

## Factors Influencing Employee Engagement Towards Achieving Vision 2030 of the Kingdom of Saudi Arabia

**Madhusudhan Prasad Varanasi**

Professor of Management, College of Business, Al Yamamah University, Riyadh, Kingdom of Saudi Arabia

**Abstract**—The labor market in Riyadh, Saudi Arabia is undergoing a significant amount of change, with many organizations within it geared towards achieving various facets of the country's Vision 2030. Achieving such a lofty target would require an employee to be engaged in the target and in the process of achieving it. As it stands, there has not been much research conducted on employee engagement in this market. Employees valued having informal, flexible treatment from their managers, and greatly valued having the opportunities to train and develop their skills and careers. Compensation and benefits showed a more dependent effect, being considered a factor that is not necessarily positively correlated on its own. Organizational culture displayed some positive effects on engagement, but not a significant one. Based on literature review in other sectors and/or countries, this paper uses a survey method to collect the primary data from employees on four identified factors, viz. compensation and benefits, organizational culture, flexibility, and training and development. The survey data gathered shows a strong trend of culture and compensation strongly influencing employee engagement. This agrees with what research has established in other countries and industries. Implications for theory, research, and practice are discussed. We conclude by discussing how our results further understanding and complement extant work on engagement as well as self-regulation.

**Keywords**—EE-Employee Engagement, TD-Training and Development, CPCompensation, OC-Organizational Culture, FX-Flexibility