

h
by V Q

Submission date: 04-May-2021 07:29AM (UTC-0500)

Submission ID: 1577711722

File name: post-COVID.edited.docx (28.6K)

Word count: 1535

Character count: 9059

Post-COVID Implications for Employee Engagement together with Performance

Name

Institution

Course

Instructor

Date

Post-COVID Implications for Employee Engagement together with Performance

The emergence of the coronavirus pandemic, which started in China in 2019, has resulted in significant shifts in how people interact in workplaces and work. Coronavirus is an international health crisis and a global economic menace. Many countries have responded by imposing lockdowns in the cities and close of non-essential business to reduce the spread of the COVID-19. However, through these measures, many businesses and employees have been subjected to immense challenges worldwide. For example, employees are affected in the way they used to work because currently most of them are working from home. Besides, companies and other businesses are also faced with changes in their working because of economic shutdowns and associated administration events, which are likely to change some organizations fundamentally and open chances for new industries to arise. Therefore, due to increased implications for the virus to the human resource team, it is essential to develop strategies to ensure the companies continue working and augment employee engagement and performance.

Objectives

To explore workforce tactics for the post-COVID recovery

To examine the impacts of COVID-19 regarding human resource operation

To understand the effects of employee engagement and operation in preparing for the future of the business.

Background Research

Before the pandemic, many businesses operated in open offices, which allowed employees to engage physically. Similarly, through offices where the human resource team was

able to control and maintain their employee performance physically. Human resource operations play a critical role in the organization because they can evaluate employees before they get hired. Dirani et al. (2020) claimed that apart from recruiting the right candidates and performing disciplinary actions, human resource is also responsible for updating policies and supporting employees. Policies are essential in business practice because they will ensure the employees work in a safe environment that will enhance their work performance and well-being. Therefore, the human resource team needs to update the policies and match the present situation in the workplace.

Covid-19 emerged as a killer disease globally, which resulted in significant challenges to both the economy and healthcare operations. Businesses and organizations faced challenges in the operations because they needed to ensure their employees are safe. Moreover, since the disease spreads at a higher rate, employee engagement was also a challenge resulting in a challenge to the human resource supporting the employee's health and wellness (Li et al., 2020). The government acted fast to contain the spread through different measures, including the closure of non-essential businesses, which made more of them shut down and unemployment surged across many countries. Many organizations need to develop important strategies that will ensure their business continues to run, for example, through the use of working from home.

Traditionally, most employees used to work physically in their workplaces. However, since the coronavirus pandemic emerged, the majority of the employees are working while in their homes to reduce congestion at workplaces as well as ensure there is safety for the workers. Kniffin et al. (2021) researched the number of people working from home when the pandemic occurred. The source found that the human resource offices from two hundred and twenty-nine organizations reported nearly eighty percent of the employees are working from home. Similarly,

Cserháti (2020) claimed that the advancement in technology-facilitated the remote working for employees because there is increased connectivity as well as communication technologies. This technology enhances the productivity of workers and engagement among employees.

Furthermore, employees working with complex tasks tend to require less association with their workmates to improve performance when working from home because they will increase their productivity. Also, employees working in the workplace face challenges because they will need to move to their peers' workspaces.

As COVID-19 continues to escalate, it will be hard for the businesses to resume their traditional approaches, especially the human resource department. Human resource needs to strategize and use appropriate approaches that will improve employee engagement. For instance, Mak & Kozlowski (2019) had analyzed the use of virtual teams before and during the pandemic and realized they are improving in number and importance. Although many human resource officers argued that virtual teams are inefficient because they do not have suitable communication than face-to-face, traditional teamwork also had challenges of conflict management resulting in more shifts to virtual teams during the pandemic.

Summary of Findings

COVID-19 pandemic does not seem to end soon, however, considering that organizations have managed to respond to the situation through technological means of employee management and working from home where necessary. Companies need to prepare for the recovery and thriving process of the post-COVID period. Employee engagement and performance is always the key thing for human resource departments to ensure the vision and mission of the organization is achieved. Li et al. (2020) stated that the recovery process is critical in ensuring the organization learns and emerges stronger. Although COVID-19 will result in the adoption of

new business models, exponential technology and change in working, employee engagement and human resource operation will change significantly.

