

Majors: HRM

S.No. 10

The impact of high performance work systems and flexible work programme on the employee engagement of aging workforce within IT industry of Islamabad



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Spring 2019

Acknowledgment

I am thankful to my Creator Allah Subhana-Watala to have guided me throughout this work at every step and for every new thought which setup in my mind to improve it. Indeed, I could have done nothing withoutallah priceless help and guidance. I would also like to express special thanks to my supervisor madam Amna Yameenfor her help, support, supervision and cooperation during my thesis. I am profusely thankful to my beloved parents who raised me when I was not capable of walking and continued to support me throughout in every department of my life.Finally, I would like to express my gratitude to all the individuals who have rendered valuable assistance to my study.

Abstract

Older workers now become a major portion of total workforce, and exploration on how best to supervise them is being organized accordingly. The purpose of this study is to analyze the impact of high-performance work systems (HPWS) and flexible work programmes (FWPs) on employee engagement when used with an older workforce within IT sector in Islamabad. The population of this study consisted of 8 leading IT companies within Islamabad. Data was collected through questionnaires, based on independent and dependent variable. SPSS version 23 was used to analyze the data collected through questionnaires. Correlation and Regression analysis was used to analyze the data collected. According to the result of analysis, workforce age composition positively affects the impact of HPWS engagement relationship. However, the value of FWPs as engagement tools does have a positive relationship but with minor variation as workforce ageing. These findings may contribute to a better understanding of the HRM-performance relationship, while inspiring further research into successful age-differentiated HR strategies.

Keywords

flexible work programmes, high-performance work systems, job demands-resources model, employee engagement, workforce ageing

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