ABSTRACT

At present embryonic stage, business world facing a scarcity of evidence on employee engagement, especially association among employee engagement and intention to quit. Present study assessed employee engagement, engagement drivers and its impact on intention to quit. The theory of reasoned action and a theoretical framework for examining employee engagement, engagement drivers i.e. Compensation & Benefits, Job Characteristics, Perceived Organization Support, Perceived Manager/ Supervisor Support, Learning & Development, Employee Communication and Person-Organization Fit on Intention to quit were used as the theoretical underpinnings for the study. There are three objectives are considered to attain the relationship among the variables. They are as follows:

Objective 1: To study the difference in the perception across gender, marital status, educational qualification, experience, department, nature of job and income level on Employee Engagement Drivers, Employee Engagement Level and Intention to Quit.

Objective 2: To study the difference in the perception on Employee Engagement Drivers, Employee Engagement Level and Intention to Quit

Objective 3: To study the relationship between the Employee Engagement Drivers, Employee Engagement Level and Intention to Quit.
In order study the relationship the following hypothesis are framed.

**H1:** There is significant difference in the perception across age, gender, marital status, educational qualification, experience, income level, nature of job and department on Employee Engagement Drivers, Employee Engagement Level and Intention to Quit;

**H2:** There is significant difference among the perception on Employee Engagement Drivers, Employee Engagement Level and Intention to Quit; and

**H3:** There is significant relationship between the Employee Engagement Drivers, Employee Engagement Level and Intention to Quit.

The study utilized a questionnaire (primary data) set and surveyed population (n=418). Data are examined by Multivariate Analysis of Variance and Structural Equation Model using SPSS and AMOS. Findings confirmed that employee engagement, engagement drivers having a significant relationship with the employees’ intention to quit. Findings also confirmed Compensation & Benefits, Job Characteristics, Perceived Organization Support, Perceived Manager/Supervisor Support, Learning & Development, Employee Communication and Person-Organization Fit are better predictor of both employee engagement and intention to quit. Finally both Employee Engagement and Engagement Drivers demonstrated an inverse relationship with Intention to quit as expected. Recommendations for research and practice were made.