

Work Engagement in India and Thailand: A Comparative Analysis

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Abstract

The study investigated the role of human resource development climate (HRDC) and self-efficacy as predictors of work engagement amongst IT-sector employees of India and Thailand. In addition, it also made an attempt to unfurl the mechanism underlying the proposed relationship by proposing and testing a model with self-efficacy as an intervening variable. Work engagement levels among IT-sector employees in Thailand were found to be slightly higher than those among the employees in India. Both HRDC and self-efficacy were found to be significant predictors of work engagement. The results for self-efficacy as a mediator and a moderator of the proposed relationship between HRDC and work engagement are reported and discussed. Article building on the theoretical framework of the job-demands resources model, the social cognitive theory and the conservation of resources (COR) theory produces cross-national knowledge about work engagement and predictors.

Keywords Work engagement, self-efficacy, HRDC, cross-cultural management, Asia, IT

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