

## Exploring Employee Engagement and Psychological Well-Being in A Virtual Workspace

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### ABSTRACT

**Purpose:** The purpose of the study is to examine the role of employee engagement and psychological well-being on the virtual workplace. **Theoretical framework:** Classic motivation theory has been used to provide a better understanding of the impact of employee engagement on the virtual workplace. **Design/Methodology/Approach:** The primary quantitative method has been used with the help of survey analysis where numeric information is needed to be dealt with and provide a graphical interpretation. **Findings:** It is highlighted that overall, 75 respondents play an impactful role within this research project. **Conclusion:** Impact of the employee performance plays an important role within the workplace. Therefore, mental structure of the employees help to determine in this research study. **Significance of the study:** This research study is based on the analysis of the impact of employee engagement within the workplace. Therefore, it is highlighted that more attachment of the employees to the workplace helps to enhance the growth of the business. Therefore, the cultural value of the workplace has to be highlighted based on employee engagement.

**Keywords:** *Virtual Workplace, Employee Performance, Personal Growth, Productivity*

The role of employee engagement is an important task that briefly explains in this portion. Therefore, the impact of psychological well-being in the virtual workplace is easily evaluated within this research portion. The research aim and objectives have to be evaluated in this research study. Moreover, graphical data analysis has been determined in this research study. Additionally, proper discussion about the whole research topic has to be analyzed in this portion.

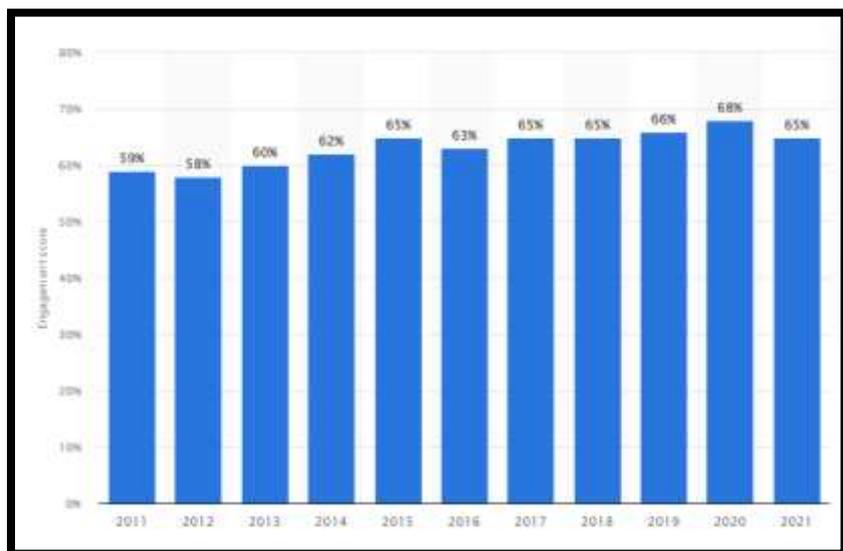
### Background

Employee engagement and psychological well-being play a crucial role in the virtual workplace. Therefore, different types of factors pay attention to the virtual workplace. A positive working environment has to be needed for every employee; therefore, job satisfaction is easily highlighted (Lee, Rocco & Shuck, 2020). Additionally, a digital working environment takes place within the workplace and it helps to improve the structure of the organization.

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**Figure 1: Employee Engagement in the workplace**  
(Source: Statista, 2022)

Figure 1 helps to analyze the impact of employee engagement in the workplace. Therefore, it is noticed that the business revenue structure has been increased with the help of better employee engagement. Moreover, the role of psychological well-being in the virtual workplace is also allowed to be dressed with the help of this research study. With the help of this graphical analysis, it is highlighted that 26% of employee engagement increases based on a positive environment in the workplace.

### **Research aim and objectives**

#### **Aim**

Analyzing the role of the impact of employee engagement in the virtual workplace is the main aim of this research portion. Therefore, the advantages of psychological well-being in the workplace have to be analyzed in this research study.

#### **Objectives**

- To identify the impact of employee engagement to create a positive working environment.
- To highlight the role of virtual workplaces to increase the growth of the organization.
- To determine the impact of psychological well-being to enhance job satisfaction.

