

Impact of Employee Engagement on Perceived Organizational Citizenship Behaviour: A Study of Executive Level Employees in A Selected Leading Construction Company in Sri Lanka

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The purpose of this research is to identify the impact of Employee Engagement on Perceived Organizational Citizenship Behaviour among executive-level employees of a selected leading construction company in Sri Lanka. In addition to that, this study intends to contribute to filling the knowledge gap by looking into the relationship between Organizational Citizenship Behaviour and Employee Engagement. Although the between Organizational Citizenship Behaviour and Employee Engagement is established in western literature, very few studies have examined these with employee Organizational Citizenship Behaviour in the Sri Lankan context, especially in the construction industry and in executive and managerial positions. This study explored the relationship and examined those variables' influence among executive-level employees working in a selected leading construction company in Sri Lanka. This research is deductive (theory–testing) research. This research was conducted using a survey research strategy and quantitative research method. Executive-level employees of a selected leading construction company were chosen as the population of the study. A simple random sampling technique was used to calculate the sample size. Accordingly, the sample size was 160 observations and used primary data as the data source; data collection was done through a self-administered questionnaire. A Google form was created and distributed to collect data. The number of employees who responded was 130 among 160 employees. Statistical Package for Social Science (SPSS), version 23.0 was used as a tool for data analysis, and both descriptive and inferential statistics, namely correlation and regression, were used to analyze data. The results indicate that employee engagement has significant direct effects on Perceived Organizational Citizenship Behaviour.

Keywords: *Employee Engagement, Organizational Citizenship Behaviour*

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