CHAPTER - 8
8. IMPLICATIONS OF STUDY

The research will be immensely helpful for the organizations which were taken as sample in understanding, the behavior of their employees in respect of employee engagement and the steps to be taken by them to enhance employee engagement in organization.

This study will provide as motivation to the manager of various organizations to inculcate factors responsible to enhance employee engagement and to reap the consequences of employee engagement.

The study tries to bridge a gap between theory and practice as seen here in theory. Organizational justice was an important antecedent for employee engagement where as in practice organizational justice dropped to play any role in employee engagement.

As variables are positively skewed thus depicts social responsibility response hence probability of occurrence of response error is always there. Thus administration of social desirability scale is always needed the overlapping of construct can be done if the construct is not taken as a whole rather items be presented along other constructs. Although before respondents construct names were not disclosed still care is needed. Contextual as well as practical aspect needs to be measured by the measure.

From the study the importance of psychological climate in increasing the employee engagement in public sector units is clearly underlined contributing to understanding its vital role in enhancing employee engagement.

The study will develop an understanding about the consequences of employee engagement which are organizational commitment, job involvement and employee job satisfaction thus further strengthening the importance of employee engagement.

The study will serve as a useful contribution to future researches on employee engagement and factors discussed so as to understand the mutual relationships between various antecedents and consequences.