#### **Significance of the study**

This research study is based on the analysis of the impact of employee engagement within the workplace. Therefore, it is highlighted that more attachment of the employees to the workplace helps to enhance the growth of the business. Therefore, the cultural value of the workplace has to be highlighted based on employee engagement (Barreiro & Treglown, 2020). Moreover, critical evaluation of the workplace problem has to be determined and it helps to bring innovation within the workplace. Collaboration within the workplace is also allowed to be highlighted and it helps to bring creativity within the workplace. Additionally, job satisfaction of the employees has to be enhanced on the basis of the engagement of employees.

Employee turnover rate has to be eliminated on the base of this pay psychological well-being in the virtual world. Moreover, Technology-mediated communication has to be generated with the aid of this psychological well-being (Bailey, 2022). Mental satisfaction has to be highlighted based on the well-being structure of the workplace. Additionally, the problem-solving capability of the employees takes place within the workplace to increase job satisfaction of the employees.

## LITERATURE REVIEW

### *Role of employee engagement in the virtual workspace*

Employee engagement is equally important for the virtual workplace; therefore, the strength of the organization has to be highlighted in the engagement of the employees. As commented by Abarantyne, Naidoo & Rugimbana, (2019). Improving the culture of the workplace has to be determined, moreover, building a better working environment is easily evaluated based on this employee's engagement. On the other hand, customer relationships with the employees are the main concern of the organization; therefore, it helps to increase the productivity of the business. Encouragement of health and wellness has to be determined and it helps to build a positive working environment. Positive as well as cheerful behaviour of the employees helps to enhance the structure of the organization. On the other hand, self-determination has to be highlighted with the help of employee engagement. Additionally, the alignment of the effort with the strategy has to be highlighted in this research portion.

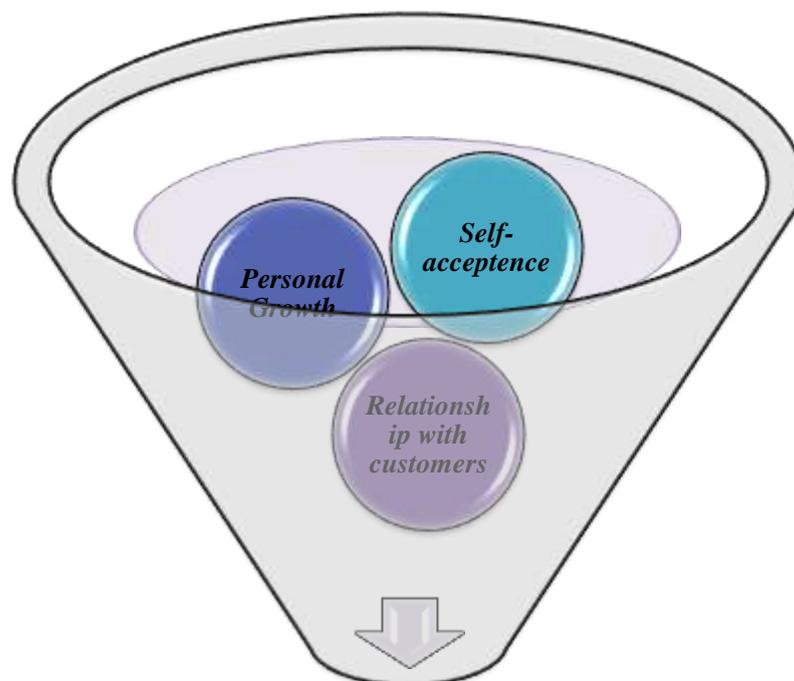


**Figure 2: Role of employee engagement in the virtual workspace**  
(Source: Influenced by Yadav et al. 2020)

Figure 2 helps to analyze the positive impact of the employee engagement in virtual workplace. Enhancement of teamwork is easily determined with the help of employee engagement, moreover, increases in the efficiency of the employees have to be evaluated with the aid of employee engagement. On the other hand, as highlighted by Moletsane, Tefera & Migiro, (2019), the growth of the organization has to be highlighted with the help of employee engagement. Additionally, the development of the problem-solving capacity of the employees has to be highlighted and it helps to improve the workplace culture.

