The Benefit Type Have Influence to Engagement in Kunming University

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Abstracts

The purpose of this research was to study "The benefit types have influence to engagement in Kunming university." The samples were 322 employees who are working in the Kunming University with values of Alpha reliability reaches 0.962. The statistics used in data analysis are primarily descriptive statistics were percentage, mean, standard deviation. And citation statistics were used to test the hypothesis that the significance level of 0.05 is the Multiple Regression Analysis. The results of this research showed that samples were females counted as 61.4%, aged 41- 50 years counted as 30.0%, married counted as 79.5%, graduated with Master's degree or higher counted as 40.3%, the position of teacher counted as 67.1%, and more than 5 years of work duration counted as 74.6%. The major benefit types that have influenced all the factors of engagement were Social insurance and Statutory holidays. Minor benefit type of Annual leave has influenced to the Commitment factors of engagement and benefit type of Free or low-cost canteens has influenced to the Loyalty factors of engagement.

Keywords: Remuneration Management; Salary; Benefit; Engagement

Introduction

Employee benefits are actually a form of employee incentives; they are material incentives. Kunming University provides employees with reasonable benefits and improves their enthusiasm for work. We need to discuss this issue now. Among the benefits provided by Kunming University, which one can affect the dedication of the United employees, it can help improve the competitiveness of the university while retaining talents. Many people want to enter the university education system as teachers or employees. However, teachers may be dissatisfied with certain aspects after entering the university, which will affect the degree of professionalism. I hope to use the benefits to understand what kind of benefits will affect the degree of professionalism. We can improve welfare and make university faculty and teachers more motivated to work.

Objective

To study the type of benefit has influence to engagement in Kunming University.

* Received: June 14, 2021; Revised: June 21, 2021; Accepted: June 22, 2021

Methodology

Quantitative research

The research population is Kunming University has 1,645 faculties and staff members, including 1075 full-time teachers Table6-1 shows the number of employees.

Table5-1 shows the number of employees.

Type	Number of populations	Number of samples
Teacher	1075	210
Staff	570	122
Total	1645	322

Then the questionnaire survey method will be used for collecting data, respondents will be the individuals who are working in the Kunming University to represent the population of Kunming university, respondents quantity is calculated based on Toro Yamane's(Yamane, 1973:42)

theory：
$$n = \frac{N}{1+N(e)^2}$$

Where n is the sample size, N is the population size, e is the confidence interval.

$$n = \frac{1645}{1+1645*(0.05)^2}$$
$$n = 321.76 \approx 322$$

I will select 322 teachers and employees to conduct the survey

Sampling procedure, the researcher divided stratified random sampling into the following steps:

The population is 1645 employees and the sample size is 332 people. Then the group the samples, divided into teachers and employees, take a sample of 322 people in proportion to the teacher's 65.3%, and an employee's 34.6% to obtain the determined sample size. As known teachers have 1075, staffs have 570.

Questionnaire. the research tool used in this study is a questionnaire. The sample is 322 employees working at Kunming University, with an Alpha reliability value of 0.962. The questionnaire containing the content of welfare categories affects the factors of employee engagement: Kunming University's case study on welfare and employee engagement is a closed question. The questionnaire is divided into three parts: demographic data, welfare awareness, and engagement of university teachers and employees. In the questionnaire, respondents were asked to answer which type of welfare is more important to them. The reliability rate of the questionnaire was 0.92 (Cronbach's alpha). Data use the mean, standard deviation, and paired sampling t-test for analysis.

Qualitative research

The purpose of this qualitative part is to explain the findings of the quantitative part. Interviews are used to collect data. There are 20 people in total, 13 teachers and 7 employees. Each interview takes about 30 minutes. The interview is recorded and then Transcription is used for data analysis. Analyze the data by using the thematic analysis method to find a result.

Conceptual framework

In this study to study the types of benefit influencing factors of employee engagement: A case study of Kunming University.

