

The Mediating Role of Job Satisfaction on Employee Engagement to Enhance Organizational Effectiveness: The Case of Employees in Higher Education Sector of Gujarat

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Abstract: This study investigates the relationship between Perception towards Welfare Schemes (PWS), Challenges faced by Employees (CHE), Job Satisfaction (JS) & Employee Engagement (EE) and how it impacts on Organizational Effectiveness (OE). A quantitative research design was adopted, with data collected from 123 employees of Gujarat Technological University, Bharat using a structured questionnaire. The findings revealed growth opportunity & work-environment, leadership support, rewards & recognition, work-life balance, and job security are key factors of JS. Strong positive correlation between JS and EE suggested that overall organizational effectiveness can be ensured by improving the welfare schemes and reducing the challenges of the working environment.

Keywords: Employee Engagement, Job Satisfaction, Higher Education Institutes (HEIs), Human Resource Management (HRM), Organizational Effectiveness