

Impact of Job Insecurity on Employee Engagement: A Study Base on Casual and Temporary Employees of Aarking Engineering (Pvt) Limited

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Employee job engagement is very important HR practice in all organizations. That present the level of commitment of employees to the organization. There are more factors which affecting to employee job engagement. job insecurity is prioritized factor among that. In this research researcher studied about impact of job insecurity on employee engagement in Aarking engineering (Pvt) Ltd in Tangalle.

The purpose of this study was examined impact of employee job insecurity on casual and temporary employees' work engagement of Aarking engineering (Pvt) Ltd in Sri Lanka. This study is carried out as a quantitative explanatory research work. Further, researcher used simple random sampling techniques to select the sample. Accordingly, a standard questionnaire was distributed among 100 employees to collect data. Based on the extant literature, researcher developed three hypothesis and data were analyzed using simple linear regression. The result revealed that there is a significant impact of employee job insecurity on employee engagement. Thus, the study's result provides important implication for the managers in Aarking engineering (Pvt) Ltd company to create their strategies to increase employee engagement. As the study based on one company, the result cannot be generalized to the entire industry.

Keywords: *Employee Engagement, Job Insecurity*

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