CHAPTER - 9
9. CONCLUSION

Academics believed and agreed that the key element to organization success lies in managing human resources appropriately. Thus Human resource management plays a strategic role in any business success that companies agree that it is more difficult to manage people difficulties than any technical difficulties. Due to this the trend of project management has changed to people management.

Human resource is the only factor of production which possesses the virtue of engagement among all other factors of production and the level of employee engagement determines the productivity of an employee thus becoming an important element in overall development.

In our study we analyzed the relationship of employee engagement with its antecedents and consequences in public sector enterprises which are characterized by job security and social service as the prime motive.

After study we come to the conclusion that out of the two antecedents which were in our initial model i.e. psychological climate and organizational commitment only organizational commitment came out as antecedent to employee engagement whereas psychological climate is not an antecedent of employee engagement in public sector units in Madhya Pradesh.

Although theoretically psychological climate is proved and agreed by many academicians to be the antecedent of employee engagement but in our sample space it has failed to be the antecedent the sample data provided a new insight of relationship between organizational justice and employee engagement

Also consequences of employee engagement depicted in our initial model which are organizational commitment job involvement and job satisfaction continues to be the consequences of employee engagement in our sample data thus validating our construct and reconfirming the applicability of our model of relationship between employee engagement and its consequences in case of public sector enterprises in Madhya Pradesh.