

MANAGING PEOPLE

Assessment 2

MODULE CODE: LCBB5004

STUDENT NUMBER: 1814113

STUDENT NAME: Viktoriya Tancheva

“Covid 19”

Table of Contents

INTRODUCTION	3
THE CONCEPT AND DRIVERS OF EMPLOYEE ENGAGEMENT	4
EVALUATE DIAGNOSTIC TOOLS TO MEASURE ENGAGEMENT	7
EMPLOYEE VALUE PROPOSITION.....	9
CONCLUSION	12
REFERENCES.....	13

INTRODUCTION

Managing people in an organisation is a typical task to accomplish. There are different managerial actions that will portray the organisations efficiency and the management in every organisation is involved into making strategies that will help to evaluate the processes that are to be carry forwarded (Sun and Bunchapattanasakda, 2019). Managing people in an organisation revolves around the employees as well as their needs in times of difficulties such that they will not face any difficulty in dealing with the operational activities of the organisation. During the recent pandemic which can be taken as a big example for all the industries that are suffering from the onset of operational activities and many organisations have declared work-from-home but there are different organisations that are to be working offline in order to carry on with the productivity aspects. Covid-19 hit the economy of every organisation in a surplus manner and there are a lot of unemployment issues that are pertaining in industries. Managing people in this tough time is a difficult task and organisation will have to design few implementations as well as strategies such that they can move ahead without an employment and can provide the employees of the organisation with the basic amenities that are required for them. This entire report will revolve around all the managerial actions that are being taken by the organisation in order to manage people.

THE CONCEPT AND DRIVERS OF EMPLOYEE ENGAGEMENT

Employee engagement is necessary in the organisation in order to move ahead with the performance of business (Saks, 2019). In order to incorporate a positive atmosphere in the organisation the influence of the employees will have to be known. This can increase the engagement of the management with employees on a subtle basis which is necessary for the organisation to know the feelings of its employees. managing employees is not a small task. It requires a great number of intangible aspects that are associated with the prominent factors that are dealing with employees. Few of the broad drivers in this aspect as follows:

Job role: job role in an organisation plays a major and a crucial role in determining the space of an employee in the organisation. There must be an understanding between the link that is to be achieved in motivating as well as increasing the engagement policies of the organisation. In this prospect the management will have to identify the choices of employees such that they will get to know the different components that the employees are dealing with. Upon knowing all the consequences of its employees, the management can incorporate task and can assign different people of the organisation such that the completion of work can be carry forwarded in a more efficient manner (Kang and Sung, 2017).

Working environment: one of the best managerial action of any organisation will revolve around maintaining a good working environment in the organisation. Every working culture will be based on how far the management is providing a good flexible environment without conflicts such that employees can engage in the work in a more supportive manner. In this prospective the management will have to add time identify the different prominent factors that are revolving around its employees such that when there is a kind of difference that is taking place in the midst of employees than the management can be the supportive activate.

Rewards and recognition: rewarding and recognition policy is followed by many organisations because employees in the organisation are bound to be confined to check work schedule and on completion of their work on successful terms the management will have to further identify the right person to reward and to give a recognition such that this will lead to motivation of the employee and the employee in return can put efforts that are more than the previous ones. The commitment as well as the engagement of employee will therefore increase on giving rewards and recognition (Nazir and Islam, 2017).

Learning and training opportunities: every employee in their working career will get defined by how far they are trained and put into work. The organisation will have to incorporate managerial actions in order to move ahead with the training opportunities as well as providing the learning sessions that would uplift the employee's carrier. When there is an atmosphere of learning and improving knowledge as well as the skills than the employee's engagement will therefore be when compared to the normal working atmosphere.

Performance management: performance management is considered to be one of the attributes for growth of the organisation. The entire performance of the organisation will depend upon how far every employee is getting engaged in the goals and driving means to achieve them. Performance management will have to be taken care about in every organisation and this results in creating bond with the management and the employees therefore can developed themselves upon identifying the choices that are to be considered (Albrecht and et.al, 2018).

EVALUATE DIAGNOSTIC TOOLS TO MEASURE ENGAGEMENT

The different prominent tools that will help to measure the employee engagement in an organisation are said to be those that will bring about a good amount of knowledge regarding her for employees are being able to move or tackle with the works of the organisation. There are different ways which are effective in measuring the engagement activities of the employees. Some of them are as follows:

Conducting survey: surveys are usually conducted in an organisation in order to know the opinions of employees every now and then such that the management will get to know the actors that are pertaining to their involvement. It is necessary to identify the opinions of its employees such that the organisation can get to know how far they are engaging in the organisational activities that are being performed in the organisation. One may not be able to avail the choices that every management provides hence the organisation will have to identify the set of employees such that they can incorporate means to derive activities and to train them accordingly. This particular survey will bring forth the essence of involvement between the employees that are not yet involved in the work.

Employee advocacy: employee advocacy is at tool in which the employees are given an opportunity to advise the organisation with some ideologies as well as thought to be incorporated such that the innovation that is required to be implemented will therefore be carry forwarded. By giving employees this advocacy, the engagement will be increased emits of dealing with the certainties in the organisation. There are different set of activities that are to be performed in the

organisation and they cannot be accomplished and less employees are usually involved in it. In order to make employees as the centre of their work then the management will have to design plans to make employees stand and speak. Speaking will incorporate them with the knowledge that is required to be delivered (Osborne and Hammoud, 2017). This will in return help the organisation to receive certain ideologies that are necessary for organisations upliftment. This is a process of encouraging the employees to move ahead in the organisational policies and they will develop a strong bond with the organisation and their efficiency towards work may also increase based on the encouragement that is derived through this advocacy.

