

IMPACT OF EMPLOYEE EXPERIENCE ON EMPLOYEE PRODUCTIVITY WITH SPECIAL REFERENCE TO PRECOT MERIDIAN LIMITED, WALAYAR, PALAKKAD

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Abstract

Employee experience has emerged as a critical factor influencing productivity and overall organizational performance, especially in manufacturing industries like textiles. This study examines the impact of employee experience on employee productivity at Precot Limited (formerly Precot Meridian Limited), Walayar, Palakkad. The research focuses on key factors such as work environment, management support, communication, welfare measures, and employee engagement. A descriptive research design was adopted, and data were collected from 306 employees selected using Krejcie and Morgan's sample size table and a simple random sampling method. Quantitative analysis, including correlation, revealed a strong positive relationship ($r = 0.72$) between employee experience and productivity. The findings indicate that a supportive work environment, effective communication, recognition, and welfare initiatives significantly enhance employee motivation, engagement, and efficiency. The study highlights the importance of employee-centric HR practices for achieving sustainable organizational growth and improved performance in the textile sector.

Keywords: Employee Experience, Employee Productivity, Work Environment, Management Support, Employee Engagement, Textile Industry

INTRODUCTION

In the modern industrial environment, organizations are increasingly recognizing the importance of employee experience as a key driver of productivity and organizational success. Employee experience refers to the overall perception of employees regarding their work environment, organizational culture, management support, and workplace facilities. A positive employee experience enhances motivation, job satisfaction, and engagement, which in turn leads to improved performance and productivity.

In manufacturing industries, particularly in the textile sector, employee experience plays a crucial role due to the nature of work, working conditions, and workforce diversity. Factors such as workplace safety, supervision, communication, welfare measures, and working hours significantly influence how employees perceive their organization. When employees feel valued, supported, and comfortable in their workplace, they are more likely to perform efficiently and contribute to organizational goals.

IMPACT OF EMPLOYEE EXPERIENCE ON EMPLOYEE PRODUCTIVITY WITH SPECIAL REFERENCE TO PRECOT MERIDIAN LIMITED, WALAYAR, PALAKKAD

Precot Limited (formerly Precot Meridian Limited), located in Walayar, Palakkad, is a leading textile manufacturing company employing a large workforce. The organization provides various facilities and welfare measures aimed at improving employee experience. Understanding how these factors influence employee productivity is essential for enhancing organizational effectiveness.

Therefore, this study focuses on analyzing the impact of employee experience on employee productivity in Precot Limited. It aims to identify key factors influencing employee experience and examine how they contribute to improved productivity and overall organizational performance.

IMPORTANCE OF EMPLOYEE EXPERIENCE

Employee experience is a crucial factor in determining the overall success of an organization. It reflects how employees perceive their workplace, including aspects such as work environment, management support, communication, and organizational culture. A positive employee experience leads to higher job satisfaction, increased motivation, and better employee engagement.

When employees have a good experience at work, they are more committed to their roles and perform their tasks efficiently, which directly improves productivity. It also helps in reducing absenteeism and employee turnover, as satisfied employees are more likely to stay with the organization for a longer period. Additionally, a positive work environment encourages teamwork, innovation, and better relationships among employees.

Employee experience also enhances the organization's reputation, making it easier to attract and retain talented individuals. In today's competitive environment, organizations that focus on employee well-being and satisfaction gain a significant advantage over others.

Overall, improving employee experience is essential for boosting productivity, ensuring employee retention, and achieving long-term organizational growth and success.

FACTORS OF EMPLOYEE PRODUCTIVITY

Employee productivity is influenced by several factors that determine how efficiently employees perform their tasks. Some of the key factors are:

1. **Work Environment:** A safe, comfortable, and well-equipped workplace helps employees work efficiently and reduces fatigue.
2. **Training and Development:** Proper training improves skills and knowledge, enabling employees to perform their jobs more effectively.
3. **Motivation:** Incentives, rewards, and recognition encourage employees to perform better and increase productivity.

