

Abstract

This research shows that how proactive behavior of employees has a strong impact on employee performance and job satisfaction, with employee engagement playing the role of mediator. Proactive behavior leads to a better performance and employees who are satisfied with their job they get engaged to the task they are given to them. Following research also show the interconnection between variables. Research design that is being used in this research is literature review in which authors support the topic. Non- probability sampling technique is used in sampling; sample size of 200 was set among which 189 responded. The instrument used for collection of data is questionnaire with likert scale and analysis was conducted through SPSS. Findings showed that proactive behavior leads to high performance and it also showed the level of job satisfaction in workers. Managerial implications are a part of this research in which it is mentioned that managers can use proactive behavior to increase other variables and other variables like transparency, environment, discipline could be involved too. Every study has limitations so do this one has it was restricted to banking sector only could be done on other industries too.

Keywords: Proactive behavior, employee engagement, job satisfaction, employee performance

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