

**FACTORS INFLUENCING ON EMPLOYEE ENGAGEMENT
AND THEIR IMPACT ON EMPLOYEE PERFORMANCE
IN CEYLON ELECTRICITY BOARD UVA-PROVINCE**



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ABSTRACT

Employee engagement is becoming a popular term among human resource management and development consultants, internal communication practitioners, and business conference presenters and has gained considerable popularity in the past 20 years yet it remains inconsistently defined and conceptualized. The term employee engagement is seemingly as attractive for organizations as it is for the professional societies and consulting groups who promote it. The concept of employee engagement has now gained even more importance, which impacts employee performance. In this context, this study was carried out to explore the Factors Influencing on Employee Engagement and their Impact on Employee Performance in CEB Uva Province.

The study was carried out with seven factors as Work Environment, Leadership, Team and Co-worker, Training and Career Development, Compensation and Benefits, Organisational Policies and Workplace Well-being of influencing on Employee Engagement and considered two dimensions to measure the Employee Performance as Task Performance and Contextual Performance. Simple random sampling was used to select the employees from service categories in Ceylon Electricity Board Uva province. A total of 170 questionnaires were distributed and 154 valid responses collected. The collected data was analyzed by using descriptive statistics, correlation and regression analyses.

Based on the findings of the study, all factors influencing on Employee Engagement are in high levels and among the factors' Workplace Well-being has the highest level and the least level has been derived by the factor of Leadership. When consider the relationship of all factors influencing on Employee engagement, have moderate positive relationships with Employee Performance. The strongest predictors to Employee Performance are Workplace Well-being and Organisational Policies which have highest variance. When consider other factors of Employee Engagement explain a considerable variance but not as much as Workplace Well-being.

Key Words: Employee Engagement, Employee Performance, Work Environment, Leadership, Team and Co-worker, Training and Career Development, Compensation and Benefits, Organisational Policies, and Workplace Well-being.

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