

Attributes of Employee Engagement Best Practices: A Guideline for SMEs

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Abstract : In Pakistan, SMEs are the major source of contribution to the economy, but due to lack of proper HR practices (lack of employee engagement), these fast growing business shut down with in few years of startup. The purpose of this study is to conduct a comprehensive literature survey of the major best practices used for employee engagement globally. This paper could be used as employee engagement best practices guide for SME's in developing countries. This article is focused on identifying the attributes of employee engagement in different countries/ cultures and organizations. It will provide a summary of employee engagement models used globally and how SMEs could pick suitable attributes of employee engagement as per their structural culture. This article will add valuable literature on employee engagement in developing countries for new startups and small, medium business.

Keywords : attributes, employee engagement, human resources practices, small medium enterprises

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