### *Influence of psychological well-being in the virtual workspace*

Reducing the employee turnover rate has to be determined with the help of psychological well-being. Reduction of absenteeism also allowed being determined based on the psychological factors of the employees. As commented by Book, Gatling & Kim, (2019) The satisfaction of the employees has to be highlighted with the help of mental peace, and it is easily evaluated with the help of the job satisfaction of the employees. Significant effect on the job street has to be highlighted based on the psychological effect on the employees. Personal growth has a significant role in the employee's behaviour; therefore, impact on the productivity has to be highlighted. Positive relations with the customers are easily evaluated; therefore, it helps to understand the preferences of the customers. On the other hand, creating a business plan based on psychological well-being has to be determined and it helps to enhance the business structure.



*Impact of psychological well-being*

**Figure 3: Impact of psychological well-being in virtual workplace**  
(Source: Influenced by Akulwar-Tajane et al. 2020)

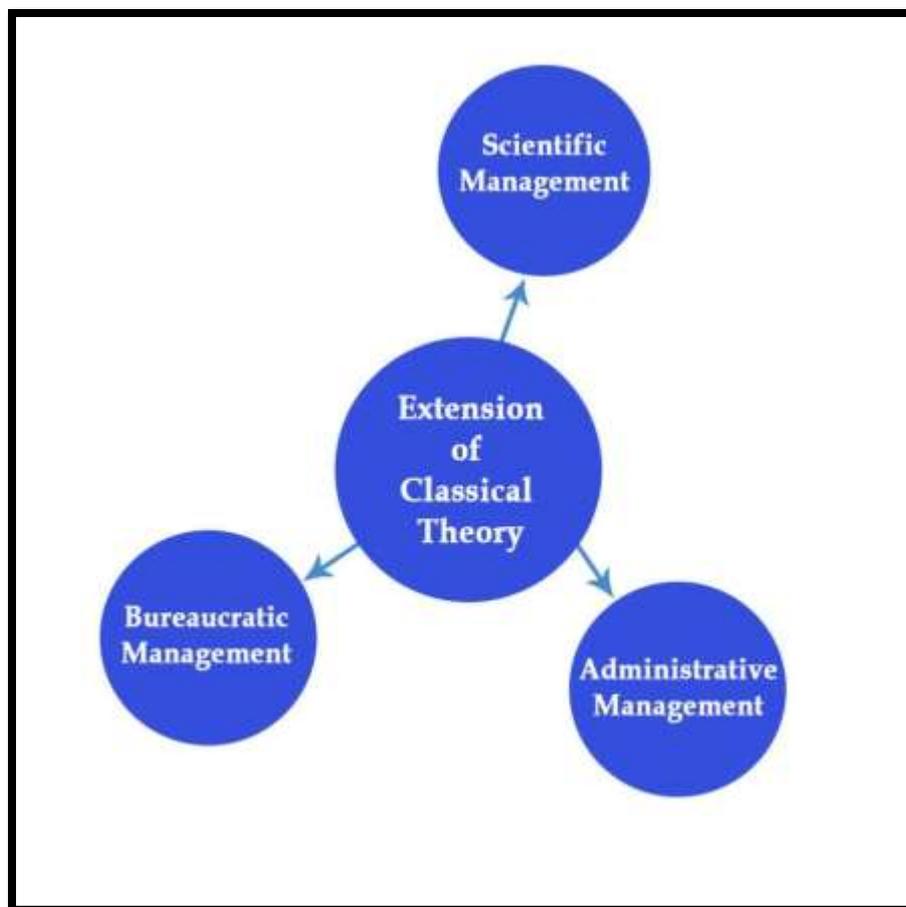
Figure 3 is capable to determine that Self-confidence, stress control, motivation, and therefore, anxiety have to be determined with the help of psychological well-being. Additionally, different problem-solving capacity is allowed to be highlighted and it helps to bring innovation within the workplace. On the other hand, as argued by Iddagoda & Opatha, (2020), organizational culture is easily be evaluated with the help of the psychological well-being structure of the employees. Therefore, self-control is an important factor that allowed to be highlighted within the workplace. Setting a goal to improve the structure of the business is easily determined and it helps to bring creativity within the organization.

