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A STUDY OF EMPLOYEE ENGAGEMENT IN RELATION TO OCCUPATIONAL STRESS

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ABSTRACT

Employee engagement is the level to which an employee is committed to the values, vision, functioning and performance of the organization. Based on this, there can be three categories of employees, namely, Engaged, Not Engaged, and Actively Disengaged. Employee Engagement is a prerequisite for growth, efficiency, productivity and image building of the organization. Occupational Stress is inherent and inevitable in today's globalized work environment but it must be dealt with because persistent and high levels of occupational stress can reduce the employee engagement which can further have retarding effects on the organization. In this paper, the researchers conduct a study on the employees of an IT company to study their levels of Employee Engagement and Occupational Stress and try to establish a relation between the two, if any. The results of the study were that Employee Engagement of the employees is not normally distributed, Occupational Stress was found out to be normally distributed and there was a negative and inverse relation between the two.

KEYWORDS: *Employee Engagement, Emotionally Unemployed, Job Burnout, Organizational Citizenship Behavior, Occupational Stress.*