



# A Study on Employee Engagement in Virtual Workspace

Sunayana N<sup>1</sup>, Pooja K<sup>2</sup>

<sup>1,2</sup>Department of Management and Commerce, Amrita School of Arts and Sciences,  
Mysore, Amrita Vishwa Vidyapeetham, Karnataka India

## Abstract

The current situation, as a result of Covid -19, has posed a significant problem for enterprises' human resource departments in terms of fully engaging their employees. In this difficult time of crisis, every firm is looking for ingenious and effective ways to make their staff appealing. This difficult period has compelled businesses to seek out and develop numerous employee involvement programmes that would bind people to the company. These initiatives must become a regular occurrence in order for employees to feel and remain dedicated to the company's objectives. Organizations who have made employee engagement a new normal and are totally committed to it are achieving their goals more simply and efficiently because their employees are gaining the most up-to-date and advanced skills in their fields, which is a boon to the firm. All of this has caused employees' devotion and faithfulness to their employers to reach unprecedented heights during this difficult period.

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**Keywords** employee engagement, virtual engagement, work from home, challenges of employees and employer

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## INTRODUCTION

The corporate environment is changing today as a result of the global COVID-19 pandemic. Human resource managers are working hard to find new, creative, and effective ways to connect employees in a better situation throughout this tough period. Employee engagement is a work environment that encourages all employees to give their all every day while remaining committed to the organization's goals and values. Organizations must always remember that engaged employees lead to higher productivity in the workplace, which leads to higher customer satisfaction and, without a doubt, higher sales and profit. Because there is no common definition of

employee engagement, theoretical literature adds to the discipline when discussing the term "engagement." In his research, (Kahn, 1990) stated that engagement denotes the physical and emotional presence of the ability to complete an organizational task. Three psychological creates that can help participation in an organization are mindfulness, safety, and availability. According to additional research, people use and convey them self physically, cognitively, and emotionally during role performances. The cognitive component is linked to the beliefs of leaders, employees, and the workplace. The emotional component represents employees' positive



or negative attitudes toward the organization and its leaders. A physical facet is the physical force used to carry out an organizational role. May, Gilson, and Harter (2004) put Kahn's approach to the test, finding that mindfulness, safety, and availability of psychological conditions are all positively associated with involvement. Job involvement is defined by strength, dedication, and absorption, according to Schaufeli, Martinez, Pinto, Salanova, and Bakker (2002). Employee engagement, according to this study, is defined as a person's involvement, contentment, and excitement for their job (Harter, Schmidt, & Hayes, 2002). According to this study, job involvement, well-being, and emotions are the most closely related to engagement (May et al., 2004). Work engagement and organizational engagement are the two major components of employee engagement (Saks, 2006). Employees who are engaged are concerned about their effort, work, and performance, and they want to believe that their efforts, work, and performance matter. Employee engagement is typically defined as an inner state of mind, defined as a physical, emotional, and mental state of mind that connects an employee's dedication, satisfaction, and job effort, with the help of all of these literatures.

Employees who are engaged assist the company in achieving its goal, carrying out its plan, and producing significant business results. HR strategies that can improve employee engagement include job design, recruitment, selection, compensation, training, and performance management (Vance, 2006). Organizations that encourage employee engagement, manage talent wisely, and communicate with employees in an honest, accurate, and timely manner will weather the current market storm and thrive in the future (Robison, 2009). Employees and organizations are both dependent on one another to achieve their goals. Employee

engagement should not be a one-time event, but rather a continuous process that is woven into the culture of the company. A variety of factors influence employee engagement at work, including opportunities for advancement, encouragement, communication, recognition, work schedule flexibility, a fair pay structure, a transparent and open work environment, and participation in decision-making (Patro, 2013). The six C's that must be addressed in order to strengthen the purpose of effective employee engagement are clarity, confidence, convey, connect, credibility, and career. An engaged employee is focused on their work and the performance of the company, and they want to believe that their efforts and dedication are being noticed. Employee engagement leads to higher workplace productivity, which leads to higher customer satisfaction, higher sales, and higher profits for businesses. Employee and organizational trust and communication are also required. Because both the company and the individual perform best when they are united, this unity is essential (Sarangi & Nayak, 2016). Employee engagement is based on the trust, dependability, dedication, and communication of an organization's followers. Employee decision-making, commitment, and senior leadership transparency can all help organizations improve employee engagement. Employee engagement is defined as a worker's passion and dedication to his or her job (Chandani, Mehta, Mall, & Khokhar, 2016). Employee engagement is a strategy that improves organizational and individual performance, productivity, and employee well-being to increase the likelihood of a company's success.