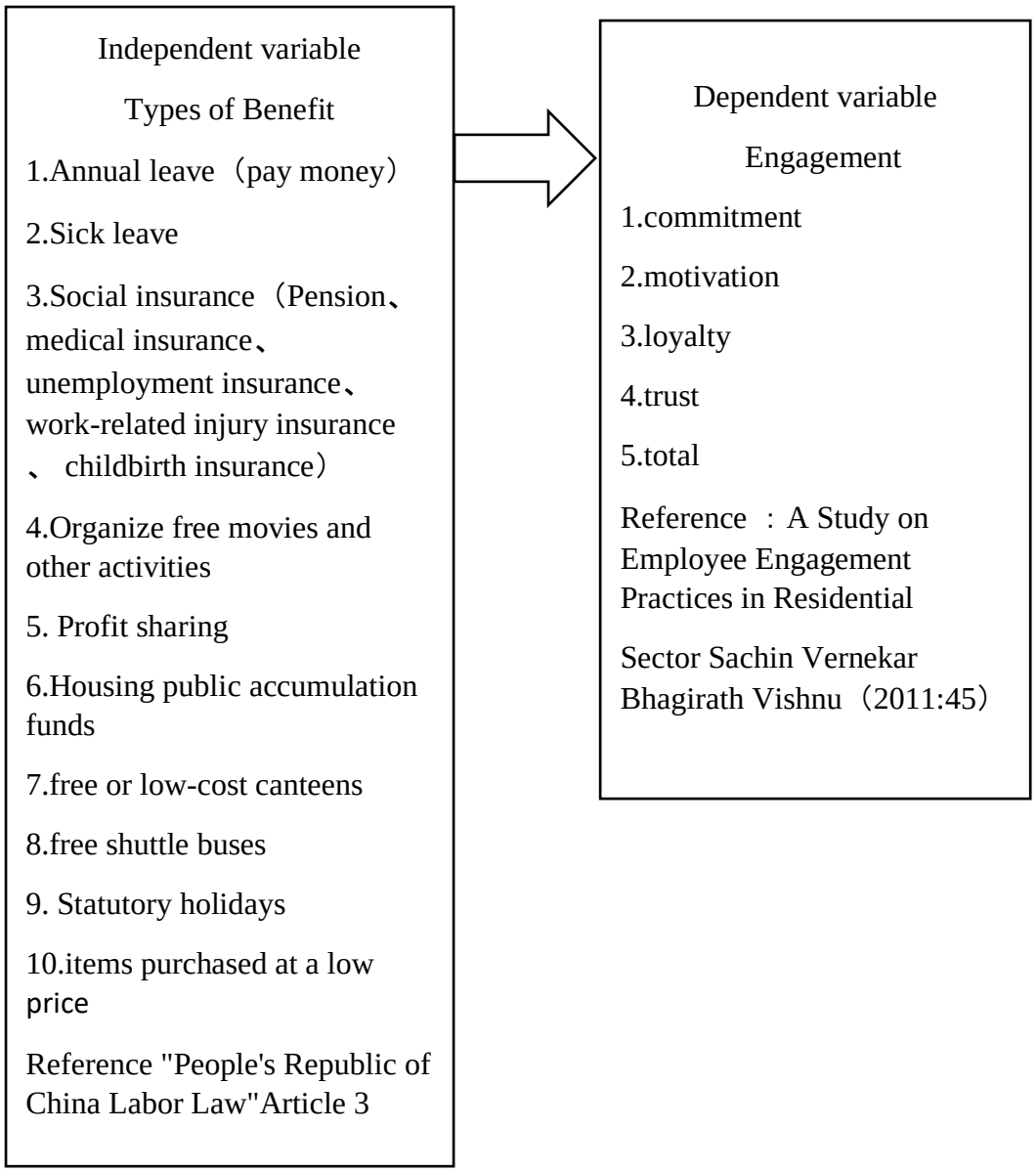

Table 1. Conceptual framework for research “The impact of benefit on engagement”

Results

Hypothesis testing condition; by each hypothesis must have significant level less than 0.05 (Significant level 95%) therefore refuse H_0 but if hypothesis has significant level more than 0.05 (Significant level 95%) it will accept H_0 .

