# UWTSD

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Report

Student ID: 1904047

Ivanka Nikolova

Lecturer: Mushfiquir Rahman

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The fundamental of the work engagment of the employees is based on the their own input into the organistaion. Is not written in the contract but is an essential for a healtier and prosperous relationship between employer and employees. Employees who have good quality jobs that are manged well and balanced will be more driven to achive better results and higher productivity. We can indentify three different types of engament:

1.Emotinal Engagment when you are emotionally invoved with work

2. Cognitive Engagment that the main focus is trying to concentrate while you are at work

3. Physical Engagment is is the type where you are willing to do extra work for your employer




(Techologist,2019)

The employes engagment and motivation is becoming an important part of the management thinking. Having a motivated workforce means better staff retaion and less invsetment in training. Or investing into cinema tickets or by gym passes or arranging cycling to work(Bown,2019)




(Worldwide,2020)

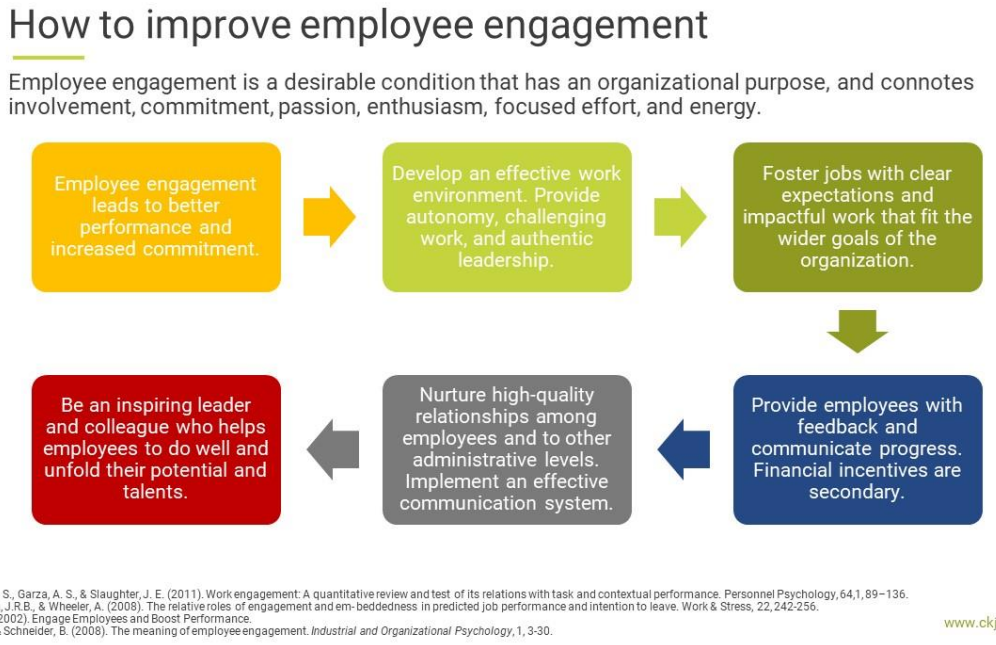
**Main Body**

We can indentify three key factors that play key role for the level of the employees engagment as we mentioned already the motivation is one, well-being and the feeling of becoming a unit or part the organistaion(Lewis,2012). It can be seen as a combination of the commitment to the organistaion and the willingness to help the people you work with. Simply goes beyond the point of motivaton. Other relevant concepts includes the job satisfaction , passion and enthusiasm and intercation with people. If we look into more detailed defenition about work

enagagment we can see a clear difference between an burn out employee and on that has an energy and showing an effort and dedication. When it comes to Human Resource Management and the role of the staff engamgemnt we can indetify a sagnificant change through the years. From not so important to focusing on a action plan to actively engaging the employees. As the employer can shape their view of egagment to uit their contenxt of strategy.The employers are able to ta take two approaches where the use a broad emploeey engagement or focus on specifis well established definitions.If we are concentrating on the motivation we might focus on intrinsic motivation or enjoying work because is an enjoyable experience. And the other type of motivation extrensic where the employees are exersing work in order to achive an reward or payment. The organisational citizenship behaviour where an employee will go an extra mile to help the collegues or the company beyond what the job requires.The job satisfaction is important to indentify how content the workers are and how they feel about every aspect of their work, emploment and organisational life. The benefits of the emplyees egagemnet is essential tool for the company success. As we the work force are the most important element for the growth of the organisation and success. Feeling egaged is evedently beneficial for the workers. If the employees are engaged they are more helthier, happier ,fullfield and more motivated. And the level of productivity will be higher and this will result into increase in the oerall performance. Many rearces in the area show that positive relationships between aspects of engagagmet and different business metrics including cutomers satisisfactions and company profit. They are many elements that contribute to the deffenition of good work as such as the opportunity for a development and pay rise, good balance between work and life outside of your job, a work place where employees are mantaly and physiclly stimulated , where they can arrange a flexible working hours. And moreover the role of the Human resource Management is essential. Good balanced relationship between managent and work force will contribute to a higher productivity.They are some fctors that influence the work engagament a such as the experience at work, the type of job that people are practicing,persoal characterictics, senior and line management behaviour, communication at work and the specific way of which work is organised and jobs defined. If we look into the different factors a such as

1. **Pay and benefits** emplyees are very likely to respond to the pay balance, pension contribituion and other benefits. They play an iportant role into the emplyees engagament.
2. **The type** of contract that offers job security.
3. **Work life balance**: overwork,commuting time and the provison for a flexible working hours.
4. **Job design and the nature** of work.How intensy the job is and the fullfilment factor of the job duty. If they have enough resources to carry the work effeciantly and how well the job description matches the persons skills and qualifications and the cpd training provided.

