

PERSONALITY: AN EFFECTIVE PREDICTOR OF EMPLOYEE ENGAGEMENT?

SUPRIYA AHLOWALIA*; DR. AJEYA JHA**

*ASSISTANT PROFESSOR, DEPARTMENT OF MANAGEMENT STUDIES, SIKKIM MANIPAL INSTITUTE OF TECHNOLOGY, PIN-737132, MAJITAR, SIKKIM, INDIA.

**HEAD OF DEPARTMENT, DEPARTMENT OF MANAGEMENT STUDIES, SIKKIM MANIPAL INSTITUTE OF TECHNOLOGY, PIN – 737132, MAJITAR, SIKKIM INDIA .

ABSTRACT:

Employee engagement has recently evolved to be the new catchphrase for academicians, human resource practitioners, managers and employees by gaining relevance for the immense benefits accrued through it. In the current business environment, engaged employees are viewed as a huge strategic asset and provide a distinct competitive advantage to a firm. The purpose of the present study is to understand the impact of different inherent personality factors on employee engagement levels. A sizeable number of previous researches have been reviewed, which has indicated that all five major factors of personality (extraversion, openness to experience, agreeableness, conscientiousness and neuroticism) have a significant relationship with engagement. The study primarily provides useful insights with respect to understanding of the relationship between personality dispositional factors and employee engagement.

KEY WORDS: Dispositional Factors, Employee Engagement, Individual Differences, Personality, Traits.

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