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Introduction:

Managing others effectively means the identification what motivates different people in different situation. Managing employees is an important task in this situation in COVID-19 period. Many employees are working from home, Managers have to manage them by internet or mobile communication. It is too difficult manage the employees, employees cannot understand their work. So the works output cannot be productive. Flexible working time is also the part of managerial factors, because of the time management or time schedule have to right to get positive output. Obviously the working time should be the formal time or the flexible time for the managers and the employees. Job designing is the combination of the roles, management, different era etc., it the basic responsibility of manager. And the workplace should be safe as a perspective of COVID-19 period.

Reviews the concept and drivers of employee engagement

Employee engagement means the resource which reflects the portion of passion and motivation of a worker in their job. Engaged workers thinks about their own work and care about the performance of the company, to understand the efforts to set up different work. Employee engagement is the helpful part of the higher performances and good production of a company. There have some drivers of employee engagement, perfect work, career development, empowerment, unity, leadership, recognition, work belonging are the main drivers of employee engagement (Thomson R & A, 2012). Now-a- days technology, modern life cycle also the drivers of employee engagement. There have some employee engagement influencing factors, organizational culture discuss about the behaviors and values of the workers of a company. Culture has a great effects of engagement of any work. Such as, engagements determinants can be related to an employee's capability to speech up and transfer new knowledge, the organizational culture is also driven by organizational diversity (Bush & Middlewood, 2013). These are the engagement drivers related to the gathering and collection. Industry or factory also the engagement influencing factors, a worker has to work to get perfect and bound to community aims for creating employees engagements. Counting on the industry, in the workplace , there are many privileges for the workers to keep included and to get extra connection about the work. Manufacturing meeting, webinars, seminars, trade shows

provide some opportunities for the employees to create skill their works, build up workers connection, define their efficiency in wider circle. Each industry follow demonstrate rules and activities, functions, design. But it try to serve the workers, motivate employees to learn more , showcase their skills and ability, form stronger relationships with the colleges and managements (Knight R, et al., 2014).

Job function can plays vital role as the drivers of the employee engagement. Job function describes about job quality, job rules, job motivation, design, job goals, motivation, responsibility, relationships, life balance, workplace security, wages management are the functions of job (Day, R.D, et al., 2014). A worker is include with this, the employees acts as the job functions in a industry or company. Job function help to be more productive and to be set up good management in a company.

Career goals is the drivers of engagement employees. Depending on the career issue, employee wants to be towards and wants to be productive. Trust in leaders also the drivers of employees engagement. Trust is not built overnight, it has to be earned over time. Employee can trust the leader as his behavior, attitude and the keeping capacity of promise. Relation with the coworkers also the drivers of the employees engagement, collaborative working of the co-worker can make the works easier, and the team work can be more productive, problem solving can be easy to the worker. Opportunities to give and receive feedback also the drivers of the employees engagement.

Evaluates diagnostic tools to measure engagement

Measuring employees engagement helps to identify strengths, to get problem areas and hidden truths, to build up trust, solving problem, to help everyone understands what's going on, to understands trends in the organization. There have diagnostic tools to measure engagement. Employee surveys, HR tools, social media, exist interviews, employee lifecycle are the basic tools of the measuring engagement.

Employee survey: employee survey helps to understand about the employee condition, basic needs and the essential opportunities, about the skills, vales, ethics, attitudes, managing capacity, working ability of the workers.

Social media: social media also determine about the engaging part of employment, it reflects about the personal view of the employee, and also indicates the relationship with the co-worker now a days specially in COVID-19 period.

Exist interviews: exist interviews with the employment can identify the workplace problem, it also can identify about the problem of the company or organization, so it can help to solve problem, It helps to get proper management, job design, strong relationship among the coworkers and identify the leader and worker relationship.

Employee lifecycle: employees lifecycle indicates or measures the engagement, because of lifecycle can identify the personal problem of the employees. Such as frustration, health injury, mental obstruction, family disruption, income shortage etc. Employee lifecycle is the essential part in this COVID-19 conditions.

Engagement outcomes: engagement outcomes also the measuring tools of the engagement. As the employees engagement has a positive result about the organization performance. If the engagement outcomes is more productive, then it proves that the positive or higher engagement of the employees in a company (Mayo, A., 2016)

Cultural intimacy: If the employees follow the culture, and the culture can mixed with each other, then the communication will be more strong among them. It is the measuring tools of engagement.

Extroverting behaviors: employee extroverting behaviors can be the measuring tools of the employee's engagement, because of the extrovert people can be more engaged with easily, they can communicate, can be attractive, the speech capability is more than the introvert. For this reason it is important in engagement (Aithal & Kumar, 2016).

Organizational meetings or seminars: Organizational meeting or seminar can be measuring tools of engagement of the employees, because of the meeting discuss about the motivational speech for the stakeholders or workers. So that from the speech, workers can be motivates and industrious among them, they can take, face any challenge in their workplace, so it can measure engagement among the workers.

