



EMPLOYEE ENGAGEMENT IDEAS FOR REMOTE WORKING TEAM



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Original Article

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Abstract

The concept of remote employee engagement refers to the degree to which employees who work remotely or off-site are actively involved in their team, their work tasks, and the overall organization. The enduring nature of remote work, a phenomenon that has experienced a notable rise in prevalence, is anticipated. Nevertheless, it is crucial to recognize that this particular approach to work may have adverse consequences for productivity levels and the overall performance of the organization. One of the main contributing factors to this phenomenon is that employees who engage in remote work frequently encounter a feeling of detachment from their respective organizations. The primary aim of this study is to determine effective approaches for promoting employee engagement in the context of a remote working team. The study is conducted using secondary data sources. The implementation of various employee engagement strategies can be beneficial for remote working teams. These strategies include establishing a robust communication infrastructure, cultivating a sense of community, promoting adaptability, recognizing achievements, and implementing reward systems.

Keywords: *Employee Engagement; Remote Work; Virtual Team Building; Work-Life Balance*

Introduction

Remote Work

Telecommuting and working from home have had a tremendous impact on business and industry. Globally, HR managers and professionals' experiment with, develop, and use a variety of work-from-home solutions to effectively run their operations from a distance. However, employee engagement strategies for teams that operate remotely continue to be in high demand [1]. Managers can use a variety of plans and techniques to engage and successfully onboard new employees. In the end, attracting telecommuters requires a completely flexible and unique strategy. The success of a company is favourably correlated with and directly proportionate to employee engagement (both on-site and remote). It gives a clear picture of how invested and committed employees are. When a person works remotely, the need for employee engagement becomes increasingly urgent because:

- The lack of a social life tends to make working with the homeless interesting.
- Telecommuters could feel less driven to work and might adopt a relaxed outlook on their jobs.
- Remote workers might not be able to discipline themselves in the absence of a manager or someone monitoring their activities.
- Working from home may make it impossible to maintain a work-life balance.

Employee Engagement

Employee engagement was formerly understood to be a person's personal involvement with the company and showed that the employee's primary attention was on completing the tasks that had been assigned to them. Academics working for business analysis firms have described the concept of employee engagement in a variety of ways. Therefore, an effort has been made to include both aspects in this section [2]. Employee engagement, according to the Institute of Employment Studies (IES), is a positive attitude that employees have toward the company and its values. Hewitt Associates defines 'employee engagement' as the state in which individuals are emotionally and intellectually committed to the organization's goals. The Corporate Leadership Council (CLC) defines engagement as the extent of employees' commitment, work effort, and desire to stay in an organization.

Need for the Study

Employees who are more engaged are healthier, less likely to quit, have less absenteeism, are more creative, and are more productive. The results of engagement may be felt at every level of the business, and research can help HR teams determine where to concentrate their efforts. When businesses take the time to listen to their staff, invest in the employee experience, and create a positive workplace culture, everyone benefits.

Objectives

- To study the importance of Employee Engagement during remote work
- To study employee engagement ideas for remote working teams

Research Design

The study is conducted through secondary data by referring to various research papers published in Journals.

Scope of the Study

The study covers the employee engagement ideas for remote teams.

Literature Review

Chanana & Sangeeta [3] conducted a study aimed at investigating the diverse employee engagement strategies implemented during the pandemic. The researcher has undertaken the task of compiling a comprehensive inventory of online strategies for enhancing employee engagement, with the aim of boosting staff morale. This research is a conceptual paper that is substantiated by secondary sources. The researcher has made a significant finding regarding the impact of virtual employee involvement on work accountability and motivation.

In a study conducted by Gaurav [4], the researcher has endeavoured to elucidate strategies for fostering cohesion among staff members in situations where social distancing measures are in place. The researcher aims to propose a conceptual framework that promotes employee engagement in remote work arrangements amidst the current pandemic situation. In this article, the author endeavours to engage HR managers by advocating for a shift in their role from administrators to facilitators. The aim is to foster a natural inclination among individuals to actively participate as opposed to merely fulfilling obligatory tasks.

