

The Effect of Employee Engagement on Individual Performance: A Case Study*

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ABSTRACT

Purpose – The purpose of this study is to examine the effects of employee engagement (dedication, absorption, and vigor sub-dimensions) on individual performance.

Design/methodology/approach – The data have been collected through an online questionnaire from 843 employees working in Istanbul, Ankara, and Eskişehir provinces. The results have been analyzed with SPSS 21 and AMOS 24. Reliability, normality, explanatory factor analysis, confirmatory factor analysis, correlation, and structural equation model analyses have been utilized.

Findings – According to the findings of the study; It has been determined that dedication, absorption and vigor sub-dimensions adequately represent the job engagement scale. In addition, it has been determined that job engagement independent variable has had a positive and statistically significant effect on the individual performance dependent variable.

Discussion – In today's competitive conditions, efficiency is essential for every organization. One of the basic elements that make up efficiency is human capital. This capital is also the most valuable resource that organizations have. According to the results of the studies, the higher employees' job engagement level is, the higher their individual performance is. Determining the factors affecting the level of job engagement positively and negatively and producing policies accordingly will have a positive effect on individual as well as organizational performance.

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