

Abstract

Disengagement at work is proving to be a source of continued trouble for business organizations. Various estimates suggest that in excess of 70% of the workforce is either passively or actively disengaged, which in turn subjects the organizations to enormous financial burden. Regretfully, this problem has not found sufficient intellectual resonance in the academia. Therefore, employing conservation of resources (COR; Hobfoll, 1989) as the guiding theory, in this research, we conduct an integrative literature review to consolidate the extant approaches to disengagement at work. Apart from explaining the construct, we also identified its antecedents, moderating influences, and outcomes. Implications for human resource development (HRD) research and practice have been discussed. We believe that such an attempt is likely to encourage an informed debate on the subject in the academic domain, while helping practitioners identify actionable interventions.