

Impact of Employee Well-being on Employee Job Engagement: A Study of Managerial Level Employees in Civi-tech Engineering and Construction (Pvt) Ltd

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The purpose of the study was to assess the impact of employee well-being on employee job engagement in the Civi-tech engineering and construction (Pvt) Ltd company. This study is carried out as quantitative explanatory research work. Further, it was conducted as a cross-sectional field study. The sample of the study comprised of 46 managerial employees of Civi-tech engineering and construction (Pvt) Ltd. Data were collected regarding the two variables through structured questionnaires. The collected data were analyzed using descriptive statistics, correlation analysis, and regression analysis. Descriptive statistics illustrate that perceived employee well-being of the samples at lower level and perceived employee job engagement of the samples is at lower level. As per the results of the correlation, it was found that there is a strong positive relationship between well-being and employee job engagement. Further, the results of the regression analysis illustrate that there is a significant impact of employee well-being on employee job engagement. Hence, it is recommended to establish properly planned employee well-being practices that will facilitate to make the employee fully engaged with their job. Current researcher encourages the future researchers to test the proposed research model within different organizational and cultural context to improve the generalizability of the study results. This study would raise the level of interest regarding the impact of employee well-being on employee engagement.

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