

The Impact of Job Engagement on Employee Performance Within the Medical Sector in Zimbabwe

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Abstract

The issue of job engagement has been central around the performance of employees as evidenced by the negotiations which have been aimed to serve as an impetus vehicle to seek attention for engagement. The process of engaging employees is vital for any organisation to succeed but it appears employees within the Zimbabwean medical sector feel neglected. The issue of job engagement has led to a standoff within the health sector. The study adopted the positivism research philosophy and the case study research design. The sample size was 140 respondents drawn from a population of 180 respondents and a structured questionnaire was adopted as the main research instrument. Findings revealed there is a positive relationship between Job characteristics and job engagement. Findings revealed also that there is a positive relationship between rewards & recognition and job engagement. Recommendations are that the medical sector should as a matter of urgency review its rewards systems to all of its employees to enhance job engagement and organisational performance.