

Relationship Between Employee Engagement and Organizational Citizenship Behavior Among Its Employees in Chennai

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Abstract : Employee engagement is considered as one of the major issues of IT sectors. Most of the IT sectors in India is confronted with it. However, one IT sector is different from another. In today's scenario Employee engagement and organizational citizenship behavior are generally considered as prominent concepts. The main reason is that they are really important for the success of any organization. Both are popular concepts and have their own values in the IT sector. The current study is different in terms of its population and area. So due to the above said reason, the present study strongly analyses the relationship between employee engagement and organizational citizen behavior (OCB) in IT sectors in Chennai. Organizational citizenship behaviour improves social harmony in the workplace. This study elucidates the relationship that exists between employee engagement and organizational citizenship behavior with reference to employees working in IT sectors that are located in Chennai. Data was collected with the help of a questionnaire. The findings of the present study will help employers to clearly understand the importance of employee engagement and organizational citizenship behavior in IT sectors in Chennai. The employees who work in IT sectors in Chennai and take measures according to it. This study aims to explore the relationship between employee engagement and organizational citizenship behavior in the IT sector. The IT sectors in Chennai were selected for the conduction of the study. A standardized questionnaire was circulated for the collection of data. This study gives an in-depth insight into employee engagement in the IT sector in Chennai. Limitations and future tangents of this current study were also discussed. Sample: the respondents of this present study are employees of IT sectors that are situated in Chennai. Personnel from various IT sectors are incorporated and benefit from a broader range of their perspectives and also their experiences. This enhances the findings and the capacity for applying them to a broader context. This study is designed for statistical context. This study is designed for statistical details while considering practical and constraints in the resource. The sample size for this present study has been determined to be 100 employees from IT sectors in Chennai.

Keywords : organizational citizenship behavior, employee engagement., IT Employees, correlation between, employee engagement and organizational citizenship behaviour

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