

ABSTRACT

In today's dynamic environment, aviation industry faces difficulty in retaining their talented employees. There is a growing disengagement among employees today, and there is deterioration in WLB and EE. Engaged employees with full workforce can make the difference between a company organization's survival and success during a downturn in the economy. The relationship between WLB, JS and EE in aviation industry is main emphasis of this study. This study aims to investigate how WLB and EE affect aviation industry employees' JS. In order to do this, study was carried out on 739 workers in Indian aviation sector. Study uses step-wise multiple regression analysis, factor analysis, and Pearson's to ascertain how employee involvement affects work satisfaction. The results indicated a strong and favourable correlation among WLB, EE and JS. This research offers significant insights into the relationship between WLB, JS, and EE, making it useful for practitioners and scholars alike.

Key word: Employee Engagement, Work Life Balance, Job Satisfaction, Aviation Industry.