## **THEORETICAL FRAMEWORK**

### *Classic motivation theory*

Classic motivation theory is based on financial reward; therefore, classical analysis of the critical evaluation has to be highlighted within the workplace. *Scientific management* of the research topic has to be highlighted, therefore, *administrative principles* allowed to be determined with the help of this theory. Moreover, the growth of the business has to be

highlighted and it helps to bring innovation within the workplace (Stoykov & Vasilev, 2021). The employee retention rate has to be highlighted. Moreover, *job satisfaction* has to be evaluated with the help of this theory. Additionally, the psychological impact of the employee's behaviors allowed to be determined and it helps to improve the organizational culture.



**Figure 4: Classic motivation theory**  
(Source: Influenced by Blackman, 2022)

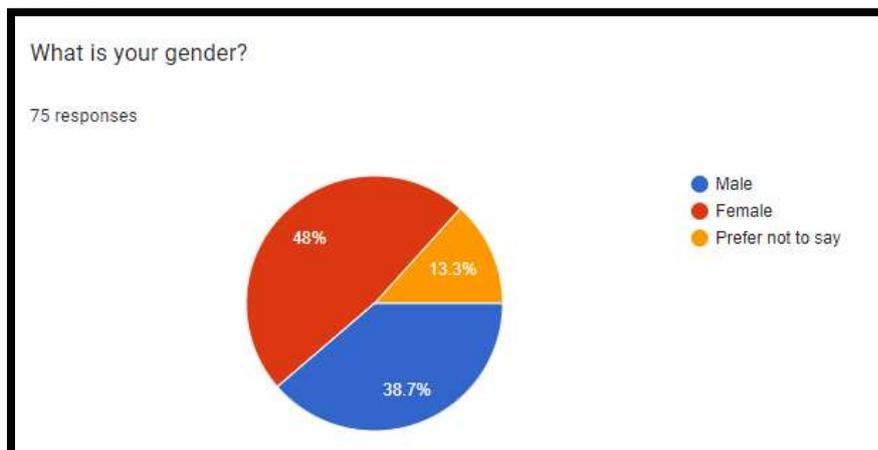
Figure 4 tries to analyze the theoretical framework of the impact of classic motivation theory on the employee's life. Moreover, productivity improvement has to be highlighted (Jurčo *et al.* 2019). Motivation has to be determined and it helps to improve the structure of the organization.

### RESEARCH METHODOLOGY

In this research process, researchers are using the primary quantitative method. Therefore, survey analysis has to be highlighted in this research study. Researchers are capable to analyse 10 questions where 3 questions belong to demographic questions and other questions based on factors-related questions (Pretsch *et al.* 2021). Therefore, 75 responses have to be determined in this portion. Researchers are capable to gather information on the base of these demographic questions. Therefore, a graphical analysis of the research topic has to be highlighted within this research study.

## Results and finding

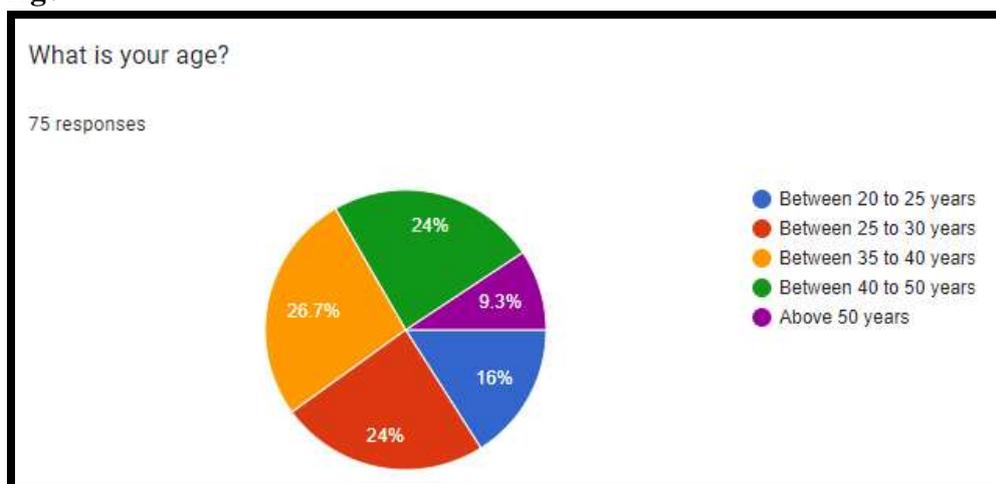
### Gender



**Figure 5: Rate of responses to the question “What is your gender”**  
(Source: Survey)

Figure 5 helps to determine that 75 of the total participants take place in this research study. However, 48% of female participants are allowed to take the highest position in this research study. Moreover, 38.7% of male participants and 13.3% belong to other groups of respondents.