6.1 Employee commitment hypothesis and result

H0: Annual leave，Sick leave，social Insurance，Organize free movies and other activities，Profit sharing ，Housing Provident Fund，free or low-cost canteens，free shuttle

buses，Statutory holidays，items purchased at a low price cannot influence to engagement(commitment).

H1:Annual leave，Sick leave，social Insurance，Organize free movies and other activities，Profit sharing ，Housing Provident Fund，free or low-cost canteens，free shuttle buses，Statutory holidays，items purchased at a low price can influence to engagement(commitment).

Employee commitment was selected as the explained variable, which was recorded as Y. The variables in the above table are used as explanatory variables, and the form of the equation is multiple linear regression equation, which is set as follows：

$$\hat{Y} = a + b_1X_1 + b_2X_2 + b_3X_3 \ldots + b_kX_k + e$$

table 6-1-1 independent variable

	IV
Y	commitment
a	Constant
b（1-k）	Coefficient
X_1	Annual leave
X_2	Sick leave
X_3	Social insurance
X_4	Organize free movies and other activities
X_5	Profit Sharing
X_6	Housing Provident Fund
X_7	free or low-cost canteens
X_8	Free shuttle bus
X_9	Statutory holidays
X_{10}	items purchased at a low price
e	Error

This will reject the null hypothesis (H0) that is found to be variable in the promise, and at least the party that can predict the benefits can influence the participation. The parameters and analysis of the data collection questionnaire are processed by statistical analysis. The selected variable is related to the commitment. The results are shown in the table below.

Table 6-1-2 Model Summary[c]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.221[a]	.049	.046	.46121
2	.248[b]	.061	.056	.45879

a. Predictors: (Constant), social insurance
b. Predictors: (Constant), social insurance, Annual leave
c. Dependent Variable: employee engagement-commitment

In table 6-1-2 show to R value between independent variable The influence of engagement a .social insurance, employee engagement-commitment equal to 0.221,b social insurance, Annual leave , employee engagement-commitment =0.248 and R square equal to a= 0.49, b=.061, The adjustment R^2 of Model 2 in Table 4-8 a is 0.046, b is 0.056. Benefit can explain employee commitment 5.6% of the difference

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	3.121	.166		18.770	.000
	Social insurance	.181	.043	.221	4.188	.000
2	(Constant)	2.882	.199		14.463	.000
	Social insurance	.183	.043	.223	4.262	.000
	Annual leave	.058	.027	.113	2.149	.032

From table 6-1-3 after tested found that commitment is Sig. = 0.001, which is less than the significance level of 0.05 indicates that there is at least one factor of quality of work life that can predict the effect of changes in operational efficiency. Multiple Regression Equation after tested show in below;

Unstandard Y=2.882+0.183*X3+0.058*X1+ e

Employee motivation hypothesis and result

H0: Annual leave，Sick leave，social Insurance，Organize free movies and other activities，Profit sharing ，Housing Provident Fund，free or low-cost canteens，free shuttle buses，Statutory holidays，items purchased at a low price cannot influence to engagement(motivation).

H1:Annual leave，Sick leave，social Insurance，Organize free movies and other activities，Profit sharing ，Housing Provident Fund，free or low-cost canteens，free shuttle buses，Statutory holidays，items purchased at a low price can influence to engagement(motivation).

