Employee Engagement as a Function of Perceived Organizational Support and Organizational Justice

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ABSTRACT

In today's world, finding dedicated employees is difficult. It is important to identify the root factors that lead to employees being engaged. Employee Engagement is influenced by perceptions of organizational support and organizational justice. Employee engagement and retention are high priorities for HR executives. Disengaged workers are a major contributor to high turnover of employees, and heavily active businesses reduce both sales and staffing costs. Employees who are passionate about their jobs are more likely to be productive on a regular basis. According to Gallup data, companies with a high level of engagement show 22 per cent higher productivity. Today, the test isn't only barely holding talented people, but completely captivating them, capturing their psyches and hearts at any point of their working lives. It's more difficult to attract top talent than before. The aim of this empirical study was to learn more about the factors that influence employee engagement in the steel industry.

Keywords: Employee Engagement, Perceived Organizational Support, Organizational Justice