



ALLIANCE STUDENT INTERNATIONAL CONFERENCE  
(ASICON 2023)

# TRANSCENDING DISCIPLINARY BOUNDARIES THROUGH INNOVATION

BOOK OF ABSTRACTS

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Private University established in Karnataka State by Act No.34 of year 2010  
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## **EMPLOYEE ENGAGEMENT AND PSYCHOLOGICAL WELL BEING: A STUDY ON IT EMPLOYEES**

**Nistha Singh, Shurllly Tiwari**

International School of Management Excellence

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### **Abstract**

Employee engagement and psychological well-being are two distinct dimensions that the study seeks to combine. Literature states that finding interest in employee well-being on a worldwide scale is challenging, but some literary evidence suggests that employee engagement is increasing in several nations. Additionally, there is a significant interest in well-being at the national government level, as evidenced by reports like the Foresight Report on Mental Capital (2019) and Well-Being and Dame Carol Black's Report on Health (2022). According to Robertson's study (2020), stress and poor health are just 'the tip of the iceberg' in terms of psychological well-being and fail to consider the possible financial profits that could be made through an improvement in the well-being for individuals and organisations. For instance, over a one-year period, there was a significant increase (from 26 to 40 percent) in the percentage of employers implementing an employee well-being strategy (CIPD, 2007). A data of 200 employees from the reputed organisations was collected and was studied statistically. A positive relation is observed between the two variables.