

Employees' Satisfaction and Engagement in UAE: Antecedents and Outcomes

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Abstract : Employee satisfaction, engagement, and performance are crucial for successful organizations. The performance of the employees now depends on their satisfaction level and whether they are satisfied with the management. Due to this fact, the organizations are now measuring the satisfaction level of their employees to increase profitability, productivity, and turnover. The aim of this research is to inspect the antecedents which direct in the direction of significant employee engagement and good job fit by finding the relationship between employee satisfaction and engagement. Based on an inclusive literature review on the employees' satisfaction, engagement and performance, this research will conduct a study and survey in the UAE organizations in order to develop a framework for evaluating the impact of factors like employee satisfaction and engagement on the operation as an outcome by using statistical analysis. This study will allow in understanding the advantages of containing satisfied employees and how they perform in their peak motivation to make the company more profitable and competitive.

Keywords : employees' satisfaction, employees' engagement, antecedents, outcomes

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