

Drivers of Employee Engagement - A Conceptual Study

Maithily,R¹ and Kengatharan,N²

The present study was carried out to explore the research gaps in employee engagement and to develop a conceptual model for leading future studies. Desk research was done to pinpoint research gaps in employee engagement. Seven research gaps have identified. Narrative review of literature was used in the present study for the development of conceptual model. Based on the narrative review of literature, there is no theoretical justification and empirical analyze of the identified variable in both Sri Lankan and international context. The relationship between rational leadership, socially responsible human resource management practices, Employer brand equity, perceived environmental uncertainty and emotional culture with engagement of employees has not been theoretically and empirically proven both in Sri Lankan and international context. Further the mediating role of engagement of employees on the relationship between rational leadership, socially responsible human resource management practices, Employer brand equity, perceived environmental uncertainty, emotional culture and organizational citizenship behavior for environment also has not been theoretically and empirically proven both in Sri Lankan and international context. Additionally, the impact of engagement of employees on the organizational citizenship behavior for environment has not been theoretically and empirically proven both in Sri Lankan and international context. Based on the lack of research in terms of empirically and theoretically, seven research gaps have been identified with the intention to test empirically in future. A theoretical model was developed based on the identified research gaps

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¹ University of Jaffna (maithilyr@univ.jfn.ac.lk)

² University of Jaffna (kenga@univ.jfn.ac.lk)