

Perceived Organisational Support, Job Security and Employee Engagement among the Charity Based Organisation a Case of Charity Based Organisation in Lira City.

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Background: The study was conducted to explore the relationship between perceived organizational support and employee engagement with perceived job security as a moderating variable among charity based organization in Lira City. Specifically, the study examined the relationship between perceived organizational support and employee engagement, assessed the relationship between the perceived job security and employee engagement and explored how perceived job security moderates the relationship between perceived organizational support and employee engagement among CBOs in Lira City.

Methods: The study employed a cross-sectional design and the approaches used were both quantitative and qualitative. The sample size of the study population was 10 CBOs from which 103 respondents were determined using Krejcie and Morgan (1970). Sample random sampling and purposive sampling techniques were applied to sample the respondents. Questionnaire were used to collect primary data. Data analysis was done with the help of SPSS version 23. Correlation coefficient was used to test the strength and the direction of the relationship between the variables.

Results: The findings of the study revealed that there was a weak significant relationship between perceived organizational support and employee engagement. Also the findings of the study revealed a weak positive significant relationship between perceived job security, and employee management among the CBOs in Lira City. Finally, the results of the relationship between perceived organizational support, perceived job security, and employee engagement revealed a strong positively and significant relationship. Based on the above findings, the study concluded that perceived organizational support is positively and significantly associated with employee engagement. There was appositve significant relationship between perceived job security and employee engagement and a strong positive relationship between perceived organizational support, perceived job security, and employee engagement.

Conclusions: The study therefore recommended that the management of the CBOs in Lira City should improve on the level of support given to employees and they should also enhance job security to the employees by way of confirming them in their current position after probation. This would help motivate the employees hence improving on their level of engagement in the job they are doing.

Keywords: *Perceived organizational support, Job security, Employee Engagement, Charity based organization, and Lira City.*