Employee motivation was selected as the explained variable, which was recorded as Y. The variables in the above table are used as explanatory variables, and the form of the equation is multiple linear regression equation, which is set as follows：

$$\hat{Y} = a + b_1X_1 + b_2X_2 + b_3X_3 \ldots + b_kX_k + e$$

table 6-1-1 independent variable

	IV
Y	commitment
a	Constant
b（1-k）	Coefficient
X_1	Annual leave
X_2	Sick leave
X_3	Social insurance

X_4	Organize free movies and other activities
X_5	Profit Sharing
X_6	Housing Provident Fund
X_7	free or low-cost canteens
X_8	Free shuttle bus
X_9	Statutory holidays
X_{10}	items purchased at a low price
e	Error

This will reject the null hypothesis (H0) that is found to be variable in the promise, and at least the party that can predict the benefits can influence the participation. The parameters and analysis of the data collection questionnaire are processed by statistical analysis. The selected variable is related to the commitment. The results are shown in the table below.

Table 6-1-2 Model Summary[c]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.221[a]	.049	.046	.46121
2	.248[b]	.061	.056	.45879

a. Predictors: (Constant), social insurance
b. Predictors: (Constant), social insurance, Annual leave
c. Dependent Variable: employee engagement-commitment

In table 6-1-2 show to R value between independent variable The influence of engagement a .social insurance, employee engagement-commitment equal to 0.221,b social insurance, Annual leave , employee engagement-commitment =0.248 and R square equal to a= 0.49, b=.061, The adjustment R^2 of Model 2 in Table 4-8 a is 0.046, b is 0.056. Benefit can explain employee commitment 5.6% of the difference

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	3.121	.166		18.770	.000
	Social insurance	.181	.043	.221	4.188	.000
2	(Constant)	2.882	.199		14.463	.000
	Social insurance	.183	.043	.223	4.262	.000
	Annual leave	.058	.027	.113	2.149	.032

From table 6-1-3 after tested found that commitment is Sig. = 0.001, which is less than the significance level of 0.05 indicates that there is at least one factor of quality of work life that can predict the effect of changes in operational efficiency. Multiple Regression Equation after tested show in below;

Unstandard Y=2.882+0.183*X3+0.058*X1+ e

Employee motivation hypothesis and result

H0: Annual leave，Sick leave，social Insurance，Organize free movies and other activities，Profit sharing ，Housing Provident Fund，free or low-cost canteens，free shuttle buses，Statutory holidays，items purchased at a low price cannot influence to engagement(motivation).

H1:Annual leave，Sick leave，social Insurance，Organize free movies and other activities，Profit sharing ，Housing Provident Fund，free or low-cost canteens，free shuttle buses，Statutory holidays，items purchased at a low price can influence to engagement(motivation).

Employee motivation was selected as the explained variable, which was recorded as Y. The variables in the above table are used as explanatory variables, and the form of the equation is multiple linear regression equation, which is set as follows：

$$\hat{Y} = a + b_1X_1 + b_2X_2 + b_3X_3 \ldots + b_kX_k + e$$

table 6-2-1 independent variable

	IV
Y	motivation
a	Constant
b（1-k）	Coefficient
X_1	Annual leave
X_2	Sick leave
X_3	Social insurance
X_4	Organize free movies and other activities
X_5	Profit Sharing
X_6	Housing Provident Fund
X_7	free or low-cost canteens
X_8	Free shuttle bus
X_9	Statutory holidays
X_{10}	items purchased at a low price
e	Error

This will reject the null hypothesis (H0) that is found to be variable in the promise, and at least the party that can predict the benefits can influence the engagement. The parameters and analysis of the data collection questionnaire are processed by statistical analysis. The selected variable is related to the motivation. The results are shown in the table below.

Table 6-1-2 Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.268[a]	.072	.069	.44465	1.890

a. Predictors: (Constant), social insurance
b. b. Dependent Variable: employee engagement--motivation

In table 6-1-2 show to R value between independent variable The influence of engagement a .social insurance, employee engagement- motivation equal to 0.268, and R square equal to a= 0.72, the adjustment R^2 of Model 2 in Table 4-12 is 0.069. Explain benefit can explain 6.9% of employee motivation, and benefits have an impact on engagement.

