

# The Effect of Perception of Organizational Support, Job Characteristics, Organizational Justice on Employee Engagement and Performance (A Case Study on Employees of 4-Star Hotel in Nagpur)

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**Abstract:** According to this study, employee engagement is antecedent to work qualities, career development perceptions, and organisational support perceptions, all of which are related to employee performance. This study employed a quantitative technique as its methodology. The research population for this study consisted of staff members of four-star hotels located in NAGPUR. Purposive sampling is the method of sampling that was employed in this study. The process of choosing respondents for purposeful sampling involves considering their attributes and choosing individuals who possess the most knowledge about the subject under investigation. In order to quantify the link between the constructs and test the conceptual model, the Structural Equation Model (SEM) was created for this study. This study did not find a strong enough correlation between perceived organisational support and employee involvement, indicating that the link between perceived organisational support and employee engagement was favourable but not statistically significant. This study found solid evidence supporting the association between work features and employee involvement, indicating a positive and significant influence between the two variables. This study indicates that there is a positive and significant connection between organisational justice and employee engagement. The association between organisational justice and employee involvement has reasonably high support. The results of this study provide strong evidence for the positive and significant association that exists between employee engagement and performance.

**Keywords:** Employee Performance, Job Characteristics, Organizational Fairness, Employee Involvement & Organizational Support

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