

PREFACE

The purpose of this study was to examine the role of employee engagement as antecedent of HRM practices and organizational innovation in oil and gas companies in Sultanate of Oman. Additionally, the indirect effect of employee engagement and organizational innovation is also tested by introducing HRM practices as mediating variable. There are several underlying factors that can help businesses in fostering organisational innovation capabilities. However, one of the most underlying factors which drive organisational innovation is concerned with employee engagement. Therefore, this current study investigates whether employee engagement helps in fostering organisational innovation when it is subjected to the mediating role of human resource management practices.