

Abstract

The objective of this thesis is to analyse the employee engagement among IT sector employees and to identify the specifics of the target group in relation to the development of employee engagement through job-related drivers. Attention is given to the theoretical background of employee engagement, its consequences, and methods of measurement. Aspects of employee engagement development with a focus on job-related drivers are analysed. The HR process of job design, which can contribute to the development of employee engagement through the job-related factors, is described. The specificities of the target group of IT professionals are addressed. The thesis includes a quantitative research conducted in the form of an online questionnaire. The respondents of the research are IT professionals working in private companies based in Prague. The aim of the quantitative research is to analyse the relationship between employee engagement and two job-related drivers that contribute to its development among employees in the IT sector in the Czech Republic. The relationship between employee engagement and autonomy in work activities and the relationship between employee engagement and feedback on work performance are examined. The sub-objectives of the quantitative research are to test whether the level of employee engagement is independent of the gender of the respondents and whether it depends on the age of the respondents.

Keywords

Employee engagement, job-related drivers of employee engagement, HR process of job design, job autonomy, performance feedback, IT sector