Table 4-14 Coefficients

	Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model	B	Std. Error	Beta	t	Sig.	Tolerance	VIF
(constant)	3.050	.160		19.026	.000		
Social insurance	.215	.042	.268	5.154	.000	1.000	1.000

a. Dependent Variable: employee engagement--motivation

From table 4-8 after tested found that motivation is Sig. = 0.001, which is less than the significance level of 0.05 indicates that there is at least one factor of benefit that can effect engagement. Multiple Regression Equation after tested show in below;

Unstandardized Y=3.050+0.215*X3+e
Standardized Y=0.268*X3+e

Employee loyalty hypothesis and result

H0: Annual leave，Sick leave，Insurance，Organize free movies and other activities，Profit sharing ，Housing Provident Fund，free or low-cost canteens，free shuttle buses，Statutory holidays，items purchased at a low price cannot influence to engagement(loyalty).

H1:Annual leave，Sick leave，Insurance，Organize free movies and other activities，Profit sharing ，Housing Provident Fund，free or low-cost canteens，free shuttle buses，Statutory holidays，items purchased at a low price can influence to engagement(loyalty).

Employee commitment was selected as the explained variable, which was recorded as Y. The variables in the above table are used as explanatory variables, and the form of the equation is multiple linear regression equation, which is set as follows：

$$\hat{Y} = a + b_1X_1 + b_2X_2 + b_3X_3 \ldots + b_kX_k + e$$

table 6-3-1 independent variable

	IV
Y	loyalty
a	Constant
b （1-k）	Coefficient
X_1	Annual leave
X_2	Sick leave
X_3	Social insurance
X_4	Organize free movies and other activities
X_5	Profit Sharing
X_6	Housing Provident Fund
X_7	free or low-cost canteens
X_8	Free shuttle bus
X_9	Statutory holidays
X_{10}	items purchased at a low price
e	Error

This will reject the null hypothesis (H0) that is found to be variable in the promise, and at least the party that can predict the benefits can influence the engagement. The parameters and analysis of the data collection questionnaire are processed by statistical analysis. The selected variable is related to the loyalty

Table 6-3-2 Model Summary[c]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.279[a]	.078	.075	.48045
2	.300[b]	.090	.085	.47794

a. Predictors: (Constant), social insurance
b. Predictors: (Constant), social insurance, free or low-cost canteens
c. Dependent Variable: employee engagement-loyalty

In table 6-3-2 show to R value between independent variable The influence of engagement a .social insurance, employee engagement-loyalty equal to 0.279,b social insurance, free or low-cost canteens , employee engagement-loyalty =0.300 and R square equal to a= 0.78, b=.090, The adjustment R^2 of Model 2 in Table 4-8 a is 0.75, b is 0.85. It can explain 8.5% of employee loyalty differences.

Table 6-3-3 Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.965	.173		17.116	.000		
	Social insurance	.242	.045	.279	5.386	.000	1.000	1.000
2	(Constant)	3.228	.212		15.258	.000		
	Social insurance	.229	.045	.264	5.076	.000	.982	1.018
	Free or low-cost canteens	.058	.027	.112	2.148	.032	.982	1.018

a. Dependent Variable: employee engagement-loyalty

From table 4-8 after tested found that loyalty is Sig. = 0.001, which is less than the significance level of 0.05 indicates that there is at least one factor of benefit that can effect engagement. Multiple Regression Equation after tested show in below;

UNstandard Y=3.228+0.229*X3+0.058*X7+e

Standard Y=0.264*X3+0.112*X7+e

Employee trust hypothesis and result

H0: Annual leave，Sick leave，Insurance，Organize free movies and other activities，Profit sharing ，Housing Provident Fund，free or low-cost canteens，free shuttle buses，Statutory holidays，items purchased at a low price cannot influence to engagement(trust).

H1:Annual leave，Sick leave，Insurance，Organize free movies and other activities，Profit sharing ，Housing Provident Fund，free or low-cost canteens，free shuttle buses，Statutory holidays，items purchased at a low price can influence to engagement(trust).

