

PERCEIVED ORGANISATIONAL SUPPORT AND JOB PERFORMANCE: THE MEDIATING ROLE OF WORK ENGAGEMENT

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ABSTRACT

This paper attempts to examine the mediating role of employee engagement between perceived organizational support (POS) and Job performance of employees. On basis of the literature review, it is hypothesized that stronger POS leads to employee work engagement, which in turn translates to better job performance. It tests the path model by using data from two Indian banking organizations and a sample of 326 banking employees. The findings suggest that POS affects employee work engagement positively and through engagement leads to variance in employee job performance.

KEYWORDS: POS, Work Engagement, Job Performance