A STUDY ON THE ANTECEDENTS AND CONSEQUENCES OF ENGAGEMENT: A CONCEPTUAL FRAMEWORK

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ABSTRACT
Employee Engagement (EE) has been depicted as the success story of the emerging talent imperative. Organizations across the globe widely practice engagement to capture the hearts, minds and hands of the employees. Hence EE, when crafted addressing the needs of the employees will result in better outcomes at the team, individual level eventually lead to organizational effectiveness facilitating competitive advantage. As the concept of employee engagement has grown in popularity, it has undergone significant developments in definition, measurement, and conceptualization. This paper consolidates the research activities of EE in three categories namely conceptualization, antecedents and consequences of EE and posit the direction for the need of a dynamic engagement strategy.

KEYWORDS: Employee Engagement, Antecedents, Consequences, Discretionary Effort, Intention to quit.

VI REFERENCES


