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Testing the Job Demands-Resources Model of Work Engagement with a sample of Corrections Officers working within New Zealand

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Abstract

The aim of the research was to test the motivational process of the Job Demands-Resources (JD-R) model of Work Engagement using a sample of 157 Corrections Officers working within the central region of New Zealand. The JD-R model assumes that a variety of important job resources are positively related to work engagement, especially when job demands are high, and that the relationship between job resources and organisational outcomes is mediated by work engagement.

Results of a two-way ANOVA revealed a significant relationship between job resources and work engagement, regardless of whether demands were high or low. Additionally, mediated regression analyses revealed the positive association between job resources and organisational outcomes was partially mediated by work engagement. Results provide partial support for the JD-R model of work engagement using a sample of Corrections Officers. In addition, results provide support for the importance of job resources in the workplace and the central concept of work engagement. Not only is this a valuable area of research for employee well-being, it also has positive implications for organisational success. Practical implications and limitations of the research are discussed.

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