FACTORS IMPACTING ENGAGEMENT AT WORK: A LITERATURE REVIEW

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ABSTRACT
By examining pertinent literature, the goal of this study is to comprehend the factors that can affect employee engagement at work. The article's summary of the review's findings is based on a thorough understanding of the literature that is currently accessible on the issue. Previous research has demonstrated the influence of a number of elements on workplace engagement, including communication, teamwork and collaboration, learning opportunities, career growth opportunities, fair pay transparency and honesty, workplace autonomy, employee appreciation, and employee health. As a result of this study's explanation of how specific characteristics affect workplace engagement, organizations can include these components into the working environment. This study focuses on elements that affect employee engagement and pleasure at work. The report specifically includes an overview of the research on the elements that promote workplace engagement.
Keywords: workplace engagement, culture, growth opportunities, fair pay, employee appreciation.

Introduction

Psychologists and social theorists have regarded workplace involvement as an important source in a range of situations. A person must feel good, not experience any negative emotions, and feel generally engaged in their work to contribute to the success of a company and their own personal development.

The need for an opportunity to assess the genuine level of employee engagement exists in every organization. If a corporation doesn't know how much of its work is joyful, it may lose focus in its efforts to structure its organization and manage its workforce.

Increased productivity from a worker is not always a sign of engagement; it could be the result of anxiety or uncertainty. But can the company foster a culture where people work because they enjoy their jobs rather than out of fear or insecurity? Although measuring workplace engagement is mostly diagnostic in nature, given management's goal, strategic workplace engagement should now receive greater attention. The following four processes can be used to develop and implement a strategy for enhancing workplace engagement: defining workplace engagement, identifying the factors, taking action, and monitoring results.

Despite the businesses' increased emphasis on human capital, this crucial aspect of organizational performance has received little attention. Employee engagement is a key goal for any successful firm. Therefore, a focused employee engagement survey is necessary to shed more light on measuring the factors that can affect employee engagement at work. The current paper's goal is to review the relevant scientific research on the key factors influencing workplace engagement.

Objective of the study

Numerous earlier research has focused on the development of workplace engagement initiatives and how they affect productivity. These results emphasize the importance of comprehending the part that employee engagement plays in accomplishing corporate objectives.
To better grasp the conceptual nature of workplace engagement, this study makes an effort to synthesize the body of literature that has been written about the topic. This study presents in-depth analyses of the research on the factors influencing workplace engagement.

Summary of Review of Literature

There are some research papers about the topic in the literature. According to Mansor and Hassan (2016), employee engagement is positively and significantly impacted by the five factors of employee engagement: communication, cooperation and collaboration, job role, corporate management, and learning and development.

Accpording to Kavitha, Salimat (2013), employee organizational behavior is said to be affected by organizational effectiveness and employee engagement, both of which have a big impact on organizational

performance. The idea that employees are working hard, caring about the firm, and being loyal to it are all promoted by healthy employee engagement. The employees have a positive opinion of the business and its guiding principles. Business productivity and effectiveness are impacted by it, and its use, importance, and popularity are all rising swiftly. Employee engagement highlights the importance of employee communication to a company's success. Therefore, a company's competitive position should be attributed to its employees more than to any other component.

Singh & Rekha (2016) says that this study's major goal was to understand and look into the factors that may influence employee engagement. A review of pertinent research studies reveals that factors such as employee empowerment, governance, training, flexible welfare policies, employee involvement initiatives, personal spirituality, job satisfaction, justice, leadership style, internal communication, communication styles, obvious career growth opportunities, CSR initiatives, organization and supervision support, emotional intelligence, and others play a significant role in fostering an environment that fosters leadership. The company must put a strong emphasis on each of the aspects in order to boost employee engagement.

Shani and Indhira (2014) determine what factors are important for fostering or hindering employee engagement, as well as what makes ITES employees happy and worn out. Complete engagement, which considers both worker engagement and psychological well-being, can present a useful tactic for boosting organizational effectiveness in the real world. Studies show that both factors have a favorable effect on organizational productivity, and it is theoretically plausible that the effect is more than the separate factors. This viewpoint is reinforced by some preliminary study results that show that the correlations between participation and positive outcomes are strengthened when psychological well-being, which encompasses happiness and tiredness, is considered. The notion that promoting long-term relationships requires good psychological health.