Taking feedback: feedback is one of the tool to identify the drawbacks that are pertinent with regard to employees. Every organisation will conduct the process of collecting feedback from the employers in the organisation such that the negative prospect over the organisation will therefore be known. There are different sections in the organisation that are to be tackled by the management and that can be easily done with analysing the feedback that are gained from the employees. On taking feedback from the employees the organisation will get to know the components that are to be inculcated such that the engagement of employees can therefore be increased (Young and et.al, 2018). The thought process regarding the development areas of the organisation will therefore be highlighted by the employee is in return knowing their prominence regarding the organisation.

EMPLOYEE VALUE PROPOSITION

Employee value proposition is regarded to be the benefits that are being provided by the organisation for employees in return for their skills at that they have applied for the upliftment of the organisation. There are typical areas in the organisation that are to be developed and certain employees will put forth their strategies as well as the actions in order to move ahead with the development process. For this particular group of employees every organisation will grant benefits and financial rewards such that they can be rewarded and recognised at times. Sometimes these benefits will also lie in the opportunities that are being given to employees such that upon pursuing these opportunities the employees will keep in mind the values as well as the vision in order to incorporate the goals of the organisation. The employee value proposition is important for every organisation such that it creates an enthusiasm in the work policies of the employee. This is a requirement because the working appetite of an employee will have to be in an efficient manner and that can only reach the level of efficiency when the organisation highlights the prospect of which the employee is working. A good employee value proposition is when the organisation provides the values as well as benefits in certain format like that of increasing their compensation by the process of including bonus. This increasing of compensation will be the first priority of value proposition since employees work for their pay and a good number of pair will lead to certain motivation that is required for organisational policies (Uddin and et.al, 2019). There are different employment benefits like that of Health Insurance, retirement funds, parental leaves and many other which are an essential part of employees. These when

granted by the organisation upon the work that is committed by an employee will add as a fuel towards the working policies of the employer. By developing career opportunities where the technical training sessions that are incorporated in the organisation and providing with certain mentor such that the employees will finally learn the techniques that are additional a required for them to inculcate with the activities of organisation and also to develop their career. There are different ways to define employee value proposition. They are as follows:

Accessing current offers of the business: in order to move ahead with proper value proposition with regard to employee then the organisation will have to first identify the key points that lie in maintaining the benefits as well as it perks in compensation. This is necessary to access the benefits such that the opportunities that are associated with employees will therefore be accurately presented.

Making a list of qualities that are to be processed by employees: in order to achieve the mark of being the best then employees will have to go through certain terms and conditions that are being stipulated by the management. In order to get the tag of an ideal employee then the employers will have to fulfil all the objectives that are derived by the management. For this the management will have to provide a set of qualities for the entities that are to be processed by people in the organisation (Kwon and Kim, 2020). On successfully deriving every entity the organisation can regard the employee to be an ideal one and in return the management can reward the employee with employee value proposition.

Conducting survey to know needs and wants: it is first necessary to identify the choices of employees in the organisation such that the priority that is to be given to employees can therefore be known. Surveys will have to be conducted by the management such that the needs of employees can be triggered and while valuing the work of employees this can be a beneficial one.

CONCLUSION

The entire report concludes upon identifying the choices that are to be made by an organisation in order to move ahead with managerial actions of the organisation. The report will bring forth the concept and drivers of employee engagement with different components like that of job role, working environment, rewards and recognition learning and trading opportunities along with performance management. An evaluation is made in this report to diagnose the tools to measure the management of employees in the organisation. The different tools that are identified in this regard are conducting survey employee advocacy and taking feedback. The report also explains employee value proposition with all the required values that are to be targeted by the organisation.

REFERENCES

Books and journals

- Albrecht and et.al, 2018. *Organizational resources, organizational engagement climate, and employee engagement. Career Development International.*
- Kang and Sung, 2017. *How symmetrical employee communication leads to employee engagement and positive employee communication behaviors: The mediation of employee-organization relationships. Journal of Communication Management.*
- Kwon and Kim, 2020. *An integrative literature review of employee engagement and innovative behavior: Revisiting the JD-R model. Human Resource Management Review.* 30(2). p.100704.
- Nazir and Islam, 2017. *Enhancing organizational commitment and employee performance through employee engagement. South Asian Journal of Business Studies.*
- Osborne and Hammoud, 2017. *Effective employee engagement in the workplace. International Journal of Applied Management and Technology.* 16(1). p.4.
- Saks, 2019. *Antecedents and consequences of employee engagement revisited. Journal of Organizational Effectiveness: People and Performance.*
- Sun and Bunchapattanasakda, 2019. *Employee engagement: A literature review. International Journal of Human Resource Studies.* 9(1). pp.63-80.

Uddin and et.al, 2019. *Why individual employee engagement matters for team performance?. Team Performance Management: An International Journal.*

Young and et.al, 2018. *Who are the most engaged at work? A meta-analysis of personality and employee engagement. Journal of Organizational Behavior.* 39(10). pp.1330-1346.

Online

Managing people: [Online]. Available through: < [Guide To People Management: Definition, Tips and Skills | Indeed.com](#) >