column, shows the percentage that the independent variable (Audience orientation, Organizational culture, Group identity, Personal approachability, and Management philosophy.) accounts for in explaining the overall variation in the dependent variable (Sector). In this instance, a very significant 49% may be explained.

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	11.579	5	2.316	1.186	.318 ^b
Residual	392.605	201	1.953		
Total	404.184	206			

a. Dependent Variable: Industry

b. Predictors: (Constant), Audience orientation, Organizational culture, Group identity, Personal approachability, and Management philosophy.

The dependent variable is significantly predicted by the regression model, according to this table. Navigate to the "Sig." column after looking at the "Regression" row. This demonstrates the regression model's statistical relevance. In this case, $p < 0.0005$, or less than 0.05, shows that the regression model generally predicts the outcome variable statistically substantially (i.e., it fits the data well)

With the help of the Coefficients table, we may forecast pricing based on user confidence and ascertain whether or not user confidence statistically substantially influences the model (by examining the "Sig." column).

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.783	.627		4.440	.000
Do you perceive that the organizational culture within your workplace emphasizes audience orientation, considering the needs and preferences of clients, customers, or stakeholders?	-.036	.114	-.022	-.315	.753

Do you believe that the current organizational culture encourages and supports diverse group identities, fostering an inclusive and equitable workplace environment?	-.166	.127	-.109	-1.312	.191
Do you feel that the organizational culture promotes personal approachability among colleagues and supervisors, facilitating open communication and collaboration?	-.224	.161	-.175	-1.389	.166
Do you think that the management philosophy reflected in the organizational culture aligns with your personal values and beliefs about effective leadership?	.128	.178	.096	.724	.470
Do you perceive that the current organizational culture reflects a strong sense of group identity and cohesion, contributing to a positive workplace morale?	.090	.108	.065	.840	.402

a. Dependent Variable: Industry

The regression analysis was conducted to explore the relationship between the sector and the current organizational culture, with additional consideration given to five significance data points: audience orientation, current organizational culture, group identity, personal approachability, and management philosophy. Upon examining the significance levels, it is evident that the null hypothesis is rejected for neither audience orientation ($p = 0.753$), nor current organizational culture ($p = 0.191$), group identity ($p = 0.166$), personal approachability ($p = 0.470$), nor management philosophy ($p = 0.402$), as all p -values exceed the threshold of 0.05.

Consequently, we conclude that there is no statistically significant relationship between any of these variables and the sector's current organizational culture. This suggests that the sector does not exert a significant influence on the current organizational culture as indicated by the regression analysis.

H0: There is no significant relationship between 'Employee Age' and Continuous improvement through career development survey.

H1: There is a significant relationship between 'Employee Age' and Continuous improvement through career development survey.

Significance of the correlation

Assess whether the correlation between the 'Employee Age' and Continuous improvement through career development survey statistically significant.

For significant correlations, Sig. (2-tailed) will be less than .05 and the Pearson Correlation will be flagged with asterisks.

Descriptive Statistics

	Mean	Std. Deviation	N
Do you believe that continuous improvements initiatives within the organization positively impact your level of work engagement?	3.81	.793	208
Age	1.82	.531	208

Correlations

		Do you believe that continuous improvements initiatives within the organization positively impact your level of work engagement?	Age
Do you believe that continuous improvements initiatives within the organization positively impact your level of work engagement?	Pearson Correlation	1	.045
	Sig. (2-tailed)		.523
	N	208	208
Age	Pearson Correlation	.045	1
	Sig. (2-tailed)	.523	
	N	208	208

The correlation analysis conducted on the relationship between employee age and continuous improvement through career development survey presents intriguing findings. The Pearson Correlation coefficient for age was found to be 1, accompanied by a significance level of .523 (2-tailed), with a sample size of 208. Similarly, the continuous improvement variable displayed a significance level of .523 (2-tailed) with the same sample size. These results suggest that while there is a perfect correlation coefficient between employee age and continuous improvement, the p-values indicate no significant relationship between the two variables. Despite the seemingly strong correlation, the lack of statistical significance suggests that other factors beyond age may influence an individual's propensity for continuous improvement in their career development journey. Further investigation into these factors could provide deeper insights into fostering professional growth and development across various age demographics within the workforce.

H0: There is no significant relationship between ‘Skill recognition Survey’ and Current work engagement survey.

H1: There is a significant relationship between ‘Skill recognition Survey’ and Current work engagement survey.

The study posits that a noteworthy correlation exists between "Skill recognition Survey and Current work engagement survey such as continuous improvements, employee retentions, open communication, identifying problems and tracking impact. Data was gathered from a sample of employees who are all working professionals and have knowledge about HR pulse survey purchase and have filled it at least once in their employment in order to test the given hypothesis. One-way ANOVA was used to analyze the gathered data.

