

## Individual Factors of Employee Engagement in Organizational Performance

Rajapaksha, R. A. S.<sup>1</sup> and Tilakasiri, K. K.<sup>2</sup>

An organization's success and profitability depend upon the performance of its employees. Business leaders know that a high-performing workforce is essential for the achievement of strategic business goals. The objective of this study is to identify the individual factors of employee engagement in Organization performance. In this study, "Employee Communication, Employee Development, Reward & Recognition, and Leadership" are used as the independent variables and "Employee Engagement in Organizational Performance" is used as a dependent variable. The target population consists with workers in SMEs relating to Colombo district (This is the commercial capital and largest city of Sri Lanka by population) in 2019 year. The current study has used Stratified sampling method for selecting 249 employees to collect the data from the survey by representing all management levels. This study has used Pearson correlation analysis to identify the relationships between independent and dependent variable. According to the analysis results, the study concludes the findings as follows; there is a significant positive relationship between employee communication and employee engagement in organization performance, there is a significant positive relationship between employee development and employee engagement in organization performance, there is a significant positive relationship between reward/recognition and employee engagement in organization performance and there is a significant positive relationship between leadership and employee engagement in organization performance.

**Keywords:** *Employee Communication, Employee Development, Employee Engagement, Leadership, Reward & Recognition*

---

<sup>1</sup> Department of Accountancy, University of Kelaniya, Sri Lanka (2017\_ashen@kln.ac.lk)

<sup>2</sup> Department of Accountancy, University of Kelaniya, Sri Lanka