

Study on Job Demands, Work Engagement and Growth Mindset among Young Adults

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Abstract: *This study examines the interplay among job demands, work engagement, and growth mindset among young adults in the Indian workforce, based on theories like the Job Demands-Resources (JD-R) and mindset theory. Conducted in the Delhi NCR region with 304 participants using purposive sampling, data was collected using Dweck's 3-Item Growth Mindset Scale and the Utrecht Work Engagement Scale. Statistical analyses, including correlation, multiple regression, and moderation regression, were employed. Results indicate significant correlations among job demands, work engagement, and growth mindset, with growth mindset moderating the relationship between job demands and work engagement. These findings offer insights for enhancing employee well-being and productivity, despite limitations such as sample characteristics and self-reported measures.*

Keywords: Job demands, Work engagement, Growth mindset, young adults, Organizational development