### **IMPORTANCE OF EMPLOYEE ENGAGEMENT**

Employee engagement is critical because disengagement reduces workplace effectiveness and efficiency. Employee



disengagement reflects a lack of enthusiasm for one's job and for one's employer. As a result, it is critical for employees to stay engaged and connected to their jobs and the goals of the organization. Harter et al. (2002) discovered in an employee engagement study that one in every five employees believes they have the opportunity to do what they do best every day. Companies that perform well in this area always perform better overall.

### **NEW WAYS TO WORK EMPLOYEE ENGAGEMENT**

Employee engagement is a workplace strategy that aims to ensure that employees are committed to their company's goals, objectives, and values, as well as encouraged to contribute to the company's success while also improving their own well-being. It is critical to locate news in order to keep employees engaged.

Increased employee productivity, corporate profitability, and retention are all linked to employee engagement. It is critical to keep employees interested and motivated at all times by providing them with opportunities, increasing their engagement, and strengthening the workplace culture. Pre-COVID-19 Employees of Pandemic would work at the organizations, making it simple to keep them involved in the organization's activities. They were inspired to work successfully and efficiently because of the work environment, culture, and atmosphere. Employee engagement was a major challenge for organizations during the COVID-19 Pandemic, as people began to work from home, and there was a risk that employee productivity and efficacy would suffer. Speaking with employees is essential for effectively engaging and motivating them. Find out how they respond to criticism, how they want to be recognized, what they enjoy most about working in a team, and what they are passionate about. Your long-term goal should be to develop an employee engagement strategy that is

specific to the needs of your team. Employee engagement surveys can be used to implement a variety of strategies to increase employee engagement while working from home. Weekly activities can be completed online to keep them energized and distracted from work pressures. Employees can be engaged by introducing them to in-house employees, allocating funds to help spice up the home office, recognizing them for a job well done, conducting online rewards and recognitions, annual day functions, allowing them to choose their own schedule, providing peer-to-peer feedback slots, and hosting fun video meetings.

### **VIRTUAL WORKING ENVIRONMENT**

The early 1990s saw the introduction of virtual working as a result of the oil crisis. Although the first motivation for establishing virtual working was environmental concerns, it has grown in popularity as a result of its ability to cut overhead and maintenance costs, improve productivity, and allow more access to global markets. Because of technological advancements and the global economy's expansion, the virtual working environment has become a viable alternative to the traditional work environment. Working from home has a favorable impact on productivity, retention, and absence rates. Additionally, virtual working has been linked to reduced stress and absences due to illness, as well as increased workplace management and autonomy. Furthermore, virtual working allows individuals to have more freedom and achieve a better work-life balance, which leads to the higher productivity.

### **LITERATURE REVIEW:**

**1. Laura C. Batista-Taran, Michael Bradley Shuck, Cinthya C. Gutierrez, and Sofia Baralt (2021).** The Role of Leadership Style in Employee Engagement This paper investigates the relationship between leadership styles and employee



engagement. As a result of competitive global markets, organizations are being forced to look beyond their products and the bottom line to focus on employee engagement rather than just employee motivation.

**2. Hannah Muzee, James Kizza, George Mulingi Mugabe (2021):** Employee Engagement and Organizational Compassion in Virtual Work Environments during the Covid-19 Lockdown in Uganda and Rwanda during the COVID-19 lockdowns in Uganda and Rwanda, workers were required to work from home or in virtual work environments, and this study attempted to investigate the dynamics between organizational compassion and employee engagement.

**3. Sara Jenkins and Rick Delbridge (2013):** Examining the 'soft' and 'hard' approaches to employee engagement in two workplaces. This paper describes two disparate organizations' managerial approaches to employee engagement.

