

The developmental human resource practices (DHRPs) which include training, job rotation and job enrichment contribute significantly to the accomplishment of an organization's objectives. DHRPs are important in term of strategic interventions designed to develop resourceful employees and to elicit their work engagement to the organizational goal. Sceptics have conceptualized DHRPs as the 'iron fist in the velvet glove'.

The study hypothesized that there exist a relationship between DHRPs and work engagement. The study further hypothesized that the relationship between DHRPs and work engagement is moderated by the factors like commitment, job satisfaction, health and safety and burnout.

The main focus is on the impact of DHRPs practices on work engagement. Empirically, study Shaukat Khanum Memorial Cancer Hospital and Research Center Lahore (SKCH) for exploring the link between DHRPs and employee's work engagement. A sample of 359 employees of SKCH was questioned through a survey. The Pearson correlation results reveal a significant positive correlation between training, job rotation, work engagement, commitment, job satisfaction and health and safety but burnout is negatively correlated. The multiple regression technique is used to test hypothesis.

The results demonstrated that the training, job rotation and job enrichment have positive impact on work engagement. Moderation analysis show that that commitment, job satisfaction health and safety have significant positive role as a moderator, but burnout is found as a negative moderator. This study reinforces that the DHRPs have a potential impact on work engagement and concluded that developmental human resource practices should be delineated after analyzing the moderating factors present in the specific work environment. The element of burnout is needed to be addressed properly.

In practice, this study points to a number of aspects that are amenable to the intervention of developmental human resource practices in order to promote work engagement. Moreover, future policies and recommendations are also presented for strategic DHRPs implementation.