Employee trust was selected as the explained variable, which was recorded as Y. The variables in the above table are used as explanatory variables, and the form of the equation is multiple linear regression equation, which is set as follows：

$$\hat{Y} = a + b_1X_1 + b_2X_2 + b_3X_3 \ldots + b_kX_k + e$$

table 6-4-1 independent variable

	IV
Y	Trust
a	Constant
b（1-k）	Coefficient
X_1	Annual leave
X_2	Sick leave
X_3	Social insurance
X_4	Organize free movies and other activities
X_5	Profit Sharing
X_6	Housing Provident Fund

X_7	free or low-cost canteens
X_8	Free shuttle bus
X_9	Statutory holidays
X_{10}	items purchased at a low price
e	Error

This will reject the null hypothesis (H0) that is found to be variable in the promise, and at least the party that can predict the benefits can influence the engagement. The parameters and analysis of the data collection questionnaire are processed by statistical analysis. The selected variable is related to the loyalty.

Table 6-4-2 Model Summary[c]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.223[a]	.050	.047	.43239	
2	.250[b]	.062	.057	.43008	1.861

a. Predictors: (Constant), Social insurance
b. Predictors: (Constant), Social insurance, Statutory holidays
c. Dependent Variable: employee engagement—trust

In table 6-4-2 show to R value between independent variable The influence of engagement a .social insurance, employee engagement-loyalty equal to 0.223, b social insurance, statutory holiday , employee engagement-loyalty =0.250 and R square equal to a= 0.050, b=.062, the adjustment R^2 of Model 2 in Table 4-8 a is 0.47, b is 0.57. It can explain 5.7% of employee loyalty differences.

Table 6-4-3 Coefficients

	Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model	B	Std. Error	Beta	t	Sig.	Tolerance	VIF
(Constant)	3.192	.156		20.477	.000		
Social insurance	.171	.040	.223	4.227	.000	1.000	1.000
(Constant)	2.924	.198		14.733	.000		
Social insurance	.169	.040	.219	4.187	.000	.999	1.001
Statutory holiday	.066	.031	.113	2.166	.031	.999	1.001

From table 4-8 after tested found that quality of work life is Sig. = 0.001, which is less than the significance level of 0.05 indicates that there is at least one factor of quality of work life that can predict the effect of changes in operational efficiency. Multiple Regression Equation after tested show in below;

UNstandard Y=2.924+0.169*X3+0.066*X9
Standard Y=0.219*X3+0.113*X9

6. 5 Employee engagement hypothesis and result

H0: Annual leave，Sick leave，Insurance，Organize free movies and other activities，Profit sharing ，Housing Provident Fund，free or low-cost canteens，free shuttle buses，Statutory holidays，items purchased at a low price cannot influence to engagement(all).
H1:Annual leave，Sick leave，Insurance，Organize free movies and other activities，Profit sharing ，Housing Provident Fund，free or low-cost canteens，free shuttle buses，Statutory holidays，items purchased at a low price can influence to engagement(all).

Employee（all） was selected as the explained variable, which was recorded as Y. The variables in the above table are used as explanatory variables, and the form of the equation is multiple linear regression equation, which is set as follows：

$$\hat{Y} = a + b_1X_1 + b_2X_2 + b_3X_3 \ldots + b_kX_k + e$$

table 6-5-1 independent variable

	IV
Y	All
a	Constant
b（1-k）	Coefficient
X_1	Annual leave
X_2	Sick leave
X_3	Social insurance
X_4	Organize free movies and other activities
X_5	Profit Sharing
X_6	Housing Provident Fund
X_7	free or low-cost canteens
X_8	Free shuttle bus
X_9	Statutory holidays
X_{10}	items purchased at a low price
e	Error

This will reject the null hypothesis (H0) that is found to be variable in the promise, and at least the party that can predict the benefits can influence the engagement. The parameters and analysis of the data collection questionnaire are processed by statistical analysis. The selected variable is related to the all.

