

Traits Engagement, Psychological State Engagement and Performance of Selected State Corporations in Kenya

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ABSTRACT

There is ample empirical support that employee engagement influences organisational performance. However, very scanty empirical studies on the role of employee engagement have been conducted in Africa in general and in the public sector in particular. Therefore, this study sought to investigate the influence of employee engagement on performance of selected state corporations in Kenya. The study is anchored on resource based theory while descriptive and explanatory research designs are used to describe the variables and establish the nature of the relationships. To test the hypotheses, multiple regression analysis was conducted. The result indicates that traits and psychological state engagement have a significant influence on performance of selected state corporations in Kenya.

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