

# **Research Gaps in High Performance Work Practices, Organisational Justice, Employee Engagement and Employee Job Performance.**

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## **Abstract**

This paper intends to find out research gaps concerning four variables, namely, high-performance work practices (HPWP), organizational justice, work engagement, and job performance for future systematic empirical investigation. The ultimate objective is to provide a conceptual framework for empirical research study of the relationships among these four variables. The present researchers have identified four theoretical and six empirical gaps through a desk research study by reviewing research works published from 1990 to 2020. As there is no evidence on investigating how perceived high-performance work practices, organizational justice and employee engagement related to employee job performance in a theoretical model simultaneously, the present researchers have developed a theoretical framework showing association among these four variables for future empirical studies. The ten research gaps identified through literature review can be used in future studies to contribute to the existing knowledge of these four variables.

**Key Words:** *High performance work practices, Employee engagement, Organizational justice, Job performance, Sri Lanka.*