**4. Lacinda Benjamin (2020):** achieving the goal via a screen Employee Engagement and Commitment in Virtual Environments This capstone seeks to investigate factors that increase the level of engagement and commitment of individuals who work virtually, or away from their organization's central office, at least four days per week.

**5. Farheen Fathima Shaik, Upam Pushpak Makhecha, Sirish Kumar Gouda (2020):** Work and non-work identities in global virtual teams: Cultural intelligence's role in employee engagement The purpose of this ethnographic investigation is to better understand the nature of the relationship between cultural intelligence and employee engagement.

**6. Gokul Santhanam and Dr. K. D. Balaji (2020):** The Impact of Long-Term Work from Home on Work Culture and Employee Engagement: A Study of Indian IT Firms This article discusses how the COVID-19 pandemic situation has altered the way businesses operate.

**7.E. Jeffrey Hill, Joseph G. Grzywacz, Sarah Allen, Victoria L. Blanchard, Christina Matz-Costa, Sandee Shulkin & Marcie Pitt-Catsouphes (2008):** The definition and conceptualization of workplace flexibility This article compares and contrasts current conceptions of workplace flexibility in order to arrive at a definition that is consistent with its current usage.

**8. praptimuta and Manjari Srivasta (2021)** Decoding Leadership to Leverage Employee Engagement in Virtual Teams is the topic of his article. The purpose of this study is to better understand the role of leadership and how it affects the engagement of geographically dispersed teams. This study provides a comprehensive understanding of idealised influence and inspirational motivation, two sub-factors of transformational leadership that influence a leader's charisma in leveraging virtual workforce engagement. It also investigates how effective leadership communication and team member trust influence employee engagement in virtual teams.

**9. Narkhede and Seema Joshi (2007)** The major challenges identified in their research study on Human Resource Management in a Borderless World were reworking the company's vision and mission, information and knowledge age, attracting and retaining talent, empowering employees, managing global workforce, enhancing supplementary services, managing workplace diversity, challenges of mergers and acquisitions, and managing cross cultural communication.

**10. Shuana Zafar Nasir (2017)** According to his research, some of the challenges that HR faces in the twenty-first century include change management, conflict management, managing workforce diversity, managing the 5R's (Resourcing, Recruiting, Retraining, Retaining, and Restructuring), workforce diversity, globalization, striking work-life balance, succession planning, and so on. HR is in charge of gaining a competitive advantage by increasing organizational efficiency and effectiveness in order to



ensure long-term survival in a volatile and complex marketplace.

**11. Robison (2009)** in this study proposed a number of parameters for managing the workforce during a stormy period and keeping their attention and involvement. He believed that employees should be kept informed about the company's expectations on a regular basis, and that they should be provided with all necessary material support, as well as be required to perform their duties to the best of their abilities and receive proper recognition for their efforts.

**12. Andrew and Saudah (2012)** in his article that employee betrothal serves as a moderator, focusing the workforce's behavior, perspective, and intent on attaining the organization's goals.

**13. Basquille (2013)** in his article study about that employees should always have the support of their superiors, since this increases their development and public acceptance of their accomplishments, all of which leads to positive employee engagement.

**14. Patro (2013)** in his study reveal that businesses must provide their human resources with the appropriate freedom to make their jobs more interesting and to sculpt a working environment that is favorable to appealing work viability. Furthermore, employee participation must be a continuous process that includes swotting, improving, and achieving organizational objectives. All of this is only achievable if the organization is invested in gaining the trust of its employees and having a positive impact on their work outcomes.

**15. Jalal (2016)** in his article speaks about the Employee involvement was selected in his study because it has a practical effect on the company's allegiance and is also a primary strand of allegiance. His viewpoint also stated that the greater the number of employees who are engrossed in their work, the greater the level of commitment to the institution.

**16. Garg, Dar, and Mishra (2017)** It has been discovered that there is a strong link between professional satisfaction and project involvement. Employee involvement is also linked to economic yielding, which includes earnings growth, surplus profits, stockholder gains, and income that is several times more than the disentangle workforce. Employee attendance is higher when there is greater employee engagement, there is little or minimal duty discomfort, and the workforce is in overall good health.

