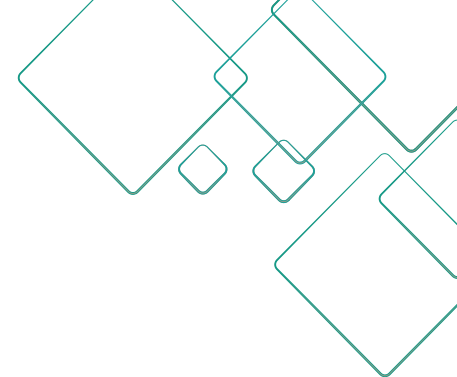




The results of the current study indicate that all the identified antecedents and consequences are positively correlated with work engagement in the context of the UAE's culture, except for work/life balance (as well as the negative expected relationship with the intention to leave). Moreover, the current study illustrates that generational membership moderated only two of the identified relationships associated with organizational citizenship behavior (OCB) and intention to leave, the relationship being stronger for Baby Boomers than for the X and Y Generations.

To summarize, this study contributes to the literature on work engagement and generational differences in several relevant and substantive ways. First, it examines the impact of the selected organizational antecedents on work engagement and certain consequences in the context of the UAE's culture. Second, it examines the moderating effect of generational membership on the selected antecedents and consequences. Finally, it examines work engagement in the UAE workforce from both demographic and socioeconomic perspectives. In light of this, a list of recommended tools for enhancing work engagement is illustrated. The current study thereby promises a better understanding of work engagement and generational differences in the context of the UAE, upon which it recommends that further attention should be paid to individual differences and organizational culture rather than tailoring HR policies and practices for the purpose of accommodating generational differences.