Enhancing organizational performance through the integration of psychological health into the concept of full involvement may be a practically workable approach. Studies show that both factors have a favorable effect on organizational outcomes, and it is theoretically plausible that the combined effect is greater than the effects of the separate factors. This viewpoint is reinforced by some preliminary study results that show that the correlations between participation and positive outcomes are strengthened when psychological well-being, which encompasses happiness and tiredness, is considered. The notion that psychological wellness is essential for generating sustained levels of Additionally, it indicates that work involvement is in line with theoretical predictions and past study findings. Higher levels of psychological wellbeing are linked to specific behavioral patterns that are thought to boost engagement.

Altaf & Khan (2015) says that work engagement is one of the key areas facing the modern corporate sector. The goals of the study were breaking down employment obstacles, developing useful organizational initiatives, and identifying critical organizational characteristics that influence employee engagement. This study advances understanding of the importance of employee engagement in an organization and helps the relevant party better grasp the causes and effects of numerous influencing elements. The study provides a fresh interpretation and perspective in a positive way and contributes to the success of any firm. Finding the motivating factor behind employee engagement has received a lot of attention. This study aims to investigate the key variables that influence employee engagement in Pakistan.

Chaudhry, Ansari, Nisa, & Mahesar (2016) utilized as a mediator in Islamic banks in Pakistan, influences employee outcomes when Islamic human resource management (HRM) is used. The results demonstrated that Islamic beliefs are taken into consideration when performing HRM activities by several banks. Findings from regression and correlation analyses indicate a significant and powerful relationship between Islamic HRM and employee results. The results of the multiple regression analysis demonstrated that employee engagement acted as a mediating factor in the relationship between Islamic HRM and employee outcomes.

According to Deloitte (2016), 85% of executives place a high value on employee engagement, and as a result, on improving it, millions of dollars are invested. Employee engagement is linked by several writers to organizational aspects including the workplace, rewards, and recognition. Nevertheless, "spirituality" in the workplace is one of the crucial elements that has, up to now, gotten less attention. The authors of this study made the case that having a spiritual workplace culture will boost employee engagement levels and offered suggestions on how to increase organizational spirituality.

Roof & Richard (2015) say that despite the fact that both employee engagement and spirituality, despite the fact that despite the fact that neither employee engagement and spirituality have attracted a growing interest from academics and practitioners, despite the fact that both theories are still in its infancy and lack a clear conceptions

and definitions The potential of improving labor circumstances and organizational success has been verified by newly emerging empirical studies on engagement and spirituality. A cross-sectional study was conducted to examine self-reported individual spirituality as measured by the DSES and employee engagement measured using the UWES-9 including the dimensions of vigor, dedication, and absorption in response to the call from theorists to investigate engagement antecedents and specifically the relationship between spirituality and employee engagement. After establishing demographic representativeness and determining the using multiple regression while correcting for, a snowballing convenience sample produced 124 valid surveys.

Conclusion

In today's cutthroat business world, getting top talent and keeping them around for an extended length of time is challenging. An organization has a multigenerational staff. An engagement policy won't be successful if it ignores the various factors that contribute to these people's enjoyment at work. It is vital to look into the many signs that can actually increase workplace engagement.

In the present study efforts were made to understand these factors by filtering the research studies done on workplace engagement. The important factors of workplace engagement which came out were meaningful relationships at work, meaningful work, supportive work environment, career development opportunities, positive emotions, flexible welfare policy, employee involvement programs, High Performance Work Practices (HPWPs), leadership communication style

After consideration, it is established that all other research factors should be included and that workplace engagement cannot be achieved exclusively through leisure activities, birthday celebrations, job changes, etc. The varied and multigenerational workforce should be taken into consideration when developing workplace engagement rules.

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