**17. Saks (2006)** According to this paper, organizational commitment differs from engagement in that it refers to a person's attitude and attachment to their organization, whereas engagement can be defined as the degree to which a person is attentive to their work and absorbed in their task performance. Furthermore, while OCB encompasses both voluntary and informal behaviors that benefit coworkers and the organization, the emphasis of engagement is on one's official role performance rather than entirely extra-role and voluntary behavior.

**18. Towers Perrin (2003)** this article discusses In a study of participation, emotions and rationality were identified as important components. They discovered that emotional factors are associated with an individual's personal fulfillment, as well as their sense of inspiration and affirmation from their profession and being a part of their organization. A sense of personal accomplishment from one's work, for example, is an important factor. In contrast, rational variables are typically concerned with the individual's interaction with the larger firm, such as how well employees understand their function and the role of their unit in relation to company goals. Those for important rational involvement characteristics were found to be generally higher than those for emotional engagement.



**19. Robinson (2006)** in his study speaks about Employee engagement can be achieved by creating an organizational environment that fosters positive emotions such as involvement and pride, which leads to improved organizational performance, lower employee turnover, and improved health.

**20. Santana and Cobo (2020)** in his study, he suggests that HRM create policies that allow employees to work from home, as this will encourage more use of technology and digital platforms.

**21. Purcell et al's (2003)** In the study, a number of factors were found to be strongly related to high levels of employee engagement. One thing all of these criteria had in common was that they were all related to an employee's participation in a work-related practice. Effective communications, for example, were discovered to be a factor, as the amount of information employees received about how well the company was operating and how they contributed to the company meeting its business objectives influenced engagement levels. Employees who were involved in decisions that affected their career or work were also found to be engaged.

**22. De gruyter(2011)**This study presents the preliminary findings of a project that used computer simulation and virtual reality techniques to modify workplaces for workers with mobility disabilities. A computer-generated human model with visualizations of maximum arm reach and ideal working space was created for this assignment. To construct a virtual working area, custom software was utilized to alter the human model's measurements and limitations to reflect a disabled individual, as well as to analyze the necessary changes. To evaluate a redesigned workplace and make additional changes, a virtual reality environment was deployed.

**23. Dr. Monika Khart(2020)** The purpose of his study is to demonstrate employee

engagement in the current environment of frequent disruption, as well as its positive impact on staff performance and commitment. This research examines employee engagement elements and their value in the contemporary climate.

**24. Neha singhal, kiran bal,seema sarawgi(2018)** this study examines factors that appear to be important in the context of employee engagement in Indian banking. Compensation and career progression, awards and recognition, and senior support aspects emerged as critical variables in a preliminary study of bank employees in Delhi.

**25. Mahadevan and Mohamed (2014)** The primary goal of this research is to determine the impact of human resource practices (Training, Compensation, and Employee Participation) on employee performance in Malaysian telecommunications. Employee performance was discovered to have a significant relationship and impact on training and compensation programmers, whereas employee involvement had a lower impact on employee performance.

#### **OBJECTIVES:**

To understand the challenges associated with creating virtual workspace for employee engagement

#### **METHODOLOGY OF THE STUDY:**

The study relied on primary data. The primary data was collected using a structured questionnaire designed on a three-point scale with designated weight (agree, neutral, disagree) and distributed to 40 employees in various capacities in HR departments across various organizations. Their responses were collected and analyzed using a simple percentage, weighted average method.

#### **ANALYSIS AND DISCUSSION**

Google forms were used to distribute the data collected with the help of a structured questionnaire. The information was



analyzed, tabulated, and presented in a table format.

