

Principles of Research Methods

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The main hypothesis statement is that there is a relationship between Job Satisfaction & Employee Engagement. The research plan is to survey participants at an educational setting in New York City. The tools research tools identified will survey approximately 100 people by administering online surveys.

The independent variable is Job Satisfaction and the Job Satisfaction Survey will be the tool utilized to identify how satisfied or dissatisfied the participants are. The Job Satisfaction survey includes 36 statements that are inquiring about a person's attitude towards their work environment. Each statement is followed by a rating of 1 to 6. The ratings for each statement are as follows: 1 (Disagree very much), 2 (Disagree Moderately), 3 (Disagree Slightly), 4 (Agree Slightly), 5 (Agree Moderately), 6 (Agree very much). Sample questions include but not limited to "I like the people I work with", "My supervisor is unfair to me", and "Communications seem good within this organization".

The dependent variable is Employee Engagement and Gallup's Employee Engagement Survey will be utilized to identify how engaged the employee is at their place of employment. This tool surveys participants by identifying with 12 core components that support the researcher in identifying with how engaged the person is at their job. An employee is more likely to perform well if they are engaged and more likely to perform poorly if they are disengaged.

After completion of both surveys, the data will be interpreted, and the researcher will identify if there is a relationship between the dependent and independent variables.

## **References**

- 1.) Paul E. Spector. *Job Satisfaction : Application, Assessment, Causes, and Consequences*. SAGE Publications, Inc, 1997.
- 2.) Gallup, I. (2023, April 3). *Gallup's Q12 employee engagement survey - gallup*. Gallup.com. Retrieved April 23, 2023, from <https://www.gallup.com/workplace/356063/gallup-q12-employee-engagement-survey.aspx>