5. **Relationship at work**: The factor of social support and quality of relionship at work and the quality of people managament.
6. **Employee voice:** What are the channels and opportunities for the the employees to share views and ideas.
7. **Health and wellbeing**: the impact of the mental helath into the job quality and preforamnce




(Towler,2018)

And if we going to sumarise the imapct of the factors over the work engagement. From a servey by Gallup(Gallup ,2020) only half of UK workers feel enthusiastic about the work : and a small number feel excited about the job and only half are willing to work harder than they have to. Many feel exhausted and under exsessive presuure at work. High percentage are likely to quite work and thinking of hanging the wotk eneviroment. We can clearly see a patern of employees work disatisfaction. The work enviroment in UK is assosiated with long working hours and high targets at work to complete. And this imapct on the work engagement. The work life balance is in favour of the work performance affceting the social life of the employees. Clearly indetified in the current year where the positive

Imapct of the work from home was measured.And is important to keep the employees engaged so they work with passion and feel connected to their company. They are the key factor to drive the organistaion forward and generate profit. And if the employees are not engaged they are lacking on energy and passion and the perforamnce is highly affected. If the

disangaged for a long time the workers become less productive and very unhappy.

- 35% of U.K. employees strongly agree that their employer has communicated a clear plan of action in response to the coronavirus,
- 27% of U.K. employees strongly agree that their company cares about their overall wellbeing (down from 41% in 2019
- 28% of U.K. employees have confidence in the leadership of their company to successfully manage emerging challenges (down from 35% a year ago),

Measuring the employees engagagment is going to play an imortant role under the current Covid 19 restrictions(CIPD,2020) The whole working enviroment had to mke drastic changes in order to complay. Employers are changing the work policies and creating strategy which help them to have a better plans for the near future. Human resource managament had to adapt and adopt the new changes and help the emlpoyers and on the other hand the employees to manage effectively.The worldis simply cahnging. The Covid 19 is having a huge imapct on the economy and the labour market and society overal(Kewalramani,2020)

Chananges come incredibly fast with potentially long lastings effects.But if we look into more deep analisys we are going to indentify a clear trand of changes in the job quality in the UK. It has been very difficult to make any palns or to predict in the recent months. The only hope for the people at the moment is that the Government and employers will manage to protect not oly the quantity of jobs but the quality too.There is another way of look into the current market. And that is the time of changes and making plans for a healthier work life balance. It is very iportant to sustaine the current employemnt levels but seems is not enough. The healh of the sociaty and healthy econoy is equaly important. On another hand people need fiancial stability and employers need to manatin the same or increase the level of productivity. And the role of HR proffesionals is becoming vital as an exeprts in the employemnt and people management. The current times will have a huge imapct on the employees and they will play an important role to provide different prospective and ideas about a new working style. Where the company can maintain the same stanard of productivity. There are many new changes that will completely transform the labour market. The labour market will need to adopt a new learning strategy which will allow people to retrain quickly and find new opportnunity. In case the job role they were exersizing so far in no longer available in the current market. Changes will occur in any level of the organisations due to current Covid 19 restrictions. For some industry will mean that a new era is to come and for other unfortatanattly will be the end. To help the economy to recover is fundaental to look and motivate to workers more than ever. Good work wont be only the one that is fairly rewarded or helping the employees to develop healthy relationships at work. The employees will need more

reasurance about a secure living , supportive plan for a carer changes and menthal health.All these will reflect on the current labour market and will affect the Human Resource practicies.Across all of these areas of influence the employers will need to develop and effective people strategy that takes into an account :values,culture ,how the organistaion will make cahges and grow, workforce planning and how will maintain a healthy realtisonip with the employees. Furthermore the employers will need to complay with the current mesures and making the workplace Covid safe, providing a support that can help the workers to return safly to work and adapt to work place after such a long time away from the office. This will require allowing more flexible working hours and changes in the contact agreements. Planning more team bulding activities to strenght the relationship. And other range of new activities that are can be easlily adapted to the new changing work market. Companies need to start investing more in their best resource people(Groom,2012).

## Conclusion

In conclusion, we can identify the current need for a change. And the challenges facing the employers to measure the engagement. And, the employees and the commitment to the workplace and maintaining a healthy level of motivation. They will be a demand for a new strategic plan implemented by Human Resource Management to measure and drive forward engagement. Happy workplaces lead to company future success (Smedley,2016)

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