

Notice for the PhD Viva Voce Examination

Mr Jason Diwaker Ugargol (Reg. No. 1240006), PhD scholar at CHRIST (Deemed to be University), will defend his PhD thesis at the public viva voce examination on Saturday, 12 September 2020 at 3.00 pm. The defense will be conducted online on the Webex Meeting platform.

- Title of the Thesis** : **Perceived Organizational Support and its Influence on Employee Engagement in Information Technology Organizations**
- Discipline** : **Management**
- External Examiner** : **Dr Kannan N**
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- External Examiner** : **Dr Punith Cariappa**
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- Supervisor** : **Dr Ravikumar T**
Associate Professor
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Since it is an open viva, faculty members and research scholars of all branches of research are cordially invited to attend.

Place: Bengaluru
Date: 7 September 2020



Registrar

ABSTRACT

The effective management of Human Resources (HR) or People Resources of an organization through proactive and futuristic design of HR policies is pivotal for the organization's growth. Many of the current challenges faced by businesses globally are owing to industry slowdowns, loss of clientele, lower margins, stiff competition for skilled resources, and high attrition. A diverse set of workforce belonging to different generations having aspirations and expectations galore has entered the corporate sector. This diversity and advent of the generational workforce needs to be taken into consideration while designing HR policies, Reward systems and benefits; as also the factors such as changing family structures and the emergence of a gender equal workforce. Human Resources professionals and organizations are hence tasked with the responsibility of employing different ways and means to fine-tune existing HR strategies and develop new one's that could potentially increase Employee Engagement (EE) and reduce the Intention the Quit (ITQ) among the Information Technology (IT) workforce.

The prime emphasis of the current study has been on assessing appropriate HR strategies that can increase engagement and retention at a minimal or no cost to the organization. This study leveraged upon organizational support and care variables such as Perceived Organizational Support (POS), Perceived Supervisor Support (PSS), and Flexible Work Options (FWO) in increasing Employee Engagement (EE) and reducing the Intention to Quit (ITQ). This study goes on to prove that by leveraging upon organizational support and care variables such as POS, PSS, and FWO; organizations can increase the level of engagement of employees, as well as improve employee retention.

Keywords: *Perceived Organizational Support, Perceived Supervisor Support, Flexible Work Options, Employee Engagement, Intention to Quit, Information Technology, Software and Product companies, Multi-National Corporations*