

Abstract

Employee engagement is a recent work attitude that was introduced among practitioners in the 90's of last century. Academic researchers accepted this new concept reservedly and discuss the actual contribution of the term to the work motivation theory. There can be identified several different approaches toward defining the term in the academic literature. Yet there is no general agreement on one single approach. At the same time the concept is a subject to objections, that it brings nothing new and extra above the existing work concepts, especially work satisfaction and organizational commitment.

In my thesis I set myself an objective to answer a question whether the concept of employee engagement introduces new aspects of strong identification and activation to the work motivation theory. In the second chapter I compare employee engagement to the established work attitudes, namely to work satisfaction, organizational commitment, job involvement and organizational citizenship behaviour. By compilation of theoretical resources I demonstrate that employee engagement is distinct from the other work attitudes by its strong degree of employee identification and activation.

Afterwards I define engagement on its own and strive for systematic classification of its concepts. Via compilation of theoretical and empirical resources I define antecedents and effects of this term. There has not been issued any scientific publications among Czech academicians yet that would systematically study the concept of employee engagement from the theoretical point of view. My thesis can therefore contribute to introduction of this term to the Czech academic society.

Keywords

Engagement, work motivation, work attitudes