**Table no 1: challenges faced by employer in virtual working space**

Statement	Agree	Neutral	Disagree	Total	Mean Score	Rank
I believe that in virtual workspace ,employee engagement is better	13(32.5)	20(50)	7(17.5)	40(100)	1.83	3
I feel engaging employees virtually is a difficult task	15(37.5)	17(42.5)	8(20)	40(100)	2.08	1
I believe engaged employee is productive	12(30)	16(40)	12(30)	40(100)	1.80	5
I believe that virtual employee motivation is a difficult task.	18(46.2)	16(38.5)	6(15.3)	40(100)	1.70	9
I believe that managing employee attendance/leave issues is difficult.	19(47.5)	14(35)	7(17.5)	40(100)	1.73	8
I feel Careful observation of work processes and systems is a challenge in virtual workspace	17(42.5)	13(32.5)	10(25)	40(100)	1.70	9
I feel identifying the right talent on virtual platform is a challenge	17(42.5)	15(37.5)	8(20)	40(100)	1.92	2
I believe looking after the training and development activities virtually takes long hours than usual days	17(42.5)	21(52.5)	2(5)	40(100)	1.63	10
I feel Stress handling among the remote working employees is a difficult task	14(35)	20(50)	6(15)	40(100)	1.80	5
I feel providing proper guidance and support to employees whenever needed is possible virtually	14(35)	19(47.5)	7(17.5)	40(100)	1.78	6
I believe in My team collaborates to ensure quality work in virtual workplace	14(35)	21(52.5)	5(12.5)	40(100)	1.75	7
I believe in my team always finish their work on time in virtual work place	24(60)	13(32.5)	3(7.5)	40(100)	1.58	11
I regularly take time to figure out ways to improve our terms were process in virtual work place	17(42.5)	20(50)	3(7.5)	40(100)	1.63	10
I feel comfortable in sharing my opinion at on all hands meeting	11(27.5)	23(57.5)	6(15)	40(100)	1.82	4

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To better understand the significant challenges or operational difficulties perceived by employers in organizations, all of the above factors were ranked using the weighted average method.

The statement "I feel engaging employees virtually is a difficult task" was assigned first place with a mean score of 2.08 as the most significant challenge confronting employers in organizations. Employee engagement is



relatively simple during normal days, but it will become more difficult for employers in the future.

With a mean score of 1.92, the variable "I feel identifying the right talent on virtual platform is a challenge" was assigned second rank. Employers are finding it more difficult to find the right talented person in the virtual workplace as the workforce grows.

In the above table we can observed that the statement "I believe that in virtual workspace, employee engagement is better" was assigned with third rank with the mean score of 1.83 . during normal days employee engaging is much better but in virtual workplace it's become challenging to engaging employees.

It has been observed that the statement "I feel comfortable in sharing my opinion at on all hands meeting" was assigned with fourth tank with the help of mean score 1.82, in virtual workplace sharing their opinion in the meeting is quite challenge As the challenge faced by employers in organizations, the variable "I feel Stress handling among remote working employees is a difficult task" was assigned fifth place with a mean score of 1.80. Handling employees is relatively simple on normal days, but handling remote working employees will be a difficult task. And above table we can see that the statement "I feel providing proper guidance and support to employees whenever needed is possible virtually" it was assigned with sixth rank with the help of mean score 1.78. It is

not always possible to provide proper guidance and support to employees when they are needed in the workplace. In other hand "I believe in my team collaborates to ensure quality work in virtual workplace" was assigned seventh rank with the help of mean score 1.78.as the workplace we can accept quality work but in virtually is not easy to get quality work on time.

The following variable statement is "I believe managing employee attendance/leave issues is difficult." With a weighted mean of 1.73, was perceived as the least difficult difficulty faced by the employer. Though it was widely assumed that managing employee attendance and leaves was a difficult challenge for employers because the workforce used to work with WFH and from remote locations, the study revealed that managing employee attendance and leaves is a minor challenge that can be handled with the help of proper system and process implementation.

With a mean score of 1.70, two variables, "I feel virtual employee motivation is a challenging task" and "I feel Careful observation of work processes and systems is a challenge in virtual workspace," were assigned equal ranks and shared ninth place, respectively. And "I regularly take time to figure out ways to improve our terms were process in virtual work place" ranked tenth in the study with a mean score of 1.63. "I believe in my team to always finish their work on time in a virtual work environment," it was assigned the last rank using the mean score of 1.58.

