THEORETICAL ASPECTS OF EMPLOYEES ENGAGEMENT IN THE ORGANIZATION

The modern system of personnel management in the organization faces many challenges: proper selection of employees, formation of the optimal adaptation process, the establishment of a system of employee motivation, development and career planning, etc. But one of the critical problems in personnel management is creating such an environment and forming such working conditions in which the employee not only performs his work effectively but also does so with satisfaction and a sense of belonging to his organization. And in this case, we are talking about personnel engagement, which is defined as the emotional commitment of employees to the organization, identifying them with the organization's corporate culture and the desire to make every effort to achieve economical and social well-being of the organization.

The authors of the article aimed to analyze the fundamental theoretical approaches to the concept of "engagement", identify the main factors influencing this process, and identify the employee's characteristics.

Due to the insufficient level of research on personnel engagement in the Ukrainian scientific literature, the authors focused on the work of foreign scholars.

Key definitions of engagement have been analyzed. It should be noted that they all take into account concepts such as emotional commitment, belief in the organization's goals and mission, emotional connection, employee behavior, positive cognitive status, and shared well-being energy, and enthusiasm. Thus, we conclude that employee engagement directly correlates with their mental health and their organization's mental health.

The article pays special attention to the factors of employee engagement, in particular, analyzes the AON model, which contains six groups of elements: management, opportunities, work, remuneration, primary conditions, productivity. The authors of the article analyze these factors and reveal the content of each of them.

Even though each employee is an individual and it is difficult to create conditions that will meet all the requirements of all employees, we can identify specific features that will be an indicator that the employee is engaged. The success of an employee engagement program depends on the susceptibility of employees to it. Employee engagement is a common goal for the entire organization. The authors drew a parallel between engagement, motivation, and job satisfaction, pointing out the key differences between these concepts. It is engagement control that helps managers measure and manage employee productivity. It also allows you to find out if employees are passionate about their work or just spending time at work. It has been proven that how a company treats employees influences their actions and behavior.