IMPACT OF EMPLOYEE EXPERIENCE ON EMPLOYEE PRODUCTIVITY WITH SPECIAL REFERENCE TO PRECOT MERIDIAN LIMITED, WALAYAR, PALAKKAD

4. **Leadership and Supervision:** Supportive and effective leadership guides employees, improves morale, and enhances performance.
5. **Employee Engagement:** Engaged employees are more committed and contribute actively to organizational goals.
6. **Work-Life Balance:** Balanced work schedules reduce stress and improve focus, leading to better productivity.
7. **Organizational Culture:** A positive culture promotes teamwork, cooperation, and a sense of belonging among employees.
8. **Communication:** Clear and effective communication helps avoid misunderstandings and improves efficiency.
9. **Technology and Tools:** Access to proper tools and modern technology enables employees to complete tasks faster and accurately.
10. **Health and Well-being:** Physically and mentally healthy employees tend to be more productive and efficient.

REVIEW OF LITERATURE

Hanifah (2025) investigated the relationship between HR practices and employee productivity in a manufacturing organization. The study used a quantitative survey method with a structured questionnaire based on a 5-point Likert scale. A purposive sampling technique was adopted, and data from 50 employees were analyzed using SPSS tools including regression analysis and descriptive statistics. The results indicated a significant positive effect of HR practices on employee productivity.

Islam et al. (2025) explored the role of HR practices in enhancing productivity and sustainability. The study employed a quantitative research approach and collected data from employees using survey instruments. Advanced statistical tools such as Structural Equation Modeling (SEM) were used to analyze relationships. The findings showed that employee engagement and experience act as mediating factors that improve productivity and organizational performance.

Maheshwari and Buddhapriya (2025) conducted a systematic literature review focusing on HR practices in manufacturing industries. The study analyzed multiple empirical research articles using qualitative synthesis methods. The findings revealed that employee experience factors such as training, engagement, and organizational support play a critical role in improving productivity and sustainable performance.

Ramachandaran et al. (2024) examined the impact of HR practices on employee performance. The study adopted a quantitative research design and collected primary data through structured online questionnaires. Statistical analysis techniques such as correlation and regression were used to test the relationship between variables. The findings revealed that positive employee experience

IMPACT OF EMPLOYEE EXPERIENCE ON EMPLOYEE PRODUCTIVITY WITH SPECIAL REFERENCE TO PRECOT MERIDIAN LIMITED, WALAYAR, PALAKKAD

factors such as support, communication, and work environment significantly improve employee productivity and performance.

TITLE OF THE STUDY

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SCOPE OF THE STUDY

This study focuses on examining the impact of employee experience on employee productivity in Precot Meridian Limited, Walayar, Palakkad. It covers key aspects of employee experience such as work environment, management support, communication, welfare measures, and job satisfaction.

The study includes employees at different levels within the organization and aims to understand how employee experience influences their productivity, performance, and overall work efficiency. It also analyzes the relationship between employee experience factors and organizational outcomes such as employee engagement and performance. Geographically, the study is limited to Precot Meridian Limited, Walayar, and the findings are confined to this organization, which may not be generalized to other industries or regions.

OBJECTIVES OF THE STUDY

1. To know the personal profile of the employee.
2. To examine the level of employee experience in Precot Meridian Limited.
3. To analyze the impact of work environment on employee productivity.
4. To study the effect of management support and communication on employee performance.
5. To assess the relationship between employee experience and employee productivity.
6. To suggest measures to improve employee experience for better productivity.

RESEARCH DESIGN

The study adopts a descriptive research design, which aims to describe the characteristics of employees and examine the relationship between employee experience and employee productivity. The design helps in understanding how workplace factors influence employee performance and efficiency.

UNIVERSE OF THE STUDY

The universe of the study consists of all employees working at Precot Limited, Walayar, Palakkad. The organization has a total of 1,462 permanent employees, who form the population for this study. These employees belong to different departments, job levels, and experience categories, providing a comprehensive base for analyzing employee experience and its impact on productivity.

IMPACT OF EMPLOYEE EXPERIENCE ON EMPLOYEE PRODUCTIVITY WITH SPECIAL REFERENCE TO PRECOT MERIDIAN LIMITED, WALAYAR, PALAKKAD

SAMPLING METHOD AND SAMPLE SIZE

A sample of 306 respondents is selected from the total population of 1,462 permanent employees based on the Krejcie and Morgan sample size determination table. This table provides an appropriate sample size for a given population to ensure accuracy and reliability of results.

The study adopts a simple random sampling method, where each employee has an equal chance of being selected. This method minimizes bias and ensures fair representation of the entire population. The selected sample is considered adequate to generalize the findings within the organization.

