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The Role of Self-Resilience on the Relationship between Self-Leadership and Employee Engagement: A Conceptual Paper

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ABSTRACT

In the gig economy sector, the main obstacles are to maintain workers' efficiency, satisfaction, and retaining them within the organisation. In order to achieve organisational performance, there is no doubt that these challenges require high employee engagement among the workers. Factors such as self-leadership and self-resilience have an impact on employee engagement according to the previous research. Hence, the objective of this study is to examine the relationship between self-leadership with the effect of moderating variable; self-resilience. The constructs which are linked to employee engagement and are well suited to the nature of gig workers. Respondents are among workers that are involved directly in the gig economy. Lastly, the finding can be used for designing an organisation system dedicated for the gig workers according to the interchangeable relations between social structure and behaviours. The human resources in the gig economy sector also may be able to take initiatives such as implementing training and engagement activities to enhance employees' self-leadership and self-resilience that leads to the increment of employee engagement among gig workers.

Keywords: Self-leadership; employee engagement; self-resilience.