**Table no 2: challenges faced by employee in virtual working space**

statement	agree	neutral	disagree	total	Mean score	rank
I feel comfortable to contribute ideas and opinions in my virtual workplace	17(42.5)	18(45)	5(12.5)	40(100)	1.63	10
I believe that in virtual workspace, Information communication via Phone/WhatsApp/ technology is a challenge	12(30)	22(55)	6(15)	40(100)	1.75	6





I believe in Continuous confcalls/meetings are making the individuals more stressful during the virtual workspace	24(60)	10(25)	6(15)	40(100)	1.53	13
I feel network difficulties make the communication worse than earlier in virtual workplace	19(47.5)	11(27.5)	10(25)	40(100)	1.55	12
I believe highly connected to team as we work remotely	15(47.5)	17(42.5)	8(20)	40(100)	1.85	2
I feel virtual working has increased working hours than in the regular days	20(50)	13(32.5)	7(17.5)	40(100)	1.60	11
I feel collaboration of the team members virtually is difficult to manage	16(40)	13(32.5)	11(27.5)	40(100)	1.78	5
I feel my team members are receptive to my suggestions in virtual workspace	15(37.5)	20(50)	5(12.5)	40(100)	1.75	6
I believe I will be able to reach my full potential in virtual workspace	17(42.5)	14(35)	9(22.5)	40(100)	1.75	6
I understand how my work support the mission of the organization In employee engagement, in virtual workplace	18(46.2)	16(41)	5(12.8)	40(100)	1.70	8
I receive the support I need from other department to perform my job in employee engagement in virtual work space	19(47.5)	18(45)	3(7.5)	40(100)	1.65	9
I believe company offer me career opportunity in virtual workspace	15(37.5)	15(37.5)	10(25)	40(100)	1.80	4
I believe that I am treated fairly at virtual workspace	20(50)	15(37.5)	10(12.5)	40(100)	1.75	6
I believe in sufficient communication about the transition back to my regular workplace	14(35)	20(50)	6(15)	40(100)	1.70	8
I understand the changes to my job when returning to my regular work environment	14(35)	16(40)	10(25)	40(100)	1.85	2
I have the resource and technology needed to work remotely in virtual workspace	14(35)	20(50)	6(15)	40(100)	1.73	7
I believe in the organizations processes for requesting resources and support are effective in virtual work place	18(45)	18(45)	4(10)	40(100)	2.03	1
I am satisfied with the flexible working arrangement being made	17(42.5)	16(40)	7(17.5)	40(100)	1.60	11



by the organization						
I feel my organization has done a great job with internal communication regarding of the covid-19	21(52.5)	13(32.5)	6(15)	40(100)	1.80	4
I feel that I'm as productive working from home, as I'm in my normal working environment	21(52.5)	16(40)	3(7.5)	40(100)	1.63	10
I have the right amount of virtual contact with my colleagues on weekly bases	21(52.5)	12(30)	7(17.5))	40(100)	1.70	8
I feel my colleagues and seniors communicate information with the utmost clarity in virtual workspace	16(40)	18(45)	6(15)	40(100)	1.55	12
I feel comfortable about the information i receive from my team members during virtual workspace	20(50)	14(35)	6(15)	40(100)	1.65	9
I believe in My team and others recognize and value what I contribute to my organization during employee engagement in virtual work place	20(50)	16(40)	4(10)	40(100)	1.83	3
I believe delivering maximum productivity with virtual working is a high tough task	11(27.5)	21(52.5)	8(20)	40(100)	1.70	8
I feel continuous remote working is drain out of psychological energies	13(32.5)	24(60)	3(7.5)	40(100)	1.80	4

To understand the significant challenges or operational difficulties perceived by employees in the organizations, all of the above variables were assigned ranks using the weighted average method.

It has been observed that, the statement "I believe in the organizations processes for requesting resources and support are effective in virtual work place" was assigned with first rank with the mean score of 2.03 as the major challenge faced by employee in organization.

In the table above, we can see that two variables, "I feel highly connected to team as we work remotely" and "I understand the changes to my job when returning to my regular work environment," both with a mean score of 1.85, were given equal ranks and shared second place.

