

30th World Summit on **Psychology, Psychiatry and Psychotherapy**
&
7th International Conference on **Addictive Disorders, Addiction Medicine and Pharmaceuticals**
&
Annual Summit on **Pain Management - Opioids Drugs**
September 19-20, 2018 | San Diego, USA

Authentic leadership as a predictor of employee engagement among salespeople in an insurance company

Merwin R Masanque
De La Salle University, Philippines

The purpose of the study was to find out if authentic leadership is a good predictor of employee engagement in the workplace, particularly in the sales field. The participants were Financial Executives, the employed salesforce of a life insurance company. A cross-sectional, predictive design was implemented. Questionnaires were given to the participants, namely, the Authentic Leadership Inventory (ALI), and the Utrecht Work Engagement Scale (UWES). Linear regression was used to analyze the data. The statistical analysis revealed that authentic leadership positively predict employee engagement. Following the social exchange theory, when leaders show authenticity, employees will reciprocate engagement behaviors to value their relationship. Thus, the research recommends that organizations adopt an authentic leadership approach. The research also suggests looking at other leadership styles to find out which best predicts employee engagement.

Biography

Merwin R Masanque is currently taking up his Masters Degree in Industrial/Organizational Psychology at De La Salle University-Manila, Philippines. At the same time, he works at AXA Philippines, a leading insurance company in the Philippines. He has various experiences in HR roles such as recruitment, talent management, employee engagement, and learning and development. His interest is to write more research specifically on employee motivation, leadership, and employee engagement to give meaning to the importance of employees in the workplace.

merwin.masanque@gmail.com

Notes: