



Talent Wellbeing, Perceived People Predictive Analytics and Job engagement in Nigerian Manufacturing Firms

Falola Hezekiah & Obembe Oluwanifemi



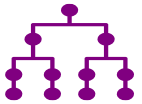
OUTLINE



Introduction



Literature Review



Methodology



Findings



Discussions and recommendations



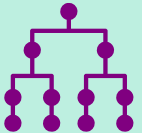
Introduction



Business dynamism facilitates competitiveness in the global business environment.



Business environment is characterized with stiff competition



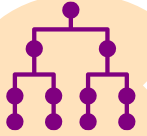
Workforce Engagement becomes imperative



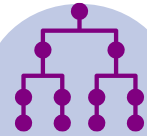
Talent engagement is driven by employees' wellbeing



Introduction



Poor management of wellbeing leads to high turnover



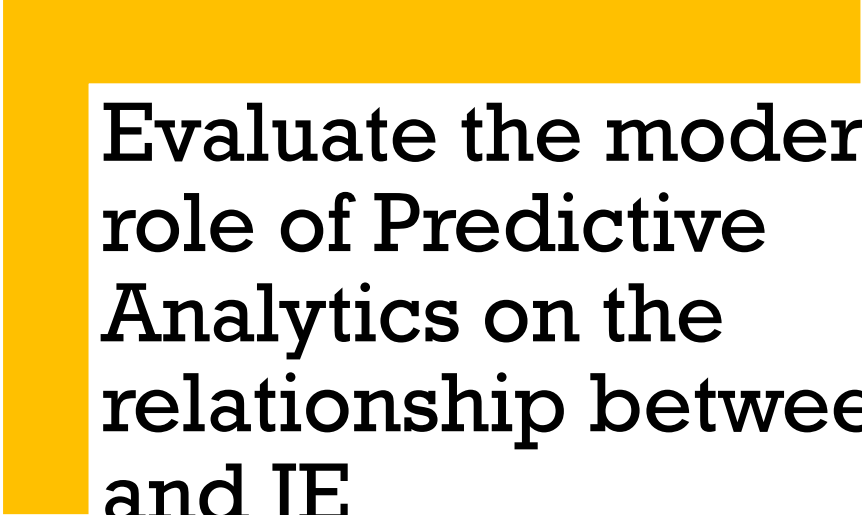
people predictive analytics provides insights



Research Objectives of the Study



Investigate the influence of talent wellbeing on job engagement



Evaluate the moderating role of Predictive Analytics on the relationship between TW and JE



Research Hypotheses



H_0 : Talent wellbeing has no significant influence on job engagement.



H_0 : Predictive analytics have no significant effect on job engagement

Significance of the Study

1. Manufacturing Organizations
 2. Employees
 3. Researchers
-
- 

Scope of the Study

❖ **Geography:** Ogun state, South-western Nigeria

❖ **Sector:** Manufacturing sector

❖ **Contracts:**

Talent wellbeing: physical wellbeing, purposeful wellbeing, emotional wellbeing, and mental wellbeing

Employee Engagement: affective behavioural and cognitive engagement

Literature Review:

- **Talent Wellbeing**

Physical wellbeing (Catherine, et al 2014; Kay et al 2015)

Emotional wellbeing (Bakker & Rickard, 2018; Eva, 2016)

Mental wellbeing (Levecque et al 2017, WHO, 2018)

Purposeful wellbeing (Barrick et al 2012, Patrick et al 2009)

- **Employee engagement**

Cognitive Engagement (Shuck et al , 2017, Oguneyungbo et al 2022)

Affective Engagement (Falola et al., 2018, Alagaraja, 2015)

Behavioural Engagement (Falola et al, 2020; Osibanjo et al (2018))

People Predictive Analytics (Tursunbayeva et al., 2018, Ranjan & Basak, 2013; Angrave et al., 2016)



Research Methodology

Research Design

- Descriptive research design.

Research Methods

- Quantitative Method was used

Sample Size

- Bartlett, Kotrlik and Higgins (2001) table chart was used=398

Research Methodology (Cont'd)

❖ **Sampling Methods-**

Purposive, Stratified and Convenient

❖ **Validity of the Research Instrument**

Content, face, AVE and Discriminant Validity

❖ **Reliability of Research Instrument**

Cronbach's Alpha, Composite reliability

❖ **Methods of Data Collection and Presentation**

Questionnaire

Research Methodology (Cont'd)

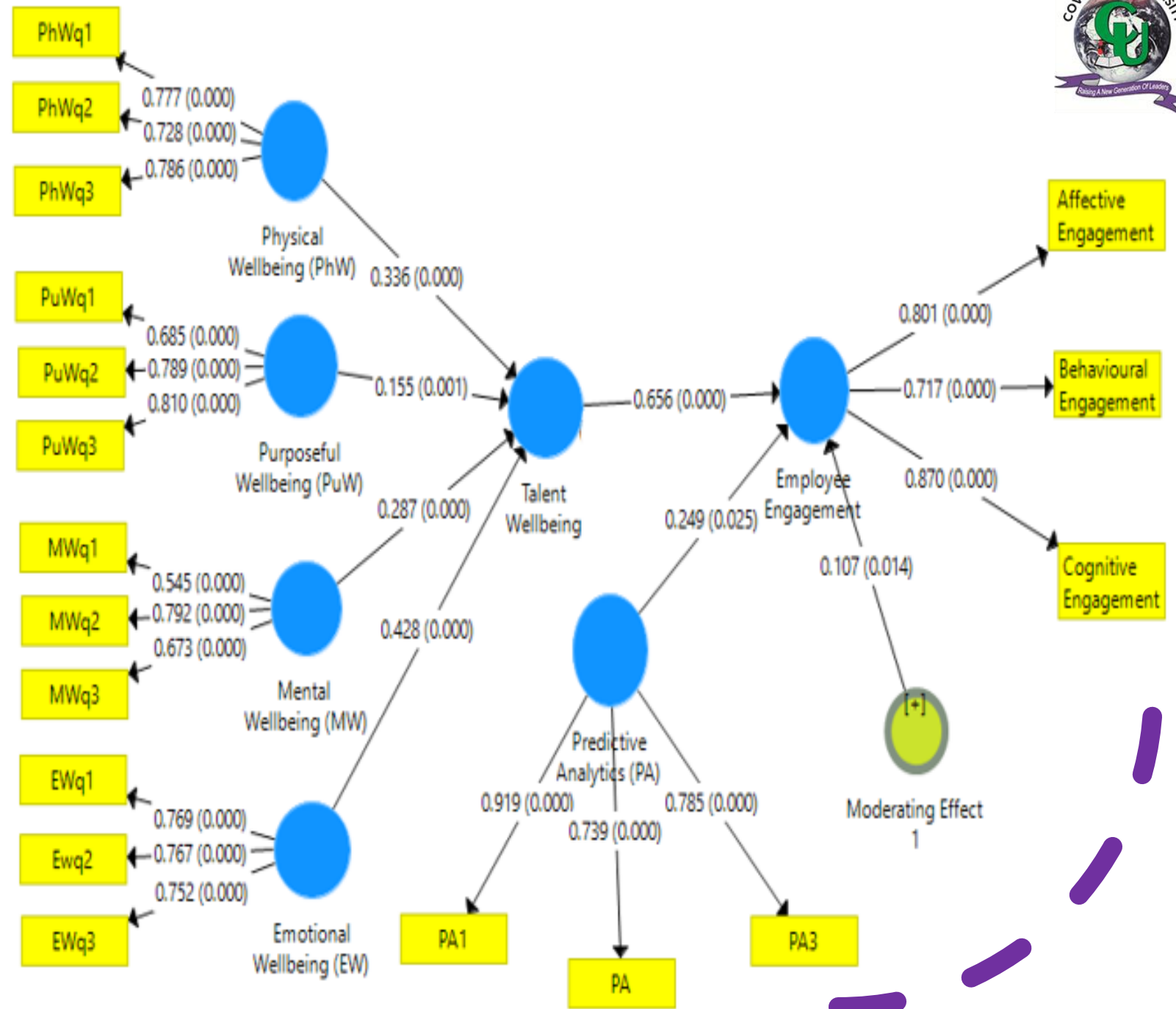
Ethical Considerations

- (i) participating respondents **were well informed** about the objective of this study
- (ii) Inform Consent was secured
- (iii) the participants' right, dignity, safety, wellbeing were honoured

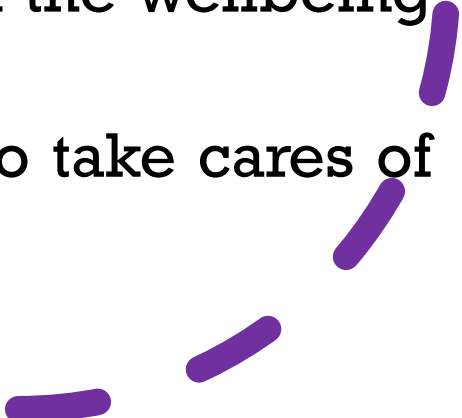


RESULT

	Path Co-efficient	R2	P Values
TW-> JE	0.656	0.430	0.000
PA-> JE	0.249	0.062	0.025
Moderating Effect 1 -> JE	0.107	0.011	0.014



Discussion of Findings

1. Talent wellbeing contributes significantly to the level of job engagement. However, mental wellbeing has the most predictive value. Validates similar findings of Carol, et al 2016, Matthew et al 2016, Osibanjo et al 2020).
 2. Adoption of people predictive analytics will foster engagement of employees. {Validates the submission of Ejo-Orusa and Okwakpam (2018)}
 - 3. Implications:**
 - a. The “JAPA” syndrome among professionals will be reduced if the wellbeing of the employees are adequately considered
 - b. Employees with right frame of mind, physically fit, and able to take cares of their needs will be highly engaged.
- 

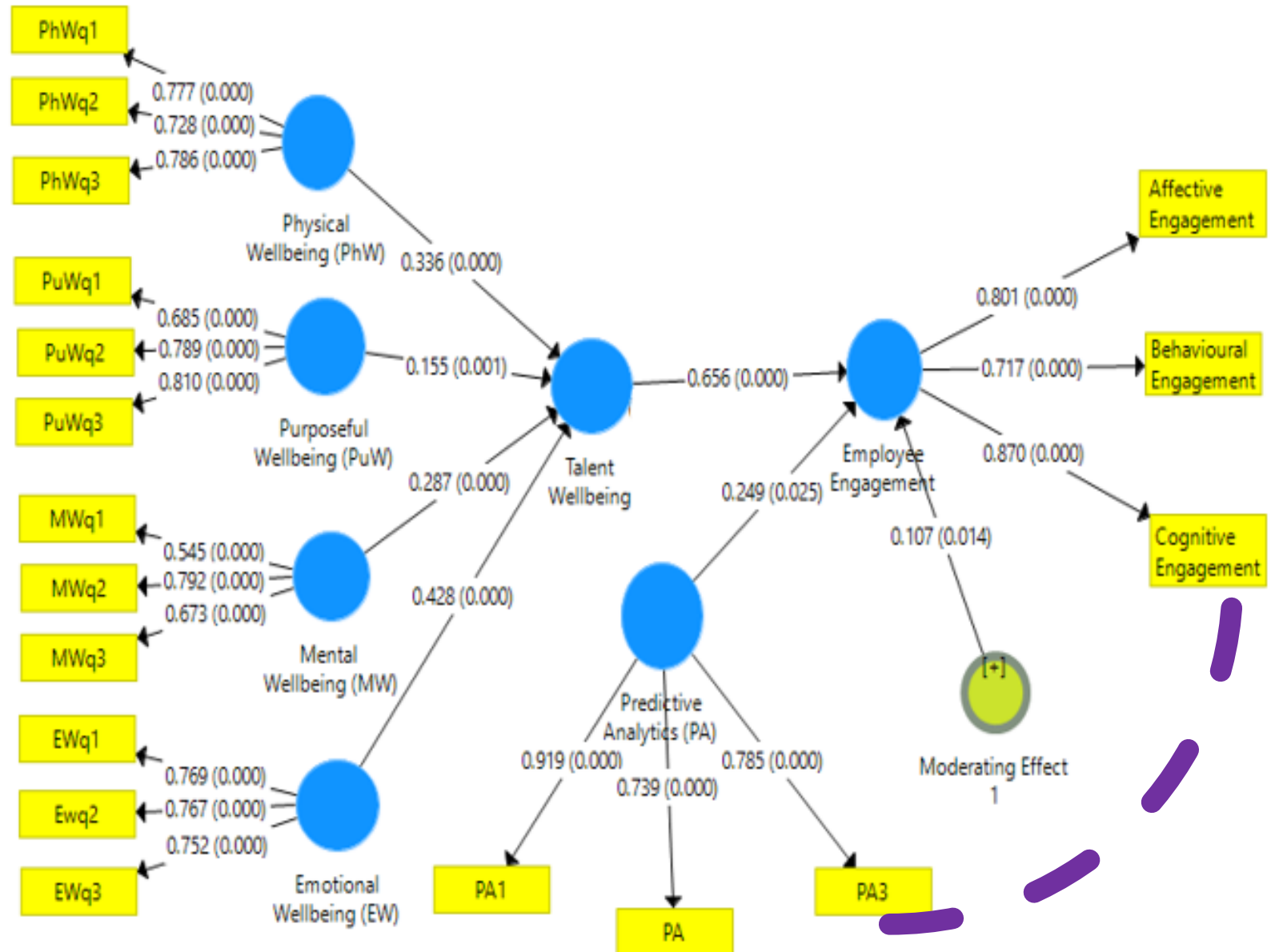
Recommendations

- Talent wellbeing should be given priority.
- Commitment to people predictive analytics and implementation of the data generated should be given precedence.



Contribution to the body of Knowledge

The study offers a model that depicts the relationship between talent wellbeing, people predictive analytics and job engagement.





**Thank
You**

Mahalo
Kiitos

Tack

Toda

Grazie

Obbrigado **Thanks**

Takk

Gracias **Merçi**



REFERENCES

LISTED IN THE MAIN PAPER

