

# The Study On Moderating Effect Of Employee Motivation On Workplace Surveillance And Employee Engagement Amongst Employees At The Nithya Packaging Pvt. Ltd

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**Abstract-** In the modern business landscape, organizations are under increasing pressure to maintain productivity, ensure workplace safety, and safeguard valuable assets. To achieve these objectives, many companies, including those in the manufacturing and packaging sector, have turned to workplace surveillance mechanisms such as Closed-Circuit Television (CCTV), biometric attendance systems, Log Books and digital monitoring technologies. One such crucial factor is employee motivation, which acts as a driving force that influences how individuals interpret and react to surveillance measures. Employee engagement, defined as the emotional and cognitive connection employees have with their work and organization, is a critical factor influencing productivity, job satisfaction, and retention. Surveillance, when perceived positively, can foster a sense of security and fairness. The moderating effect of employee motivation, the research seeks to understand whether motivated employees are more resilient and adaptive to surveillance measures and whether such motivation strengthens or weakens the impact of surveillance on engagement.

**Keywords-** Biometric Attendance systems, Employee Engagement, Employee Motivation, Log Books and Workplace Surveillance.

## I. INTRODUCTION

Intoday's competitive business environment, organizations increasingly rely on surveillance systems such as Closed-Circuit Television (CCTV) and digital monitoring tools to ensure workplace safety, maintain discipline, and safeguard organizational assets. While workplace surveillance can enhance accountability and transparency, it also raises concerns about employee privacy, trust, and overall morale. The way employees perceive and respond to surveillance often determines their level of engagement and commitment to the organization. This study, conducted at Nithya Packaging Pvt.

Ltd., aims to explore this dynamic interaction. One such crucial factor is employee motivation, which acts as a driving force that influences how individuals interpret and react to surveillance measures. Motivated employees are more likely to view surveillance as a supportive mechanism for performance improvement and workplace safety, thereby sustaining higher engagement levels.

## II. OBJECTIVES OF THE STUDY

- To identify the employee motivation in attaining the productivity.
- To examine the workplace surveillance to employee engagement.

## III. REVIEW OF LITERATURE

### Exploring Employee Motivation (2025):

B Ganesh Kumar, Asha Elizabeth Jose, et al., in their March 2025 paper, Theories, Strategies, and Implications for Organizational Success, reinforce that a blend of intrinsic (fulfillment, passion) and extrinsic (recognition, monetary rewards) motivators is most effective.

### The paper Workplace Monitoring (2025):

Aishwarya Chandrasekaran, Diya Shah, London Bielicke, & Matthew Louis Mauriello (2025): Through the Lens of Future Information Workers examines the perspectives of students on the future of workplace monitoring. This research provides insight into the expectations of the next generation of employees regarding surveillance.

### Leadership Competencies as Predictors of Employee Engagement (2025):

Eric Arthur Dio and Sheila Cabrestante, The Role of Driving Change through Innovation that focus on how leadership competencies can predict employee engagement.

**Employee Engagement and Organizational Performance (2024):**

A Human Resource Perspective" by Dr. N. Deepalakshmi, et al.: Published in Educational Administration: Theory and Practice, this paper synthesizes existing literature to explore the relationship between employee engagement and organizational performance.

**A Systematic Literature Review on Enhancing Employee Engagement by Ritu, et al.: (2024):**

This review, published in YMER – An International Peer-Reviewed Journal, explores strategies for enhancing employee engagement, including a look at work-life balance in 2024.

**Literature Review on Employee Motivation (2023):**

Xiaosong Li (2023): Confirms that employee motivation positively impacts individual behavior and performance, but identifies areas needing further in-depth research.

**Electronic Monitoring and Surveillance in the Workplace (2021):**

Kirstie Ball (2021): Her literature review, "Electronic Monitoring and Surveillance in the Workplace," was a significant resource leading into 2022. It detailed the psychosocial risks associated with monitoring based on a wide range of studies and set the stage for much of the later discussion on ethics and impact.

**IV. RESEARCH METHODOLOGY**

**Research Design:**

This study uses a descriptive research design.

**Data Collection:**

- Primary Data:**

It includes data gathered through structured questionnaires and surveys focusing on moderating effect of employee motivation, workplace surveillance and employee engagement and making it highly reliable for analysis.

