

## **Impact of Job Crafting on Work Engagement: Study of Executive and Above Level Employees in the Banking Industry of Sri Lanka**

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The purpose of this study was to examine the impact of job crafting on work engagement in Regional Development Bank, Sri Lanka. This is a quantitative and explanatory study. This cross-sectional study followed the survey strategy and collected data from 250 executives and above level employees who are currently working Regional Development Bank in Western province, Sri Lanka, using a standard questionnaire. Convenience sampling technique was followed. Simple regression analysis was used to test the impact of job crafting on work engagement. Accordingly, this study revealed that there is a significant positive impact of increasing structural job resources, increasing social job resources, increasing challenging job demand on work engagement. Moreover, it found a negative impact of decreasing hindering job demand on work engagement. The present study provides directions for HR policy makers, employees, supervisors and future researchers.

***Keywords:*** *Job Crafting, Work Engagement, Banking Employees*

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