THE RELATIONSHIP BETWEEN FACETS OF JOB DESIGN AND EMPLOYEE ENGAGEMENT – A CASE OF RESIDENT DOCTORS IN KARACHI

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2nd Half-semester Progress Report & Thesis Approval

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S No	Date	Place of Meeting	Topic Discussed	Signature of Student
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It is certified that the thesis of above student has been completed to my entire satisfaction and, to my belief; its standard is suitable for submission for examination. I have also conducted plagiarism test of the thesis under consideration using HEC prescribed software and found similarity index at ---------- that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

Supervisor's Signature: _____ Date: 11.7.18

Name: Dr. Rafique Ahmed Khan

HoD's Signature: _____ Date: 11.7.18

Abstract

Purpose:

The purpose of this thesis research study is to determine the relationship of job design characteristics model on employee engagement. For this study, 3 leading hospitals of Karachi; including Liaquat National Hospital, PNS Shifa and Aga Khan Hospital were selected.

Methodology/sample:

Adopting deductive approach, hypotheses were first developed after studying relevant literature. The study is based on quantitative primary data; for data collection, a questionnaire was used. The targeted populations (300 employees) of current study are resident doctors of 3 leading hospitals of Karachi which are PNS Shifa, Aga Khan Hospital and Liaquat National Hospital. The sample size is of 169. The sampling technique used was non-probability convenience sampling. For hypotheses testing statistical tools applied included Pearson Correlation, Regression analysis by using SPSS.

Findings:

Relation of job design characteristic model which includes components that are; Task Autonomy, Task Variety, Task Significance, Task Identity and Task Feedback were tested against employee engagement. It is found out that Task Autonomy, Task Significance and Task Identity has significant and positive impact on employee engagement while Task Variety and Task Feedback have insignificant but positive impact on employee engagement.

Practical Implications:

The findings/ results of this research are that from job characteristic model; Task autonomy, Task significance and Task identity are positively impacting on employee engagement. So, hospitals of Pakistan can use these aspects to improve employee engagement of doctors. Also Human Recourse students and specialists can use model to understand the relationship between variables as all variables are proved to be correlated with each other in this research.

Key words: Job Characteristics Model, Skill variety, Task identity, Task significance, Autonomy, Feedback and Employee Engagement.

Table of Contents

Title Page.....i

2nd Half-semester Progress Report & Thesis Approval Statement.....ii

Declaration of Authentication.....iii

Plagiarism Report.....iv

Dedication.....v

Acknowledgement.....vi

List of Tables.....vii

List of Figures.....viii

List of Abbreviations.....ix

Abstract.....x

Table of Content.....1

Chapter 1.....5

Introduction.....5

1.1 Background of Research.....5

1.2 Problem Statement.....6

1.3 Research Questions.....7

1.4 Research Objectives.....7

1.5 Scope of research.....8

1.6 Limitations of study.....8

1.7 Significance of Research.....8

1.8 Operational Definition of Variables.....9

1.8.1 Employee Engagement.....9

1.8.2 Task Autonomy.....9

1.8.3 Task Variety 9
1.8.4 Task Identity 9
1.8.5 Task Significance 9
1.8.6 Task Feedback 10
1.9 Organization of Thesis 10
1.9.1 Chapter 1 – Introduction 10
1.9.2 Chapter 2 - Literature Review 10
1.9.3 Chapter 3 - Research Methodology 10
1.9.4 Chapter 4 - Data Analysis and Results 10
1.9.5 Chapter 5 - Critical Debate 11
1.9.6 Chapter 6 - Conclusion and Recommendations 11
Chapter 2 12
Literature Review 12
2.1 Job Design and Engagement 12
2.2 Significance of Employee Engagement 12
2.2.1 Positivity 13
2.2.2 Mobilize Resources 13
2.2.3 Energetic 14
2.2.4 Organizational Wellbeing 14
2.2.5 Involvement 14
2.2.6 Organizational Commitment 15
2.3 Job Design 15
2.3.1 Task Autonomy 16
2.3.2 Task Variety 17
2.3.3 Task Significance 18

2.3.4 Task Identity 19
2.3.5 Feedback 19
2.4 Summary of Literature Review 21
2.5 Variables of Study 22
2.5.1 Dependent Variable 22
2.5.2 Independent Variables 22
2.6 Theoretical Framework 23
2.7 Development of Hypotheses 24
Chapter – 3 25
Research Methodology 25
3.1 Type of Research 25
3.2 Target Population 25
3.3 Sample Size 25
3.4 Sampling Technique 26
3.5 Research Instrument 26
3.6 Data Treatment 27
3.7 Summary of Research Methodology 27
3.8 Summary of Research Instrument 28
Chapter 4 29
Data Analysis and Integration 29
4.1 Frequency Tests 29
4.2 Test of reliability 34
4.3 Correlation Test 38
4.5 Regression Test 42
Chapter 5 46

Critical Debate 46

Chapter 6 49

Conclusion, Recommendations and Suggestions for Future Research 49

6.1 Conclusion 49

6.2 Recommendations 49

6.3 Suggestions for Future Research 50

REFERENCES: 51

Annex A 54

Research Survey of Karachi Hospitals 54