

Manage People

(LCBB5004)

Assignment 2

Lecture Name: Ze Zook

Student Name: Vasil Kalachev

Student Number: 1813111

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INTRUDUCTION

The pandemic of COVID drastically changed the life across the planet. Unfortunately, we saw global changes for bad in any aspect. In economic plan, the planet face one of the biggest recessions and we witnessed how plenty of businesses in different industries closed their doors for permanent or temporary times. For our company there is a bit brightness in this dark times as the function of the work cycle is keep going almost as normal, with the only difference is the work-place. When the workers are working now from home, we need to re-consider and have look how their engagement will affect with the company. Even if the work from home should have more positive impact over the employees, there is also some negatives like distraction for example or excuses like kids and pets and others. Usually, this should not be tolerated as the employee need to concentrate on their duties with no matter where is there work-place. In this report we should examine some important things like how to measure employment engagement in a right way, to adopt some specific drivers of the employee engagement. To create new strategies ways of working in such a environment, what we need to create some good Employee Value Proposition (EVP).

MEASURE AND IMPROVEMENT OF EMPLOYEE ENGAGEMENT

So, we need to know what is going good in our company and where we need to change or improve. In a time like this with distance working, HR should pay much more attention to analyses the work performance of the workers in the unusual environment.

Some important benefits of measuring employee engagement are:

- To identify strengths, problem areas, and “hidden truths.” - When regular the engagement is measured that helps to deal with obstacles and easier avoiding of the problems. Also, the collected data for engagement can show what is going on well and maybe to connect the weaker departments with stronger ones.
- To build trust – On regular basis we need to ask our workers for feedback that eventually can build their trust and to make them feel important in the company.
- To help everyone understand what’s going on – there should be different regular online

meetings with all levels of workers in the company. Some of the meeting is how to share the specific collected data with everyone in from managers to front line employees. This gives everyone the opportunity to help contribute to a better culture.

Creating of strategy survey with connection about the unusual work-atmosphere and environment.

There are also some important drivers that can help in the employee engagement, like:

- Autonomy – Even if HR must to keep close attention of the workers especially when they are working from home, it should not be a bad idea to give them freedom with autonomy which will bring them more trust in company, a bigger self-confidence and more positivity in their work. Then the worker will build more desire while working from home, especially in case of good autonomy job to the worker could be promised that he will keep it when the things go back normal, they can come back to work on the original work-place.
- Professional Development – While employees are encouraging to growth in their career by their supervisors/managers,

not only by providing the right resources for them but also to boost them to take advantages of the opportunities.

- Psychological Safety – While the things must be kept under control while the people from the company are monitoring when they work from home, they should feel safety without fear of negative consequences to self-image, status, or career.
- Meaning - Finding meaning at work is one of the foremost imperative perspectives of representative engagement. When this driver is at play, workers accept being drenched in work gives them esteem. Now and then, which means they feel a sense of reason. Other times they infer meaning from components such as status, recompense, or impact. How or why, one finds meaning in their work is interesting to each person, but contains a huge effect on each employee's level of engagement.
- Purpose – Even if the main aim of a business is to make profit, the employees should have a clear view of mission and vision, and to show them that there is another important thing apart of that the owners to make money on their backs. –

- Relationship with Manager – The role of managers and the workers under the specific manager are playing vital role. When there is a good relationship between them this is automatically increase the safety, happiness and the confidence of the worker which is affecting the company for good.
- Utilization – This driver is particular of that how well a worker is feeling the company is utilizing their capacities. The degree to which representatives feel their day-by-day work errands put their information and abilities to great utilize features a coordinate effect on engagement levels. For directors, it's imperative to routinely assess parts and obligations to guarantee workers are being appropriately utilized, especially as they develop and create unused aptitude sets. The above drivers are just small example of how the company should start to use these drivers and on regular basis to measured and analyzing them in order to become easier to keep the culture in the company under eye. However, for the begging we should concentrate on this one, but now specially to pay an extra attention of creating good strategy plan for – work from home program.

