

Impact of Perceived Supervisor and Organizational Support on Employee Engagement

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The purpose of this study is to examine the impact of perceived organizational and supervisor support on employee engagement. Although the associations between antecedents and employee engagement are well established in western literature, very few studies have examined the antecedents such as perceived organizational support and perceived supervisor support with employee engagement in the Sri Lankan setting, especially focusing the manufacturing industry. Thus, this study explored the influence of those two main support variables on employee engagement. The research was undertaken among employees working in Lalan Rubbers Glove Manufacturing Company in Sri Lanka. This was a quantitative and cross-sectional research study. The data were collected with the help of a self-administered, structured questionnaire via both personal visits to the organizations and using an internet-based form using probability sampling technique. Simple regression analysis was used to test the study's hypotheses. Analyzed results showed a positive impact of perceived organizational support and perceived supervisor support on employee engagement. The study results clearly confirmed the potential of firm's involvements in influencing the level of engagement of employees at work. Thus, this study raises the need for companies to look at providing support for employees as a source of employee engagement with a serious emphasis.

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