

Role of Job and Personal Resources on Employee Engagement: A Study of Executive Level Employees in ABC Private Limited

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This study was undertaken to examine the impact of job and personal resources on employee engagement. Although the associations between job and personal resources and employee engagement has been well established in Western literature, very few studies have examined the role of job and personal resources on employee engagement in the Sri Lankan setting, especially focusing the manufacturing industry. Taking this lacuna in research into consideration, this study explored the impact of job and personal resources on employee engagement using a sample of executive level employees working in ABC Glove Manufacturing Company in Sri Lanka. This is a quantitative research undertaken following the cross-sectional survey approach. Questionnaires which were developed using well-accepted standard measures were distributed to a sample of 191 executive employees who are currently working in the ABC Company. Primary data collected using the standard questionnaire met an acceptable level of validity and reliability. The collected data were analyzed using SPSS (Version 26). Simple regression analysis was used to test the hypotheses of the study. Results indicated a positive impact of job resources and personal resources on employee engagement. The study results clearly depict the potential available with the firm's involvement in job and personal resources in influencing the employee attitude and behavior which would ultimately increase the level of engagement at work. Furthermore, this study raises the need for companies to look at enhancing job and personal resources available for employees as a measure of increasing employee engagement.

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