

Managing People

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INTRODUCTION

Employee engagement is a human resources relative concept that explains the level of enthusiasm and dedication a worker feels towards their occupation. Engaged workers are serious towards their job and about the actions of the company and feel that their efforts make a difference (Hill and et. al., 2022). It encourage the employees by motivating them to work for the company. It includes communication, rewarding , promoting and many others activity as it directly hit the employee productivity that is helpful in increasing the profits of the company. It is a very crucial for the management to engage the employees so they can feel families with in the company. In regards to develop the operations with in the workers it is very essential to make an appropriate decisions and plans that influence the workers to work in an organisation for long term. In this report considering the Mark and Spencer it is UK based company. It was founded in 1884 by the Michele mark and Thomas Spencer. It well known brand for clothing and fashion. Its headquarter is in UK London. The following report will cover the concept and drivers of employees engagement and the various kinds of identification instruments in regards to manage the employees. This report also builds an employees value proposition for the various thoughts and planning to grow the level of engagement.

MAIN BODY

It is workplace approach leading in an appropriate situation for all the members of an organisation to provide their best every day, as well as committed towards the operations. It is based on trust, integrity, two way communication and conversation between an industry and its candidates. It is an approach that raises the opportunity of business success, contribution to company and particular actions, productivity and well being. It can be calculated . It varies from bad to good. It can be upbringing and dramatically raised. It can be mislaid and tangled away (Calveley, 2022) .

Analyse the concept and drivers of employee engagement -

The participation of the workers with in the company is the way of Human resource. The worker engagement are utilized by the company in order to give the healthy surroundings to the workers which leads in growing efficiency with in the company. The contribution of an employees with in the business helps them to hold motivated always and

the learnings given to them in order to help in achieving the set of an objectives of the company. In extent of M&S, two way communication procedure is utilised by the management of the company with in the crucial not only for the success or growth of the company but also for the satisfying the workers with in the business firm.

In instance, the revenue of the company also impact from the engagement of the workers, in any case if they are not completely busy then the target cannot be attain on time. In easy words the engagement of the workers is link with the trust, loyalty and commitment towards the company. The employees of M&S, provide their level best in regards to attain the setted goals. The workers of the consider company are not only encouraged towards their operations but also impose a attitudes of highly goal oriented driven (Brunetto and et. al., 2022) . The major drivers of workers engagement in relation of M&S is elaborated in below -

1. **Culture of the company** - The trend of the company is being considered as one of the main factor of the workers engagement. When a new person come into the company initially and upcoming thing that they admire is surrounding. In context of M&S, the organisation have a well known image in the market place along with that management gives the healthy and happy environment in relation to help their workers. The organisation seems the condition of pandemic due to the engagement as well as the contribution of the workers regarding the company (Khan and Hasan, 2022) .
2. **Support and empowerment** - The work force of the company not only requires to support the top level management but also required the compensation and motivation so that they can feel always encouraged and helps as more as possible for the company. The help and the awarding are considered as the most crucial word which grow the ability and power of the peers. In extent of M&S, effective learnings and development sessions are improved by the administration of the company on daily basis they can elaborate certain new ability with in the employees and also adopts the new and creative sources.
3. **Communication and response** - This also played a very important role in developing the engagement of the employees in regards of the company. In extent to the M&S, complexity are seen by the units in conversation with the higher administration of the company but higher management continuously practices to communicate with the workers and give the feed back on daily basis. This is the best manner of two method

communicate and the responses are provided for the improvement of the workers feel more busy with the responses with the assigned job designation (Mills and Smith, 2022).

