

EMPLOYEE ENGAGEMENT: A LITERATURE REVIEW

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ABSTRACT

Employees form the integral part of an organization. To stay competitive a company will have to keep its employees fully involved in everything that is happening towards their business outcomes. Every employee in the company will have to be committed, motivated and enthusiastic about working for the company and its goals. There has to be a meaningful intersection between what the company is expecting from the employee and what the employee is expecting from the company. For more than a decade now, every organization is interested to know how much their employees are engaged to its cause. The term employee engagement may be recently used, but its fundamentals are quite known, researched and established and has existed time immemorial. This paper is an effort to understand this term, its benefits and its importance. This literature review examined peer-reviewed journal articles, working papers, books and other published resources on the internet.

KEYWORDS: Business Outcomes, Company and its Goals, Organization is Interested

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