

Does Coworkers Support Matters? Employee Engagement Study in Malaysia Oil and Gas Offshore Operations

ABSTRACT

With the new norm in business environment post-COVID-19 outbreak in late 2019, most of the organisation struggles in adapting to address unprecedented changes that indirectly affect the organisation's relationships with its own employees. Thus, employee engagement still remains a relevant subject to be discussed. There were limited studies that have been carried out on the impacts of coworkers support on employee engagement, especially in the Malaysian oil and gas industry. Therefore, this study examines the effects of coworkers support towards employee engagement among the offshore employees in Malaysia. A study was conducted through an online questionnaire via Google Forms approach where 250 offshore employees participated and data were then analysed by utilizing Partial Least Squared-Structural Equation Modelling using SmartPLS 3.0. The findings suggest that coworkers support has a positive relationship with both employee engagement dimensions among offshore employees. This study had provided oil and gas companies with a better insight and understanding of the importance of the coworkers support aspect in improving employees' level of employee engagement among offshore employees. Future studies should also consider examining whether supervisor support and management support at offshore locations play an important role in enhancing the level of employee engagement.