Constructs an employee value proposition from the ideas and analysis previously covered, including strategies to raise levels of engagement

Employee value proposition means the checking about the payments and benefits are received by employees in return for their performance at the workplace. Employee value proposition includes basically about the pay, affiliation, work content, career, and benefits. An EVP defines about the company, how it is unique and what it stands for.

Affiliation: affiliation has some components such as, mission and values, reputation and ranking, work environment, community citizenship, institutional culture are included with affiliation.

Work content: work content has also some issue, variety, challenge, structure, autonomy, feedback, impact also the part of the work content.

Career: career is the combination of advancement, tittle, personal growth, training, employment security. Employment value propositions has the benefits part, which is included with health, retirement, time off, work arrangements, tuition etc.

Payment: payment is the mixture of base salary, incentives, cash recognition, pay process and transparency (Leroy, H., et al., 2018).

There have some strategies to raise level of engagements. It can some short term and some can be long term. The short term strategies can implement to increase employee engagement quickly. Such as:

Graph of basic values and application of the mission: employees are more engage when there is a goal and a condition to stimulate them. Basic values and missionary objectives are the substructure of the company's culture. So the main values and highlighted mission can be effective for engaging engagement.

Ranking feedback: highest performance shows the positive manager reviews. Managers give the straight feedback of the workers output. If the feedback is good than the engagement can be good or positive. When the leader feedback is not perfect then the employees engagement also can be perfect.

Concentrate on engaging management: concentration on the engaging management is very important, because of the concentration make the strong relationship, and makes act toward the goals.

Coordinate volunteer opportunities: Coordinate volunteer opportunities manage the working perfective perfectly, they can motivate of the worker and also solve the problem, it creates the higher engagements.

Prioritize physical and mental health: physical and mental health of the employees can play a vital role, when they are physically and mentally supportive then the worker concentration is good, and it can be productive, the engagement can be raise. Iti s so important in COVID-19 period.

Recognize top performers and reward achievements: Rewards is the best idea to raise engagement, because of the recognition of top performances is respect of the workplace. And rewards are the motivational enthusiasm for engaging.

Conduct employee engagement surveys frequently: frequent surveys ensure the employment condition in the workplace, so the manager can be sure about the proper engaging of the worker, then can apply rule and activity.

Plan company outings: happy hours, game night, vacation, potluck dinner can be increasing part of the engagement. Because of it can be removes the monotony of the workers.

Form employee resource groups: employees resource groups is the mostly implemented tools for getting employees visible identity and it identify the cultural uniqueness and diversity in the workplace. Si it helps the raising engagement.

Foster innovation: innovation can be make more passionate, worker can be more skill and concentrate in their work. So it improves their engagement in the workplace. Innovate work is more easier to the worker, sometime the technology helps the worker for using technical tools. Social media is the new invention of discussion and helps to get suggestions other for raising engagement.

There have some long term strategies for employee's engagement. Long term strategies help in long process in a big company or organization.

Button up your on boarding process: effective onboarding helps the set their positions in the company, they conveys their worker values in long process, and can also examine their success, position. And finally they can make engaging roles (Kamoche, K., et al., 2015).

Provide professional development opportunities, and work out career paths: in a long term the company makes increment of the workers and give professional development opportunities, make a smooth career of the workers in the workplace, these can be the influencing determinant of the employees engagement.

Encourage and provide training opportunities: Training opportunities build up the skill of the worker, it makes the capability of the workers, it can play a vital role to raising engagement.

Evaluate process and inefficiencies: Unnecessary tasks slow down the process, and it waste out time of the worker. There have no positive output, so it makes frustrating of the worker. For this reason the process should be evaluated for raising engagement.

Provide employees with flexibility: flexible work schedules and remote work opportunities are guaranteed to increase employee engagement. It can make responsibility of workers, and creates the combination work and raise engagement (Thomas, & Lazarova, 2013).

Train your managers: managers should be more powerful leading capable. Because of the managers manage the whole workers. Enable manager to engage employees in meaningful way, capable manager can be motivate the workers, he is thoughtful about their skill, attitudes, culture. So he knows how to drive the workers. Sometime ha have to strict to get fulfill output or performances, sometime he has to be sympathetic with the worker. The manager has to be mentally strong person to face any challenges in the workplace. So it can be the determinant of raising employee's engagement

Conclusion:

Managing people in the workplace is not so easy, so the management should be more concern about the facto. In COVID-19 period, online managerial process also needed for the managing people, technical knowledge is also important for worker and also the management. Workplace security, health, mask supply, sanitizer supply in the workplace are the part of management of a company. For better communication, engaging employees is essential in a company. Besides the career oriented speech, training, raising skills and capability are also the part of managing people in a company. Meaningful work, empowerment, leadership, workers relationship are the driver of engaging employees. Cultural diversity, industry, firm, organizational activity is also included with managing perspective. In COVID-19 condition, the mental and physical support of the company or collages is most important for managing stability. SO, the managing people all over world in organization or workplace is more diversified and enthusiastic too. Besides the people engaging in a workplace is not any unique or linear concept. There are various diversification and responsibility.

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