Yadav et al. [5] conducted a study that investigated strategies for promoting employee engagement within the context of the contemporary virtual environment, specifically focusing on the IT industry. The researchers in this report have examined the various factors that influence employee engagement. The researchers conducted a comprehensive analysis by examining both primary and secondary data sources to identify a range of factors. Subsequently, they employed the Delphi Technique to systematically analyse the data at a thematic level. The researchers observed that the task of sustaining employee engagement in a digital context poses significant

challenges. Simultaneously, they emphasized the crucial role of effective communication in fostering employees' continued interest and motivation towards their work.

Discussion

The following Employee engagement ideas are observed in various research papers:

Employee Engagement Ideas for a Remote Working Team

The best employee engagement strategies for remote workers are listed here, and managers can adapt them to their own organizations' needs.

Set up a Good Communication network

Effective communication helps questions, comments, and information flow from one level to the next clearly and smoothly. When working remotely, a social circle that is typically lacking can be successfully felt. Through regular communication, managers and the organization can provide their remote employees with a sense of belonging or instil company ethics. By communicating, a remote worker would also feel connected and take part in the office's social scene [6].

Build Community belongingness

Managers should set up a forum or location where staff members can share any major developments (related to their jobs or otherwise). Here are the mentors. The employees should converse in both professional and casual settings on an equal basis. Remote workers must use the same strategy. Employee engagement strategies for remote workers must frequently notify and celebrate all employee information, including birthdays, anniversaries, important milestones, and team accomplishments [7].

Practice Flexibility

Organizations need to understand that the core of the work-from-home culture is flexibility. The following advantages come from using flexibility as one of your work-from-home employee engagement strategies:

- It enables remote workers to comprehend and cultivate a sense of accountability.
- Allows for flexibility in terms of working hours and productivity levels.

It enables managers to concentrate on more crucial activities.

First and foremost, managers need to be aware that remote employees may undertake critical projects and duties by taking advantage of their flexible schedules and less hostile environments. Remote workers' talent and time are underutilized when small projects are assigned to them.

Recognize, Appreciate, and Reward

The ability to work remotely benefits both the organization and its employees. Therefore, even if telecommuters are expected to put in the most effort, they should also receive the proper recognition and care [8]. The key to creating a positive work atmosphere is to recognize and acknowledge your employees' accomplishments, no matter how big or small. Hand Over the Reigns.

Organize a meeting

An official gathering of remote employees should be scheduled to ensure that they receive the appropriate exposure from the company. It will be advantageous to transmit understanding about organizational behavior and ethics, and it will undoubtedly serve to enhance and solidify workplace connections [9]. The primary goal of setting up a formal meeting for remote workers is to introduce them to the organization they work for and the individuals they report to or cooperate with.

Conclusion

According to research findings, a significant proportion of company transformation programs, namely 70%, encounter failure due to insufficient levels of participation from the individuals involved. To achieve success, it is imperative for a business to secure the active involvement of its remote workforce. Establishing a sense of connection among remote employees is of paramount importance, encompassing their relationship with their company, supervisor, and colleagues. Individuals possess the right to hold the belief that their absence from the workplace will not result in any consequential impact. While the task may present difficulties, it is not impossible to accomplish it. It is crucial to acknowledge that strategies that yield positive outcomes in traditional office settings may not yield the same level of effectiveness when employees transition to remote work environments. Although careful and attentive communication is widely recognized as a crucial strategy, there are alternative approaches that may prove to be even more advantageous.

Conflict of Interest

The author declares that she had no conflicts of interest. The research presented in this work is solely based on objective and unbiased findings without any external influences or competing interests. There were no financial or personal relationships that could have influenced the research process, data analysis, or reporting of results. The author had adhered to the highest ethical standards and have disclosed any potential conflicts that could have affected the credibility or objectivity of this study. This declaration ensures transparency and upholds the integrity of the research conducted.

Acknowledgement

The author expresses their sincere gratitude to the institutional authority for providing the necessary support and resources, which were instrumental in the successful completion of this work. Their guidance and encouragement throughout the research process were invaluable and greatly contributed to the quality and accuracy of the findings. The author also extends her appreciation to all individuals who contributed their expertise and time, as well as to the participants who generously shared their insights, making this study possible.

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