WORK FROM HOME

1. Define goals for remote workers – By creating goals for the workers that they need to complete in a specific time are eliminating to “babysitting” them. Usually, this challenges the workers and bring more contribution on their job.
2. Communicate regularly – or more specifically making meetings with separate departments or meetings between the managers of the departments
3. Check in frequently and be proactive – the managers not only keep their workers on eye, but also is a good way to help their staff to overcome the challenges they need to do.
4. Encourage continuous engagement - With modern internal communications tools, employees can now instantly share interesting content from within the company. Basically, the workers should stay engaged and join conversation often even if they are not physically there.
5. Make collaboration and communication fun – To keeping the spirit up of the remote employees and enjoyment going some fun

things will be great idea to it – included quizzes, games, etc....

6. Empower your remote employees – when the remote workers are part of decision making or giving ideas can be a win-win situation, as not only this makes them to feel important, but also some can bring some great ideas for the good of the company.
7. Enable and encourage knowledge sharing – This is another great win-win situation, when we will be encouraging employees to share knowledge and information, everybody is different and everybody knows something that somebody else does not know. This will bring some extra developing for employees in interesting way as well as some company success.
8. Offer career growth opportunities – When there is opportunities in growth in professional plan is probably one of the main factors that attract and keep talents in a company. Often times, remote workers get neglected here. In order to keep them happy and engaged, some career advancement opportunities should be available.
9. Train your managers – Usually managers are doing there job in a different environment, but not from a distance, in

order to keep the remote workers productive and engage, the manager should get a special training/s so can understand better the new working environment.

10. Make collaboration more efficient - Team collaboration is one of the main factors for greater productivity. Therefore, many employers are trying to improve the way remote teams work together. Team collaboration and employee engagement solutions are the best way to eliminate this challenge faced by most companies who have remote employees.

11. Make remote employees your advocates - In order to increase involvement and engagement of your remote employees, you can make them your brand ambassadors. This is a great way to show them appreciation, help them build their personal brand and help them develop a sense of belonging. In addition, enhancing employee advocacy has numerous benefits for companies as they can drive sales, build brand awareness and help in employer branding and talent acquisition efforts.

12. Establish a work-from-home policy – To create a special policy of our company for distance working environment is a must for

the company. The eleven suggestions ideas mention above, could help in creation of a good engagement and positive environment. But to establish new policy is definitely the most important thing and should be consider first before anything else, and that is why it is written on last place in this report.

EMPLOYEE VALUE PROPOSITION (EVP)

World has changed seriously in 2020, by that different individuals, businesses and governments need to create and adopt new strategies and systems, in order for the good of the economy more globally speaking or for a company to bring the things on our level. There should be created new type of EVP, so in this report here will be shown a structure of the new EVP, and on the base of the structure should be work on. First let's make sure we understand and have the right position by asking us this specific question before to continue on the

five basic elements that are main tools needed to be created an EVP.

Variety - Is there a collection of proficient advancement openings that empower representatives to attain their career potential?

Wellness - Do you put an esteem on work-life adjust and/or adaptability within the work environment in a way the contributes to worker inspiration?

Affiliation - Is it the mission or command of the organization that drives individuals to need to connect and remain? Does company's notoriety for tall quality items or administrations have an effect on representative inspiration?

Self-transcendence - Does the company make a commitment to being socially mindful and offer opportunity for representatives to grant back to the communities inside which the organization is working?

If we can get positive answer while building the EVP, we can continue to the five main elements:

Work - The degree to which assignments and duties are challenging, satisfying and adjust with individual career objectives.

Rewards - Important rewards that talk to the requirements and interface of representatives, counting take off, rewards, preparing and abilities advancement.

Environment - Beanbags, smoothie bars and everything else that creates the office a upbeat put to be.

People - Solid connections between workers, pioneers, supervisors, providers and trade accomplices that energize development and common victory.

Opportunities - Openings for career headway, individual advancement through formal preparing and on-the-job learning, and indeed organizing openings.

According to the info-structure mentioned above it must be complete a satisfied EVP plan.

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