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(57) Abstract :

[05] The current situation is characterized by the increase in temporary work requests. This investigation has as its object of study temporary agency workers (TAW) and analyzes the relationship between their perception of the Human Resource Management (HRM) system of practices and their engagement at work. In addition, it also studies how the dual Perception of Organizational Support (from the temporary work agency and the client organization) mediates this relationship. The study sample is composed of 3983 TAW from various temporary work agencies in India. Data collection was done through an online questionnaire and analyzed using SPSS (Statistical Package for Social Sciences). As predicted earlier, the results showed that engagement is directly related to HRM practices. Furthermore, the data also supported that the dual POS (of the agency and the client organization) was also related to HRM practices. Therefore, the hypotheses were supported and we concluded that the more positive the perception of the system of HRM practices, the higher the POS levels and, as a consequence, there is an increase in engagement. Accompanied Drawing [FIG. 1] [FIG. 2]

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