

THE ARCHITECTURE OF WORK ENGAGEMENT

Work engagement is a positive, affective-motivational state characterized by vigor, dedication, and absorption. Driven primarily by job resources, it serves as a critical determinant of organizational effectiveness, employee health, and long-term retention.

DRIVERS OF ENGAGEMENT



RESOURCES DRIVE THE MOTIVATIONAL PROCESS



SKILL DISCRETION

Opportunities to use abilities, exercise creativity, and acquire new competencies.



JOB FEEDBACK

Clear understanding of the work's meaning, results, and specific impact.



TEAM EMPOWERMENT

Shared potency, autonomy, and collective impact within the working group.



PROACTIVE "JOB CRAFTING"

Employees boost their own engagement by self-initiating changes to their job resources and demands.

ORGANIZATIONAL & INDIVIDUAL IMPACT

PERFORMANCE AND FINANCIAL ROI

Engaged employees demonstrate significantly higher task performance, creativity, and objective financial returns.



THE HEALTH-PROTECTIVE EFFECT

Engagement products decreased psychological distress, lower absenteeism, and reduced risk of disability pensions.

ENGAGEMENT VS. WORKAHOLISM



ENGAGEMENT

Increases life satisfaction and long-term mental well-being.



WORKAHOLISM

Long-term mental well-being without exhaustion.