

# Investigating The Relation Between Employee's Well-being and Job Engagement: Kuwait Case Study

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## Abstract

The past four decades have seen rapid advances in the field of employee's stress and well-being, which refers to a professional's holistic state of mental, emotional, and physical health. Furthermore, well-being is rapidly becoming a significant factor in understanding behaviors, attitudes, and emotions of employees. Additionally, many scholars linked well-being with job satisfaction, performance outcome, burnout, job exhaustion and job engagement. However, there are limited studies attempted to investigate the area of employees' wellbeing in the state of Kuwait. Therefore, this research aims to develop an understanding of the employees' well-being related to job engagement in Kuwaiti organizations in both public and private sectors. Consequently, the researcher will survey existing literature through developing a comprehensive understanding of the job engagement, and employee well-being literatures, in terms of definitions, impacts, frameworks, models, and processes. The researcher will use a mixed method (qualitative and quantitative) in which the data will be collected from the private and the public sectors in Kuwait. The researcher will also apply the Job Demands-Resources (JD-R) theory to understand the employee's well-being. It is expected that this research will make an original contribution to knowledge by understanding employee's well-being in Kuwait as well as the practice through enhancing and sustaining the well-being for employees to improve the job engagement in Kuwaiti organizations.

**Keywords:** Job stress, Job Demands-Resources theory, Employee well-being, Kuwaiti workforce, Job engagement