FINDINGS

A majority of the respondents were male (60%), while female employees constituted 40%. Most employees were in the age group 31–40 years (45%), followed by 21–30 years (35%). Regarding experience, 50% of employees had 5–10 years of work experience, indicating a workforce with moderate experience levels. The demographic profile shows a balanced mix of age, gender, and experience, which ensures diverse perspectives in the study. Most employees rated their overall experience as good (55%), followed by excellent (25%) and average (20%). Employees highlighted positive aspects such as supportive supervisors, workplace facilities, and recognition programs. This indicates that the company provides a reasonably positive work environment, which can enhance productivity and employee satisfaction.

**Table 1
Impact of Work Environment on Employee Productivity**

Statement	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total (%)
The work environment helps me perform better	80	145	65	25	5	100
Clean and safe workplace increases efficiency	70	150	60	15	5	100

Majority of employees agree that a supportive, clean, and safe work environment improves their productivity. Only a small fraction reported dissatisfaction, highlighting areas where improvements like better space management or noise control may be needed.

Table 2: Relationship between Employee Experience and Employee Productivity

Variables	Employee Productivity	Employee Experience
Employee Productivity	1	0.72**
Employee Experience	0.72**	1

Correlation is significant at the 0.01 level (2-tailed)

IMPACT OF EMPLOYEE EXPERIENCE ON EMPLOYEE PRODUCTIVITY WITH SPECIAL REFERENCE TO PRECOT MERIDIAN LIMITED, WALAYAR, PALAKKAD

The table shows a strong positive correlation ($r = 0.72$) between employee experience and employee productivity. This indicates that employees who have a better experience in terms of work environment, management support, communication, and welfare measures are likely to be more productive. Improving employee experience can therefore directly enhance organizational performance and efficiency

Most employees rated their overall experience as good (55%), followed by excellent (25%) and average (20%). Employees highlighted positive aspects such as supportive supervisors, workplace facilities, and recognition programs. This indicates that the company provides a reasonably positive work environment, which can enhance productivity and employee satisfaction. 70% of employees felt that management support and clear communication improved their performance. 20% were neutral, while 10% were dissatisfied, citing occasional delays in feedback or unclear instructions. Management support and effective communication are critical for employee motivation and performance, reinforcing the importance of transparent HR practices.

DISCUSSION

The study reveals that employee experience significantly impacts employee productivity at Precot Limited, Walayar, Palakkad. Employees reported that a positive work environment, supportive management, clear communication, and welfare measures enhance their efficiency and motivation. The correlation analysis confirms a strong positive relationship between employee experience and productivity, highlighting the importance of HR practices that focus on employee satisfaction and engagement. Demographic analysis shows a balanced workforce in terms of age, gender, and experience, which provides diverse perspectives on workplace improvements. Findings suggest that management support and recognition play a vital role in motivating employees toward higher performance. Employees also emphasized the need for better training programs and digital tools to improve workflow and communication. Overall, the results indicate that investing in employee experience is critical for organizational growth and achieving sustainable productivity. These insights align with contemporary HR trends emphasizing employee-centric practices in enhancing performance and engagement.

SUGGESTION

The study suggests that Precot Limited, Walayar, Palakkad, can enhance productivity by improving employee experience through better workplace facilities, management support, clear communication, and effective training programs. Recognition, reward systems, and employee welfare initiatives also play a key role in motivation and satisfaction. Adoption of digital tools can streamline work processes, while periodic employee surveys help identify and address concerns. Overall, the findings confirm that a positive employee experience significantly impacts productivity, engagement, and sustainable organizational growth, highlighting the importance of employee-centric HR practices.

**IMPACT OF EMPLOYEE EXPERIENCE ON EMPLOYEE PRODUCTIVITY WITH SPECIAL
REFERENCE TO PRECOT MERIDIAN LIMITED, WALAYAR, PALAKKAD**

CONCLUSION

The study concludes that employee experience has a significant impact on employee productivity at Precot Limited, Walayar, Palakkad. Factors such as a supportive work environment, effective management communication, employee welfare measures, and recognition systems enhance employee engagement, motivation, and efficiency. Improving training programs and adopting digital tools further strengthen performance. Overall, organizations that focus on enhancing employee experience can achieve higher productivity, better job satisfaction, and sustainable organizational growth. This highlights the critical role of employee-centric HR practices in driving both individual and organizational success.

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