

**THE ROLE OF WORK COMMUNITY, CAREER GROWTH, AND  
EMPLOYEE WELL-BEING ON EMPLOYEE ENGAGEMENT IN  
BANKING SECTOR IN KANDY DISTRICT**



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## **ABSTRACT**

The research explains how work community, career growth, and employee well-being affect employee engagement in banking companies in Kandy District, Sri Lanka. This is because employee engagement is well known to be a very key factor in determining the performance of an organization and especially when it comes to highly demanding industries such as banking. This study also seeks to determine the degree of such three factors, their connection with engagement, and the extent by which these factors influence the amount of commitment and productivity present in employees. The quantitative design was chosen, and it is supported by the positivist philosophy and deductive methodology. The primary data consisted of a formulated and structured questionnaire which was administered among 310 bank employees randomly picked in the Kandy District. Work community, career growth, employee well-being, and engagement were measured with the help of the five-point Likert scale questionnaire. The SPSS 26 was used to conduct data analysis based on a univariate analysis, bivariate (Pearson correlation), and multiple regression analyses.

The results showed that the independent variables, work community, career growth, and employee well-being were within the high-scale range among the respondents. The findings indicated strong positive correlations between each independent variable and employee engagement. Regression analysis showed that career growth was found to have the best positive influence on engagement, community, whereas employee well-being demonstrated a weak negative beta of the combined model.

The research points out the need to implement proactive workplace cultures, provide honest career advancement alternatives, and keep workers healthy to boost participation. The results have important implications for banking managers and policymakers in determining human resource policies that enhance employee motivation and minimize turnover.

***Keywords:*** *Employee engagement, work community, career growth, employee well-being, banking sector, Kandy District.*

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