



ALLIANCE STUDENT INTERNATIONAL CONFERENCE
(ASICON 2023)

TRANSCENDING DISCIPLINARY BOUNDARIES THROUGH INNOVATION

BOOK OF ABSTRACTS

CHIEF EDITOR
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UNIVERSITY
Private University established in Karnataka State by Act No.34 of year 2010
Recognized by the University Grants Commission (UGC), New Delhi

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IMPACT OF EMPLOYEE ENGAGEMENT ON EMPLOYEE WORK PERFORMANCE AND WELL BEING

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Abstract

Employee engagement has become a buzz word during the past decade. Modern organisations make use of its motivated workers both as a tool and business partner. In such a scenario, employee engagement becomes critical in the context of employee work performance and well-being at work.

In the context of intense competition between businesses, one of the key areas which HR managers need to cater to is the physical and emotional health of their employees. Hence, employee engagement becomes key to competitive advantage. The study examines the idea of employee engagement and explore factors that can contribute to employee engagement. Employee work engagement is a satisfying and pleasant state that is typically characterised by vigor, dedication, and immersion. Contrarily, job embeddedness encapsulates elements of a person's commitment to their employment and can be defined as including ties, views of person-environment fit, and the costs associated with quitting. There has not been any attempt made to separate them empirically despite some strong similarities in the constructions in their theoretical backgrounds. Thus, the primary research question will drive the study whether employee engagement has an impact on employees work performance, their work productivity, leadership, and wellbeing. A sample size of 250 employees was collected from service sector and SPSS was implemented to prove it statistically.