The variables "I believe in My team and others recognize and value what I contribute to my organization during employee engagement in virtual work place" this variable was assigned third rank with the help of mean score of 1.83.

the variables namely "I believe company offer me career opportunity in virtual workspace" and "I feel my organization has done a great job with internal communication regarding the covid-19" and "I feel continuous remote working is a drain out of psychological energies" with the mean score of 1.80 were given equal ranks and shared fourth rank respectively.

On the other hand "I feel collaboration of team members virtually is difficult to manage" with the mean score of 1.78 was assigned with fifth rank.



With a mean score of 1.78, the variable "I believe that in virtual workspaces, information communication via Phone/WhatsApp/technology is a challenge" was ranked sixth. The reason for this is that the employees quickly adapted to it because people are already familiar with this type of media. In addition, "I believe my team members are open to my suggestions in the virtual workspace." "I believe I will be able to maximize my potential in the virtual workspace." "I believe I am treated fairly in the virtual workspace." With the help of the mean score of 1.75, Are was assigned sixth place. The variable "I have the resource and technology needed to work remotely in virtual workspace" this variable was assigned seventh rank with the help of mean score of 1.73.

In other hand "I understand how my works support the mission of the organization In employee engagement, in virtual workplace. And "I believe in sufficient communication about the transition back to my regular workplace". And "I have the right amount of virtual contact with my colleagues on weekly bases" ". With the mean score 1.70 were given equal ranks and shared eight rank respectively.

In the above table we can see the variables "I receive the support I need from other department to perform my job in employee engagement in virtual work space". And "I feel comfortable about the information i receive from my team members during virtual workspace" With mean score of 1.65 were given equal ranks and shared ninth rank respectively.

The namely variables "I feel comfortable to contribute ideas and opinions in my virtual workplace". And "I feel that I'm as productive working from home as I'm in my normal working environment". Was assigned with the mean score of 1.63 and were given equal ranks and shared tenth ranks respectively.

Specifically, two variables "I believe virtual working has increased my working hours compared to regular days." "I am also pleased with the organization's flexible working arrangements." With a mean score of 1.60, they were assigned equal ranks and shared eleventh place.

The above- mentioned variables "I feel network difficulties make communication in virtual work space worse than before." And "I believe my colleagues and seniors communicate information with the greatest clarity in the virtual workspace." With a mean score of 1.55, they were assigned equal ranks and shared twelfth place, respectively.

The variable "I believe that continuous conference calls/meetings are making individuals more stressed during the virtual workspace" was assigned the last rank using a mean score of 1.53.

#### **SUGGESTIONS:**

During this difficult time, all businesses should implement unique and creative employee engagement strategies. COVID-19 is intended to keep employees engaged, stimulated, dedicated, fulfilled, and happy during this difficult time. Working from home is becoming increasingly popular, and it would be impossible to succeed without the use of online tools. Organizations should use an online practice method to remain competitive during this difficult time. Virtual relationships should be prioritized by businesses in order to improve employee engagement. Employees who are passionate about their jobs always achieve their objectives with ease. Management investigates how to engage employees in order to foster a positive organizational culture. Organizations must also be able to identify the numerous factors that influence employee engagement.

#### **CONCLUSION:**

Employee engagement has become critical in today's pandemic situation as a result of



COVID-19. In this current state of lockdown, assuming the top position without the support of your colleagues would be a pipe dream. Organizations recognize that engaged employees are critical to their success in these trying times. That is why, in the event of a pandemic, businesses must plan on keeping their employees satisfied and engaged through employee engagement. In the current environment, establishing employee engagement measures with the help of technology is critical for the growth of organizations. Many businesses are now implementing employee engagement practices such as virtual team meetings, virtual learning and development, weekly alignment online sessions, webinars with industry experts, as well as anxiety and stress webinars, online team building activities, online family engagement practices, brainstorming, apology, and appreciation online sessions, shared content such as TED Talks, online books, online courses, and live sessions for new-skill training. online sharing of best practices in health and hygiene, digital classrooms training modules, e-learning modules, online guidance for exercise and meditation, online recognition and acknowledgment of employees, online employee feedback, 5 minute informal talk, entire team gathers over video conference for lunch, online counseling sessions, and social interactions in the virtual office These types of engagement practices boost employee morale and make them feel more motivated and dedicated to the organization during this pandemic caused by the Corona virus.

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