

INFLUENCE OF HUMAN RESOURCE MANAGEMENT PRACTICES ON EMPLOYEE ENGAGEMENT IN DEVELOPING ECONOMY

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ABSTRACT

Employee engagement is considered as a vital issue to the practitioners for smooth operations of their business concerns. Thus, the study is conducted to measure the influence of Human Resource Management (HRM) practices as an antecedent of employee engagement. This study collected data from 392 operational level employees through survey method who is working at different garment factories in Bangladesh. The collected data were analyzed through structural equation modeling to partial least square method. The study empirically proves that employee compensation and employee promotion opportunity have significant influence on the employees' engagement level. This study has both theoretical and practical implications in the context of ready-made garment industry in Bangladesh since employee engagement regarded as comparatively new concept in the developing context. The practitioners and policy makers of the organization are expected to make necessary adjustments in their existing HRM practices on the basis of the results of this model in the context of developing economy like Bangladesh for enhancing the employee engagement level so that their whole-hearted efforts can be ensured for the smooth operations of business.

Keywords: compensation, developing economy, employee engagement, human resource management practices, promotion opportunity.