Analysis characteristic device to determine action -

Presently the trends and production and manage employees but after the global pandemic various changes has been occur in the company. In extent of the M&S, flexible hour, remote working. Restricted duties and many others are given the management of the company. These sources not only impact the various features of the organisation but also modify the workers interest. Assorted kinds of tools are used by the management of the company in regards to determine the various ways of workers engagement with in the organisation. Here are some kinds of instruments which determines the engagement has been elaborated in below -

1. **Employee survey** - These are being included as the most crucial instrument which can be utilised by the management of an organisation in command to determine the engagement of the employees with in the company . In relation of the M&S, it is measured that there will be various kinds of queries connected to the factor of the workforce and their nature . On the other side, the workers of the company fills the form of survey and this action as a helping for the business institution in analysing the feedbacks of the staff member in impacting the response form of the employees in an appropriate manner. This instrument help the company in achieving and interest of a workforce motivation and dealing with the qualitative assignments .
2. **HR creature** - this instrument support the management of the M&S, in regards to analyse the business of the staff with in the business . This is not only help the employees in operating the task in an effective manner along with that it also assist company to add the satisfaction of the workers . The workers reply on the feedbacks and this helps the company in order to determine that rather the employees of the organisation in command to determine that whether the employees of the organisation are feel free at the organisation or not (Morris, 2022) .

Form a worker value proposal from the thoughts as well as judgement earlier ailed, involving method to addition employee action:

Workers value proposition gives workers with the advantages that an industry offers to raise staff satisfaction. These are the incentive n rewards for the ability, talents diligence and skills that pay to their organization. This is even more essential for all the oranisation to analyse the employees productivity and provide adequate improvement by giving advantages just as promotion and incentives (Arenius and Brough, 2022) . In extent of M&S, company management strategy to attain the engagement of staff in the operations and for which they are operating for various competence are elaborated in below-

- 1. Appreciation from the leader as well as manager** - it is crucial tool for attaining high motivation to operate impact fully in the business. In extent of M&S, company management manages workers for more productivity. This permits to incorporate higher actions, develops their ability and attain objectives successfully (Pollard and Barker, 2022).
- 2. Individual and monetary benefit** - In connection of M&S, the management offer their workers various compensation and incentives advantages that have proven to be impacting for business firm. These areas assist workers in motivating and develop their action, gain the ability and concentrate on the assignments which they can operate, impact fully carrying their presence to high compensation for negative employees . This also play a very important role in motivating people to act task.
- 3. Organisation culture and system** – This is also section of supporting employees to attain high designation and act impressively. In extent of M&S, their culture is awing and supporting along with that communicate effectively , resolving issues and set business objectives in regards to attain effectively. Workers on the another side know their occupation and area as who they utilize and who they have to report their task. This would also assist them to rid of the confusion and misunderstanding associate with their occupation that they will show at an impressive time.

It also assist to explain the individual always get the occupation . Hence both the trend and building of the company play a key role in giving workers with a high level of operations participation and raising productivity (Taggart and et. al., 2022).

There are various ways which can be used by the consider company in relation to raise workers actions , productivity and organisation involvement in the operation and these tools are listed in below -

1. **supply duration of operations to impressive performing staff** - in link with M&S, the managers required to raise workers engagement. Hence, management can attain fixed duration objectives and give effective workers with flexible operating hours . This method assist and advice the effective fruitfulness of those who are already operational in the institution. In instance to this it also act as helping to motivate worker who are not completely engaged in their operations to develop their ability and actions.
2. **Creating the organisation pandemic safe** - it is important for M&S, to create their operations surroundings and workers secure after the pandemic . They can also favour the planning of workers alternative found to the workplace. Company can also give workers with face mask and sanitizers . As well as with this workers secure them from the spread of the covid virus.
3. **Reconstructing responsibility** - the management of the M&S, concentrate on the employee skills which can be accurately analysed high order skills and expertise can be determined and only operate in professionalism can be managed. It will assist employees to get more included in the company after, as it will be more simple to finish the activity effectively earlier the point in time . the operations is based on the ability or professionalism. It also assist organisation in develop the accountability and fruitfulness of their operation (Vogel, Raes and Bruch, 2022) .

CONCLUSION

It is terminated from above report that it is very crucial for the management of the organisation to deals with every factor suitably which are elaborated in above report with their engaged employees. This helps workers in being more operative and raise high level of operations. If the employees are effectively manage with in the company then this help in different ways like higher employees engagement and participation. Various kinds of factors are included in this report which grows the level of engagement in the company. This task also concludes the various kinds of determination instruments like Human resource tool , work life cycle and many other that is being link with the business and employee engagement.

It also plays a vital important responsibility in regards to improve the high value of the employees actions in the company.

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