The post-covid implication will have substantial effects on the employee's engagement and human resource department because it will encourage variations in workers mindset. Furthermore, the creation of emotional interactions among employees and their workplace post-COVID will reduce worker turnover, enhanced productivity and motivation (Cserháti, 2020). Coronavirus pandemic has augmented the transformation, founded on individual experience principles to initiate sustainable behavioral and organizational division variations. Thus, post-COVID inspired trust to management by employees. Workers depended on their leaders to make strict decisions for the future of the business. Trust is essential because it will make employees be transparent and be aware of the situations that occur in the company. For instance, work from home decisions required workers to depend on their management to make critical choices for the future of their jobs and the company.

Employees needed to create a positive working environment, especially when they were required to work from home. Most of the workers at home may have young children or elderly individuals to take care of, resulting in noises while working. During post-COVID, employees will have recognized the work-life balance. This will enhance their engagement and performance because they can work and at the same time handle their personal needs. Moreover, the events have made human resource managers understand that employees have more non-work-associated activities that can disturb workers' mindsets and interactions.

Similarly, supportive management methods were employed by the human resource department and do not seem to end soon. Employees working at home need to use effective management methods for communication and enhancing the performance of employees. This includes the use

of daily team meetings and virtual teams. This will provide a chance to evaluate and measure development while enhancing team productivity as well as maintaining workers' engagement because of allowing them to attain their goals.

Recommendations and Application

Coronavirus pandemic has changed the way business operates and employees work. However, companies need to recognize that the pandemic has shifted how individuals work and business is done. Therefore, managers who react efficiently to human resource trends can guarantee their companies to emerge at the top of their competitors. Therefore, companies and organizations need to enhance their working team to work remotely. As more employees shift to working remotely, essential competencies need to be examined and ensure all the employees cooperate digitally and be ready to change their experience approaches. Also, the organization needs to consider the use of contingent employees. This will enable them to increase their workforce flexibility in post-COVID as well as a means of a cost-saving measure.

In summation, COVID-19 has resulted in significant changes in the way employees engage and perform and implications for the human resource operations. Nevertheless, the post-covid implication in the organization will help reduce employee turnover, enhances productivity and motivation. However, human resources have utilized supporting management methods to ensure employees work from home and improve their performance and engagement. For instance, through training tactics, the organization will evaluate and measure advancement and augment worker productivity, increasing their interaction. Similarly, employees have learnt to create a positive working environment, especially those working remotely, such as at home. Working from home makes employees innovative in balancing their work and life, hence working on their personal needs and maintaining their work performance simultaneously.

References

- Cserháti, I. (2020). "Business is unusual"—remote work after COVID-19. *Köz-gazdaság*, 15(2), 38-53.
- Dirani, K. M., Abadi, M., Alizadeh, A., Barhate, B., Garza, R. C., Gunasekara, N., ... & Majzun, Z. (2020). Leadership competencies and the essential role of human resource development in times of crisis: a response to Covid-19 pandemic. *Human Resource Development International*, 23(4), 380-394.
- Kniffin, K. M., Narayanan, J., Ansell, F., Antonakis, J., Ashford, S. P., Bakker, A. B., ... & Vugt, M. V. (2021). COVID-19 and the workplace: Implications, issues, and insights for future research and action. *American Psychologist*, 76(1), 63.
- Li, J., Ghosh, R., & Nachmias, S. (2020). A special issue on the impact of the COVID-19 pandemic on work, workers, and the workplace!? Implications for HRD research and practices in a time of crisis.
- Mak, S., & Kozlowski, S. W. (2019). Virtual teams: Conceptualization, integrative review, and research recommendations.

h

ORIGINALITY REPORT

0%

SIMILARITY INDEX

0%

INTERNET SOURCES

0%

PUBLICATIONS

0%

STUDENT PAPERS

PRIMARY SOURCES

Exclude quotes Off

Exclude matches Off

Exclude bibliography On