

## **Impact of Employee Meaningfulness of Work on Employee Engagement: A Study of Non - Executive Level Employees in Private Banks in Gampaha District, Sri Lanka**

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Human Resource is the life-blood of any organization, thus employee engagement has become a major concern in current organizational context. Therefore the current study focused on exploring the impact of employee meaningfulness of work on employee engagement with special reference to non- executive level employees of private banks in Gampaha district, Sri Lanka. Data were collected from 167 non-executive level employees through a standard questionnaire and distributed via google forms and printed questionnaires. The researcher analyzed data through SPSS (Statistical Package for the Social Science) and simple regression analysis was used to test the impact of employee meaningfulness of work on employee engagement. Accordingly, findings of the current study revealed that employee meaningfulness of work positively impacts on employee engagement among non-executive level employees in private banks. Further, the study findings contribute to the knowledge of Human Resource Management and Organizational Behavior and it adds value to the Sri Lankan research knowledge.

**Keywords:** *Employee engagement, Employee meaningfulness of work, Non - executive level employees*

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