#### 1. 【研究の概要図】

この応募用紙に記載する研究の概要を1頁以内で図式や分かりやすい色を用い、概要図を作成してください。 ※様式の変更・追加は不可(以下同様)

研究課題名:エンゲージメントに関する心理学的研究—従業員、経営者、投資家の視点

#### Chapter 1: Introduction

## Literature review

### Chapter 2: Literature Review

Personal Engagement, 2. Employee Engagement, 3. Work
Engagement, 4. JD-R model, 5. Engagement and Performance, 6.
Remote Work Environments, 7. Intrinsic Motivation, 8. Job Crafting,
9. Stress Check System

#### Chapter 3: Hypotheses

## Chapter 4: Study 1 Work Engagement and Exhaustion in Early Pandemic

Study 2 Work Engagement and Exhaustion in Entire Pandemic

# RQ1: What are the factors that increase work engagement and decrease exhaustion in remote work settings?

## Quantitative Studies

Method: Research based on secondary data archive of remote worker N = 648 Method: Research based on secondary data archive of remote worker N = 2,639

# Chapter 5: Study 3 Work Engagement Antecessors

RQ2: Through what mechanisms do job crafting practices and individual intrinsic motivation affect work engagement in the remote work environments?

Method: Research based on internet survey of remote worker N = 500

\_Individual Level

## Chapter 6: Study 4 Work Engagement and Burnout

RQ3: What are the practices that an organization can implement to increase work engagement and prevent burnout at the group level? Method: Research based on enterprise data of a financial institution in Japan N = 561 workers and 23 dept.

Organizational Level

# Qualitative Study

#### Chapter 7 Study 5 Employee Engagement and Investors

RQ4: To what degree and how do investors evaluate information regarding employee engagement in the decision-making process for ESG investment? Method: Interview based on institutional investors and analysts N = 5

#### Conclusion

#### Chapter 8: Conclusion

 Summary, 2. Theoretical Contributions, 3. Practical Implications, 4. Limitations and Future Directions