

Impact of Resilience on Work Engagement of Executive Level Employees in Food & Beverage Industry during the COVID-19 Pandemic

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In the present business context work engagement has become one of the utmost prominent primacies for the organizations due to the covid -19 pandemic. The purpose of this study was to analyze the relationship between resilience and work engagement. Thus, this study investigated the impact of resilience on work engagement during the covid-19 pandemic with special reference to food and beverage industry in Sri Lanka. This study followed quantitative approach and cross-sectional field study. The model was tested using the data collected from 80 executive level employees. Results of the analysis revealed that there is a positive relationship between resilience and work engagement. Furthermore, the study identified that, work engagement was positively associated with resilience constructs; self-efficacy, family, and friends support, facilitating conditions and supervisor support. Findings of the study suggest that to increase work engagement organizations should support in providing essential infrastructure facility and social support. Besides non-organizational support is also essential in building work engagement. Therefore, increasing resilience among employees may show an effective connection to perform their job tasks even during the pandemic.

Keywords: *Resilience, Work Engagement, Self-efficacy, Facilitating Conditions*

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