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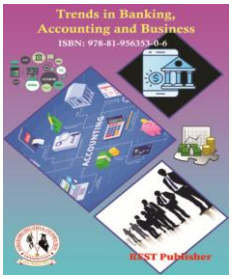

Employee Engagement in Hybrid Work Environment

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Abstract. *Employee Engagement in Human Resources and People Management refers to how much workers feel motivated by invested in and passionate about their jobs and employees. Employee engagement is often misunderstood as employee satisfaction but both the concepts trying to describe how an employee will get the satisfied in the workplace. But Employee engagement clearly defines about how an employee happily working in the company. It's also relates with employee level of Motivation. A successful employee engagement strategy is to build the employer and employees Cohesiveness.*

Keywords: *Employee Engagement, Hybrid Workplace, Environmental impacts*

1. INTRODUCTION

The Employee Engagement is more important and often talked about the importance of creating the team and making the employees feelings of belonging to the company. Getting involved in a team is more important in employee engagement process. In Short we could say the engaged employee can improve and adopt the culture of the company to make them feel comfortable in the environment, where the company gives the benefits of doing work from Home option. But the Employee has to available to the team to coordinate the further process of work to complete the company's daily deadlines.

Strategies for engaged employees are firstly, ***Leadership*** to lead the team who works in different place and connects only through the work time meetings & workforce environment to improve the productivity.

Second, ***Feedback between the employees*** where an company's team leader have to connect with all the employees personally through the help of technology like Google Meet, Zoom call, Skype and other video calls to know the intension and interest of an employee engaged towards the company values and culture.

Third, ***Set the common goals and Objectives*** where a team Leader has to identify the difficulties of an employee and sort out the issues to accomplish the company goals and attain the objectives in stipulated time period. Communication acts as an important role between the workers which helps them to pay more attention to their task and therefore the quality of the process and final output will be higher in terms of productive value.

Fourth, ***Implement the value motivation and Responsibility***, There are numerous ways to reward the team for their achievements and makes them to feel appreciated among the team members which will improve their quality of work and recognize in terms of monetary benefits.

Fifth, ***Promote the good work Environment***, During the Unexpected situations like Locked down, the work place environment should be friendly, comfortable, more productive of work in flexible work time that makes good understanding of team members to improve team cohesiveness..

2. DIFFICULTIES OF TRAINING PROGRAM IN HYBRID WORKPLACE

The Pandemic Period has made work from home in Common. The Company faces lots of measures to cut down the cost for paying the Electricity bill, Office Maintenance Expenses, Fuel for Cab Facilities, Canteen facility, Client visit expenses, Stock maintenance and so on. The Hybrid work model has been an excellent option to reducing the stress level of an employee with the help of proper work life balance.

Listing out the common challenges during the Hybrid Workplace are as follows:

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1. ***Failed to meet the Team Members Regularly*** **-** The empathy of the team member can able to identify only if you meet them in person. Regular Meet up through video Conference will clarify the doubts of an employee in his process of workflow.
2. ***Ensure reliable Communication*** -In Business, Communication plays a major role to know the value of work, Sharing of ideas, routing the innovative thoughts of Team membersand discussion of particular problem. Engaged Employee can make sure to convey his ideas and views of looking into a problem in another dimension. So proper training in Soft skills is important to each employee.
3. ***Adherence to Hierarchy***- During video conference call, all team members can pretend to pay proper attention to the Team Lead and business head & Clients. As we adherence to be the hybrid work all employees to be engaged in assigned work. Sometimes attending the meeting in proper attire is an expectation from Client that company must abide the rule.
4. ***Listen Actively***- Proactive listening yourself to know the patience levels to engaged an employee in an organization. Making others to feel comfortable to sharing their feedback with you.

3. NEW TRENDS OF HYBRID ENVIRONMENT OF ENGAGING EMPLOYEES

- Better work life balance
- Less Commute stress
- Money saving
- Improved Inclusivity
- Impact on Sustainability
- Location Independence
- Positive Environmental Impact
- A customizable office Set up
- Increased Productivity & Performance
- A Happier, Healthier work life

Better Work lifeBalance:Workers can complete the job in Hybrid Environment can start the job at any time and completes within 8 hours all in one stretch.These legitimate flexibility of times makes the employee engagement in next level towards their career. So that they can able to Balance their personal work and complete it within their schedule of time.

Less Commute Stress :More than 30 minutes daily one way commuteis associates with increased level of stress and anxiety and research shows that 10 Miles to work each day is associated with health issues like Elevated Blood sugar, High Cholesterol, Increased amount of depression .

Money Saving :The more Cost reduction benefits makes the company not only reduce the cost from Operating expenses or maintenance cost but also reduce the cost from employee like transportation cost, Food ordering, Daily needs, efforts to reach office .

Improve Inclusivity: Remote work enables companies to embrace diversity and inclusion by hiring people from different socio-economic, geographic and cultural background with different perspectives which can be challenging to recruiting is restricted.

Impact of Sustainability: It's a better way to reduce the carbon foot print and affects the climate change by reducing commuter travel.

Location Independence: The Employees can be recruiting broadly from different places that blast the idea of location restrictions and nowadays all companies are recruiting employees like PAN India recruitment.

Positive Environmental impacts: Around 3.5million employees working from home atleast half time before the pandemic reduced greenhouse gas emission by the equivalent of taking more than 600000 cars off the road for an entire year.

A customizable office set up: The Employee personally benefited to work from home (WFH) so they sit in a comfortable place at home or preparing for comfort place to do their job without any disturbance.

Increased Productivity & Performance: All Employers expectation is to reduce the number of meetings, reduce the office politics, wasting of time at canteen, quieter noise level and few more distractions at work among the employees. These all leads to better performance of Employees and improved in companies Productivity.

A Happier and Healthier work life: The Hybrid Environment create the opportunities of employee's hobbies that makes them to feel relaxed and mentally preparing themselves to Stress free job.

4. CONCLUSION

A Many Companies all over the world sent their employees in Hybrid Environment to reduce the operating cost of company and also it helps the engaged employees to commit with the availability of work at anytime. This Flexibility of work leads to improve the Productivity of an Organization with Employees Commitments and proves

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the Employee Engagement. Hence I Conclude the Employee Engagement in Hybrid work Environment is more favorable to employees to get involved in Management activities and create cohesiveness through the proper communication with one another. Employees will have a good interaction with their managers and sharing their ideas to develop themselves as well as the organizational growth. Flexible work time makes them to feel satisfied in the job and actively participate the programs and achieve good performance to improve company productivity.

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