

## **Fostering Work Engagement: The Effects of Reverse Mentoring and Knowledge Sharing**

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### **Abstract**

Work engagement is crucial for organisational success, yet many organisations struggle with low engagement rates. Previous research hints at a potential link between reverse mentoring and work engagement, prompting a deeper investigation into this relationship. Drawing from the Job Demands-Resources (JD-R) framework and Social Exchange Theory (SET), this study examines the impact of reverse mentoring on work engagement, with knowledge sharing as a mediating factor and self-efficacy and perceived organisational support as moderators. Through a survey of 340 middle managers across 10 multinational corporations in Sri Lanka, the study reveals significant effects between reverse mentoring and work engagement, with knowledge sharing playing a crucial mediating role. Additionally, the study demonstrates the moderating influences of self-efficacy and perceived organisational support on work engagement and knowledge sharing, thus contributing novel insights to the existing literature in the shade of JD-R and SET perspectives.

### **Citation**

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