INTENTION OVER IMPACT: AN EXAMINATION OF THE CAUSES AND EFFECTS OF INVOLVEMENT AND ENGAGEMENT IN THE WORKPLACE THROUGH THE MEDIATIONAL VARIABLE OF INCLUSIVENESS

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Abstract
In the workplace, employees are evaluated by the amount of efficiency and productivity that their work brings. Engaged employees show high levels of energy and are enthusiastic about their work, whereas those who are not may be facing burnout (Schaufeli, Leiter, & Taris, 2008). Acts of engagement in the workplace are then linked to feelings of inclusiveness, which stem from the employer’s efforts to create an inclusive environment in the workplace. In this study, the researcher examines how involvement may lead to feelings of inclusiveness in employees, affecting one’s level engagement in turn. Recent literature has shown that engagement mediates the relationships between job performance, core-self evaluations, and organizational support. This study will be examined with the participation of 115 people using an online survey which will measure variables such as employee involvement, inclusiveness, engagement, organizational citizenship behavior, self-esteem and thriving. It is hypothesized that employees who feel high levels of inclusion in their workplace will be more engaged in their work.