

In today's world of economic instability, organisations have started to look for people as an asset. It is helpful to utilise the knowledge, skills and abilities for sustaining the organisational competitiveness in the market. The reason for this is that the employees who are highly engaged and committed towards the work provide vital competitive advantages by higher productivity level. In the words of Ahmed & Shafiq (2014), the employer mainly needs engaged employees. Therefore, the appropriate practice of human resource management (HRM) can produce adequate work engagement among the employees.

The employee engagement at work plays the important role in enhancing employee motivation and happiness. In addition, the most vital factor for ensuring the engagement of employees is better HRM practices. According to the view of Alfes et al. (2013), training and development, employment security, selective hiring and compensation are the most important domains of the human resource aspect. By adopting better HRM practices, the organisations become able to attract, motivate and also retain the employees for supporting the objective, strategy and mission of the organisation towards the improvement of the organisational performance. In this regard, the current research has been considered in investigating the HRM practices which can lead to the employee motivation and happiness through the enhancement of the employee engagement