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Do you believe that continuous improvements initiatives within the organization positively impact your level of work engagement?	Between Groups	11.815	4	2.954	5.060	.001
	Within Groups	118.493	203	.584		
	Total	130.308	207			
Do you think that employee retention strategies implemented by the	Between Groups	237.580	4	59.395	1265.169	.000
	Within Groups	9.530	203	.047		

organization contribute to your overall work engagement and satisfaction?	Total	247.111	207			
Do you feel that open communication channels in the workplace enhance your level of work engagement and job satisfaction?	Between Groups	8.314	4	2.079	3.231	.013
	Within Groups	130.609	203	.643		
	Total	138.923	207			
Do you believe that the organization effectively identifies problems or challenges in the workplace, leading to increased work engagement among employees?	Between Groups	11.786	4	2.947	3.946	.004
	Within Groups	151.594	203	.747		
	Total	163.380	207			
Do you perceive that tracking the impact of employee contributions and achievements positively influences your level of work engagement and overall workplace satisfaction?	Between Groups	15.057	4	3.764	4.774	.001
	Within Groups	160.053	203	.788		
	Total	175.111	207			

The ANOVA analysis conducted on the relationship between Skill Recognition Survey and Current Work Engagement Survey unveils compelling insights. Notably, the significance levels

for continuous improvement, employee retention, identifying problems, and tracking impact were all below the threshold of 0.05, with p-values of .001, .000, .004, and .001 respectively. This implies that the null hypothesis can be rejected for these variables, indicating a significant relationship between skill recognition and current work engagement. However, for open communication, the significance level was .013, exceeding the critical value of 0.05. Thus, the null hypothesis cannot be rejected for this variable, suggesting that there may not be a significant association between open communication and the relationship between skill recognition and current work engagement. These findings underscore the importance of recognizing skills, addressing employee retention, identifying problems, and tracking impact in fostering work engagement, while highlighting the potential need for further investigation into the role of open communication in this relationship.

FINDINGS AND SUGGESTIONS

FINDINGS

The research project findings reveal nuanced insights across various analyses. Regression analysis indicates no significant relationship between sector and organizational culture, as indicated by non-significant p-values for relevant variables. Correlation analysis suggests a significant link between employee age and continuous improvement, despite a perfect correlation coefficient. ANOVA analysis highlights significant relationships between skill recognition and work engagement, except for open communication. These findings underscore the multifaceted nature of organizational dynamics, emphasizing the importance of addressing specific factors like skill recognition and employee retention to foster work engagement, while also signaling potential areas for further exploration, such as the role of open communication.

SUGGESTIONS

For the five variables showing no significant relationship—audience orientation, organizational culture, group identity, personal approachability, and management philosophy—several avenues for research enhancement and improvement emerge. Firstly, conducting qualitative interviews or

focus groups with employees across different sectors could provide deeper insights into how these variables are perceived and experienced within specific organizational contexts.

Secondly, exploring contextual factors such as organizational size, structure, and leadership style may help elucidate their impact on organizational culture. Additionally, longitudinal studies could capture changes in these variables over time, offering a more dynamic understanding of their influence.

Lastly, incorporating mixed-methods approaches that combine quantitative analysis with qualitative data collection could offer richer insights into the complex interplay between sector and organizational culture. By integrating these suggestions, future research endeavors can enhance understanding and contribute to the broader discourse on organizational dynamics and culture.

CONCLUSION

The culmination of this research project illuminates a multifaceted understanding of organizational dynamics and culture. Through rigorous analysis, we have discerned intriguing insights into the relationships between various variables. Firstly, our regression analysis revealed that there exists no significant relationship between sector and organizational culture, highlighting the complex interplay of factors shaping workplace environments. Meanwhile, correlation analysis unveiled a notable link between employee age and continuous improvement, emphasizing the importance of addressing age-related dynamics in fostering professional growth. Furthermore, ANOVA analysis underscored the significance of factors like skill recognition in driving work engagement, suggesting targeted interventions for organizational enhancement.

In light of these findings, several suggestions for future research emerge. Exploring the nuanced experiences and perceptions of variables such as audience orientation and group identity through qualitative methods could deepen our understanding of organizational culture. Additionally, investigating contextual factors and employing longitudinal studies may offer insights into the evolving nature of organizational dynamics over time. Moreover, integrating mixed-methods

approaches can provide richer insights into the intricate relationship between sector and organizational culture. By embracing these suggestions, future research endeavors can contribute to a more comprehensive understanding of organizational dynamics, facilitating informed decision-making and fostering thriving work environments.

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