

# Employee Engagement and Its Dynamics: An Empirical Study of an Information Technology Company Sri Lanka

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## ABSTRACT

Engaged employee is the most important asset of any organization since they are the drivers of business activities. Aim of this empirical study is to analyze the relationship between the variable of employee engagement and its antecedents. The selected dynamics of employee engagement are organizational culture, leadership, high performance work practices and rewards. Dynamics of employee engagement identified through a thorough desk research. Sampling method is non-probability convenience sampling. Total of four hypothesis tested. In order to test the hypothesis, data were gathered from 169 executives from an Information Technology Company located in Colombo, Sri Lanka. Implications of the research findings have been discussed.

*Keywords: employee engagement, dynamics, Sri Lankan context*