

# **THE IMPACT OF INDIVIDUAL DIFFERENCES ON EMPLOYEE ENGAEMENT**

**By**

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## ABSTRACT

**Purpose:** The following research has been conducted around the concept of employee engagement and its implications in the organizations in Pakistan. The survey will discuss the term employee engagement with in depth study of individual's differences that have an impact on employee engagement in the auditing industry in Pakistan.

The objective of this research is to analyze how employee engagement is perceived at Ernst & Young? Also how does individual differences impact employee engagement and overall organizational performance being a global company.

**Method:** The objectives will be fulfilled through detailed research and questionnaire survey that is conducted among the employees of this organization. The data has been analysed by using Statistical tool SPSS which has shown the hypothesis results after reading all the research done over the project.

**Conclusion:** Human resource is expanding its roots on a high level which is why Employee engagement has taken a vital importance in this era. Today people do not have thirst of money instead they focus on doing work they enjoy and love to do. That is why research is conducted on an audit firm since this occupation ask for lots of effort and working out of the comfort zone e.g. late working hours.

Subsequently the results will measure the use and importance of Employee engagement in corporate world.

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