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Factors contributing to employee engagement in South Africa

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APPENDIX 3

CONSISTENCY MATRIX.

SUB PROBLEM 1	PROPOSITION 1	SUPPORTING LITERATURE	DATA COLLECTION	METHOD OF ANALYSIS
SUB PROBLEM 2 To identify and compare the factors that promote employee engagement in South Africa	PROPOSITION 2 There are a set of factors that will emerge as important in the promotion of employee engagement:	SUPPORTING LITERATURE Shaw (2005) The Gallup Organisation's Employee Engagement survey (2003)	DATA COLLECTION	METHOD OF ANALYSIS
To identify and compare the factors that promote employee engagement	The set of factors that emerge as being important in promoting employee engagement will be common across organisations and industries studied: ❍ Employee engagement strategy ❍ Culture of engagement ❍ Leadership ❍ Talent ❍ Drivers of engagement ❍ Measurement and benchmarks ❍ Stakeholder's involvement and relationships ❍ Communication ❍ Business strategy ❍ Work and home life support ❍ Organisation's reputation and branding	Thorten (2005) Cropley (2005) Micah (2003) Kee (2003) Ayers (2005) Seligman and Csikszentmihalyi (2005) Bashinksy (2004) Robinson, Haley and Lee (2005) Bowman (2004) Wellins, Berthal and Phelps (2005) Wyatt (2003) Krakoff (2004) Thomas and MacDiarmid (2004) Dutton (2003) Masarech (2004) Kowalski (2004) West (2000) Bates (2003)	Section 2 and 3 in the questionnaire Section 2 and 3 in the questionnaire	Descriptive Statistics; frequencies and ranking of factors Descriptive Statistics; frequencies and ranking of factors

SUB PROBLEM 3	PROPOSITION 3	SUPPORTING LITERATURE	DATA COLLECTION	METHOD OF ANALYSIS
Consolidate best practices for employee engagement	The set of factors that emerge as being important in promoting employee engagement will differ across industries and companies studied.	Gratton (2000) Cameron (2005) Cameron, Dutton and Quinn (2005) Cameron and Quinn (2005) Crabtree (2003) Melcrum (2005) Robinson, Hartley and Lee (2005) ISR (2003) Masarech (2004) Robinson, Perryman and Hayden (2004) Towers Perrin report (2003)	Section 2 and 3 of the questionnaire	