Table 6-5-2 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.489[a]	.239	.237	.20823
2	.498[b]	.248	.243	.20728

a. Predictors: (Constant), social insurance
b. Predictors: (Constant), social insurance, organize free movie and other activities
c. Dependent Variable: total

In table 6-5-2 show to R value between independent variable The influence of engagement a .social insurance, employee engagement-total equal to 0.489,b social insurance,organize free movie and other activities , employee engagement-total=0.498 and R square equal to a= 0.239, b=0.248, the adjustment R^2 of Model 2 in Table 4-8 a is 0.237, b is 0.243. It can explain 24.3% of employee loyalty differences.

Table 6-5-3 Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	3.082	.075		41.052	.000		
	Social insurance	.202	.020	.489	10.371	.000	1.000	1.000
2	(Constant)	3.173	.087		36.419	.000		
	Social insurance	.202	.019	.488	10.414	.000	1.000	1.000
	Organize free movie or other activities	.024	.012	.096	2.040	.042	1.000	1.000

a. Dependent Variable: total

From table 6-5-3after tested found that quality of work life is Sig. = 0.001, which is less than the significance level of 0.05 indicates that there is at least one factor of quality of work life that can predict the effect of changes in operational efficiency. Multiple Regression Equation after tested show in below;

UNstandard Y=3.173+0.202*X3+0.024*X9

Standard Y=+0.488*X3+0.096*X9

Table 6-4 Results of Hypothesis Testing

Types of Benefit	Engagement				
	commitment	motivation	loyalty	Trust	Total
1.Annual leave (pay money)	✓	×	×	×	×
2.Sick leave	×	×	×	×	×
3. Social insurance	✓	✓	✓	✓	✓
4. Organize free movies and other activities	×	×	×	×	×
5. Profit sharing	×	×	×	×	×

6.Housing public accumulation funds	×	×	×	×	×
7. free or low-cost canteens	×	×	✓	×	×
8. free shuttle buses	×	×	×	×	×
9. Statutory holidays	×	×	×	✓	✓
10. items purchased at a low price	×	×	×	×	×

Discussion

Social insurance

According to the results, Researcher can find that everyone believes that benefit is one of the important reasons that can affect to the degree of engagement. And at the end of the year, enterprises have to face a round of employee turnover peak, one of the reasons for employee turnover is that the benefits of the company are not good, the degree of employee engagement is low. Good employee benefits can not only improve the happiness of employees, but also reduce the turnover rate of core talents in universities.

The university need to purchase five types of insurance and a housing provident fund. In the five social insurances and one housing fund, many private university have far fewer teachers than public teachers, and their social status cannot be guaranteed. Teaching in a private university is hard work without gain. Unlike public university, welfare is guaranteed.

Statutory holiday

Statutory holidays are the basic rights of employees, and holidays will increase the national happiness index. The researcher suggests yes. With the continuous improvement of the country's social productivity, the country's public service and security capabilities have steadily improved, so employees need more for a better life. At the same time, for staff who need to work on statutory holidays, the salary needs to be increased, and the university can provide free food and gifts.

Annual leave

Universities can provide annual leave policies for teachers or employees. Some evidence is provided in the research of the researcher that annual leave can increase the loyalty of teachers to the university. Research shows that paid leave and work-family conflict have a small but significant negative correlation. Some evidence suggests that the annual leave policy is most beneficial when employees perceptions of support are higher than lower.

Free or low cost canteen

Research has found that teachers need their quality of life, and we can help teachers improve their diet. Canteens are known to be promising settings for activities to promote intake of fruits and vegetables, universities can provide free fruits and vegetables, which will greatly affect the dietary patterns of employees. In this regard, it improved the dietary quality of both the lunch and the diet daily. It can protect the health of teachers. Or you can give teachers appropriate discounts.

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