

## An Evidence-Based Model of Work Engagement

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34



### Abstract

Employees who are engaged in their work are fully connected with their work roles. They are bursting with energy, dedicated to their work, and immersed in their work activities. This article presents an overview of the concept of work engagement. I discuss the antecedents and consequences of engagement. The review shows that job and personal resources are the main predictors of engagement. These resources gain their salience in the context of high job demands. Engaged workers are more open to new information, more productive, and more willing to go the extra mile. Moreover, engaged workers proactively change their work environment in order to stay engaged. The findings of previous studies are integrated in an overall model that can be used to develop work engagement and advance job performance in today's workplace.

### Keywords

employee engagement, JD-R model, job crafting, job performance, work engagement

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