

Subject: EMPLOYEE ENGAGEMENT OF ENGINEERS IN SOUTH AFRICA

Dear Registered Person,

I am currently a student at the Gordon's Institute of Business Science of the University of Pretoria studying towards my Masters in Business Administration degree. To this end I need to complete a dissertation and would therefore appreciate your assistance in completing the questionnaire that can be accessed via the below link.

South Africa has a major shortage of engineers and faces a challenge to retain the skills in the country as developed countries are attracting them by offering them better socioeconomic prospects. Given the shortage of engineers in the country and the costs associated with replacing employees who have left an organisation, it is critical for employers to retain their talented employees and to manage them in such a way that their productivity levels remain consistently high.

The purpose of the research is to establish whether a relationship between the antecedent variables to employee engagement and the outcome variables to employee engagement exist. The research will focus on Engineers in South Africa. For the purpose of the study the antecedent variables are defined as job fit, affective commitment and psychological climate. The outcome variables of employee engagement are intention to turnover and discretionary effort. You will be asked to complete information on your age, gender and tenure at your current employer. Subsequently six measurement scales will be used to gauge the overall level of the six variables as defined earlier.

The research aims to provide employers with pragmatic steps on what facets of employee engagement and their antecedents to employee engagement they should focus on to retain their employees and increase their discretionary effort.

The survey should take no more than 10 minutes of your time. Your participation is voluntary and you can withdraw at any point in time without penalty. All data will be kept confidential.

To access the survey please click on the below link:

https://www.surveymonkey.com/r/EMPLOYEE_ENGAGEMENT_OF_ENGINEERS_IN_SOUTH_AFRICA

If you have any concerns, please contact my supervisor or me.

Thank you for your consideration.

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