



# Overcoming Corporate Social Responsibility's Inertia with Workplaces

and their employees' perspectives

Yoon-Gook Kim · Jungsik Park · Jongsik Park · Jongsik Park · Jongsik Park



**ABSTRACT.** This study examines the relationship between corporate social responsibility (CSR) and employee engagement. We propose that CSR is positively related to employee engagement, and that this relationship is mediated by organizational trust. We also propose that the relationship between CSR and employee engagement is moderated by the degree of employee participation in CSR activities. We tested these hypotheses using data from 200 employees in a large South Korean firm. The results show that CSR is positively related to employee engagement, and that this relationship is mediated by organizational trust. Furthermore, the relationship between CSR and employee engagement is stronger for employees who participate in CSR activities than for those who do not.

**KEY WORDS:** corporate social responsibility, employee engagement, organizational trust, employee participation

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