

عنوان مقاله:

Effect of human resource management practices on employee engagement: COVID-۱۹ and digital platforms as moderating and mediating variables

محل انتشار:

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خلاصه مقاله:

Organizational processes are in a perpetual state of flux because of factors such as new business models, exponential technology, agile ways of working, and laws. Therefore, because most organizations do not understand the demands of their employees and to keep abreast, it is difficult to determine what and how human resource (HR) strategies affect employee engagement. This study aims to reconnoitre the roles and responsibilities of an HR manager in developing employee engagement. This study used an exploratory research method. All the data used in this study were from secondary sources. Information was culled from a broad range of print and digital textbooks, reference works, encyclopaedias, and academic journals and dissertations (both published and unpublished). Work design, recruitment and selection, performance appraisal, performance management systems, career planning, organizational support, knowledge sharing, participation and communication, HR information systems, and HR data and analytics are all examples of human resource management (HRM) activities that have a significant impact on employee engagement. Employees' morale and output decreased as they experienced psychological pressure because of the situation. Employees' concerns about job security may have contributed to their poor participation during the coronavirus disease – ۱۹ (COVID-۱۹). Many businesses have prioritized business needs above employees' emotional well-being, which has had a negative impact on employee engagement and morale. Because of globalization and technological development, the necessity of a rapid transition to a knowledge-based economy and .the capacity to penetrate established markets swiftly is expanding

کلمات کلیدی:

COVID-۱۹, Employee Engagement, human resources, Human Resource Management, technology

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