- Secondary Data:**

Academic journals, organizational reports, and case studies.

**Sampling Method:**

- Population: Total Employees - 200
- Sample Size: Employees - 100

**Statistical Tools:**

- Chi-Square Test
- Two-Way ANOVA

**V. DATA ANALYSIS AND INTERPRETATION**

**1)CHI-SQUARE ANALYSIS: Employee Privacy Vs. Gender**

**Aim:** To assess the impact of Employee Privacy and Gender.

**HYPOTHESIS:**

**1 NULL HYPOTHESIS (H<sub>0</sub>):** There is no significant relationship between employee privacy and gender.

**2 ALTERNATIVE HYPOTHEIS (H<sub>1</sub>):**There is a significant relationship between employee privacy and gender.

**Chi-Square Tests**

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	11.061 <sup>a</sup>	4	.026
Likelihood Ratio	12.215	4	.016
Linear-by-Linear Association	1.146	1	.284
N of Valid Cases	100		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is 1.70.

**INTERPRETATION:**

- The p-value of 0.026 is significantly less than 0.05. This indicates that a strong rejection of the Null Hypothesis.

**INFERENCE:**

- Employee privacy have a significant relationship between Gender. Thus,  $H_0 > 0.05$  **Alternative Hypothesis (H<sub>1</sub>)** is accepted.

**2) TWO-WAY ANOVA: Fair job security Vs. Safety working place**

**Aim:** To determine if there is a significance difference between fair job security and safety working place.

**HYPOTHESIS:**

**1 NULL HYPOTHESIS (H<sub>0</sub>):** There is no significance difference between fair job security and safety working place.

**2 ALTERNATIVE HYPOTHEIS (H<sub>1</sub>):** There is a significance difference between fair job security and safety working place.

**Tests of Between-Subjects Effects**

Dependent Variable: I have fair job security due to CCTV Surveillance.

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared
Corrected Model	96.659 <sup>a</sup>	16	6.041	9.807	.000	.654
Intercept	636.267	1	636.267	1032.842	.000	.926
Q3	7.893	4	1.973	3.203	.017	.134
Q10	14.809	4	3.702	6.010	.000	.225
Q3 * Q10	20.429	8	2.554	4.145	.000	.285
Error	51.131	83	.616			
Total	1115.000	100				
Corrected Total	147.790	99				

a. R Squared = .654 (Adjusted R Squared = .587)

**INTERPRETATION:**

- The p-value is 0.000, which is below the significance level of 0.05. This indicates that a strong rejection of the Null Hypothesis.

**INFERENCE:**

- Fair job security have a significance difference between safety working place. Thus,  $H_0 > 0.05$  **Alternative Hypothesis (H<sub>1</sub>)** is accepted.

**VI. FINDINGS**

**CHI-SQUARE STATISTIC:**

The p-value of 0.026 is significantly less than 0.05. This indicates that a strong rejection of the Null Hypothesis. Employee privacy have a significant relationship between Gender. Thus,  $H_0 > 0.05$  **Alternative Hypothesis (H<sub>1</sub>)** is accepted.

**TWO-WAY ANOVA STATISTIC:**

The p-value is 0.000, which is below the significance level of 0.05. This indicates that a strong rejection of the Null Hypothesis. Fair job security have a significance difference between safety working place. Thus,  $H_0 > 0.05$  **Alternative Hypothesis (H<sub>1</sub>)** is accepted.

**VII. SUGGESTIONS**

- To focus on providing proper recognition, rewards and opportunities for career growth to sustain motivational levels.
- To emphasize that CCTV monitoring is meant for safety, security and discipline not for violating employee privacy.
- To ensure work-life balance through flexible working hours or leave policies.

**VIII. CONCLUSION**

The study highlights that employee motivation plays a significant moderating role in determining how workplace surveillance influences employee engagement at the Nithya Packaging Pvt. Ltd. In this study concluded that, when perceived as fair and transparent, can positively contribute to employee engagement. However, this effect is strongly dependent on the level of employee motivation. Employees with high motivation were more likely to perceive surveillance as a supportive tool that ensures safety, fairness, and accountability, thereby fostering greater commitment and engagement. Conversely, employees with low motivation tended to view surveillance as restrictive, leading to reduced trust and lower engagement levels.

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