




Decent Work and Work Engagement: A Profile Study with Academic Personnel

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Abstract

This study analyses the relationship between Decent Work and Work Engagement in Portuguese and Brazilian higher education teachers/researchers, and aims to identify distinct emergent profiles resulting from the relationship between these variables. The sample is composed of 749 participants and data was collected online, in both Portugal and Brazil, using the *Decent Work Questionnaire* (DWQ) and the *Utrecht Work Engagement Scale* (UWES). Results of multiple linear regressions showed that Decent Work dimensions positively predict Work Engagement in all its three dimensions (Vigor, Dedication, and Absorption). Profiles of workers regarding Decent Work dimensions were created using cluster analysis. Differences regarding Work Engagement and its respective dimensions were analyzed through a MANOVA. The results help organizations to apply new strategies and policies to promote higher levels of decent work, especially the Opportunities dimension to make their workers feel more engaged with their work. Limitations and directions for future research are considered.

Keywords Decent work · Decent work profiles · Work engagement · Academic personnel

Introduction

The main purpose of this research is to study the effect of different higher education academics' perceptions-based profiles of Decent Work on Work Engagement. This is an innovative study that may empirically support the theoretically adopted perspective

Any underlying research materials related to this paper (for example data, samples or models) can be accessed. Requests for detailed information should be addressed to corresponding author (Tânia Ferraro: taniaferraro@gmail.com).

Authors contributed equally and significantly to the study and there is no conflict of interest.

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