EMPLOYEE ENGAGEMENT – A CRITICAL REVIEW ON THE CHARACTERISTICS OF EMPLOYEE ENGAGEMENT

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ABSTRACT
Employee engagement has become a burning topic in recent years been studied in the academic literature and relatively little known about its antecedents and consequences. The term is used at different times referring to psychological states, traits, and behaviors as well as their antecedents and outcomes. Numerous theories explain what engagement is and how it is similar to and different from related constructs in the organizational behavior literature, results in having a better understanding of some of the key ‘components’ of engagement. This paper throws light on how employee engagement intervenes and improves job satisfaction and employee commitment which is directly related to the emotional attachment of an employee with the organization. Engaged employees are emotionally attached to their organization and highly involved in their job with a great enthusiasm for the success of their employer, going extra mile beyond the employment contractual agreement.

KEYWORDS: Employee, Employee Engagement, Involvement, Commitment, Job Satisfaction