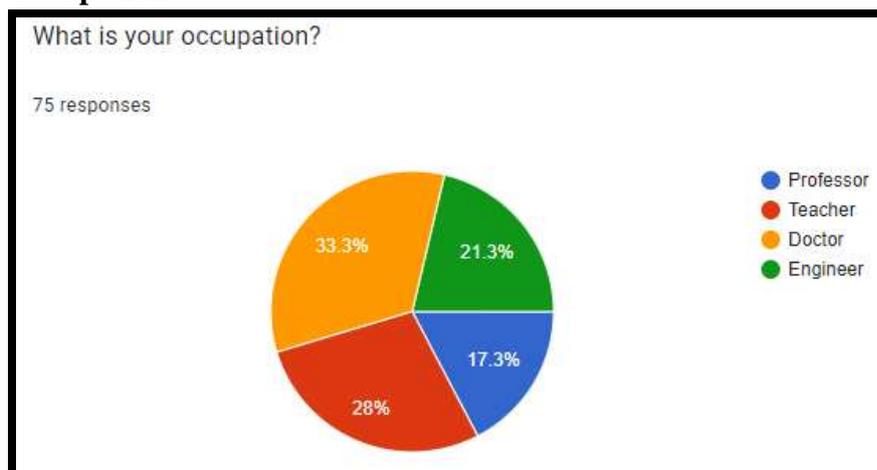
### Age



**Figure 6: Rate of responses to the question “What is your age”**  
(Source: Survey)

Figure 5 helps to evaluate 75 of the total participants take place in this research study. Whereas 26.7% of participants belonging between 35 to 40 years of age group are allowed to take the highest position. Moreover, 24% of participants belong between the 25 to 30 years age group. The lowest response rate for participants belongs above 50 years and their rate of response is 9.3%.

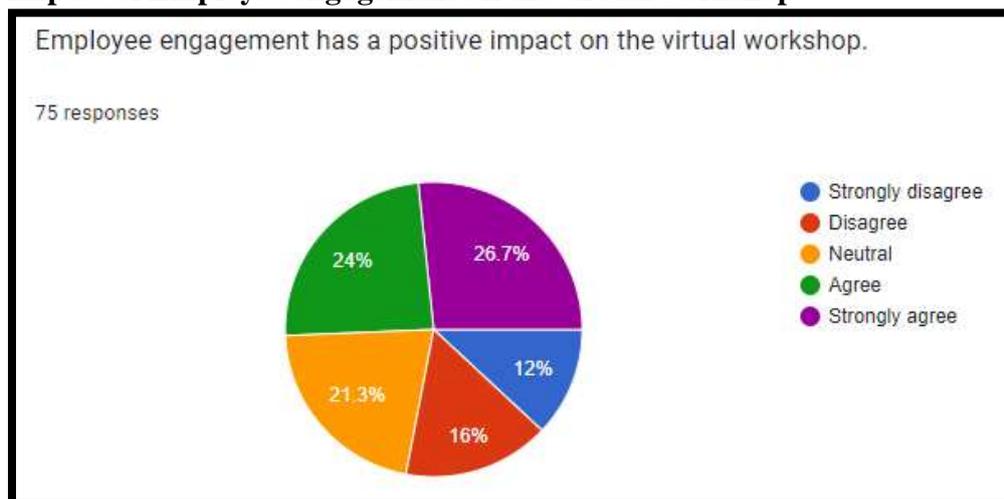
### Occupation



**Figure 7: Rate of responses to the question “What is your Occupation”**  
(Source: Survey)

Figure 7 helps to evaluate 75 of the total participants take place in this research study. However, 33.3% of doctor participants are allowed to take the highest position. Moreover, 28% of teacher participants and 21.3% belong to the engineering group of participants. Additionally, 17.3% of participants belong to the professor category.

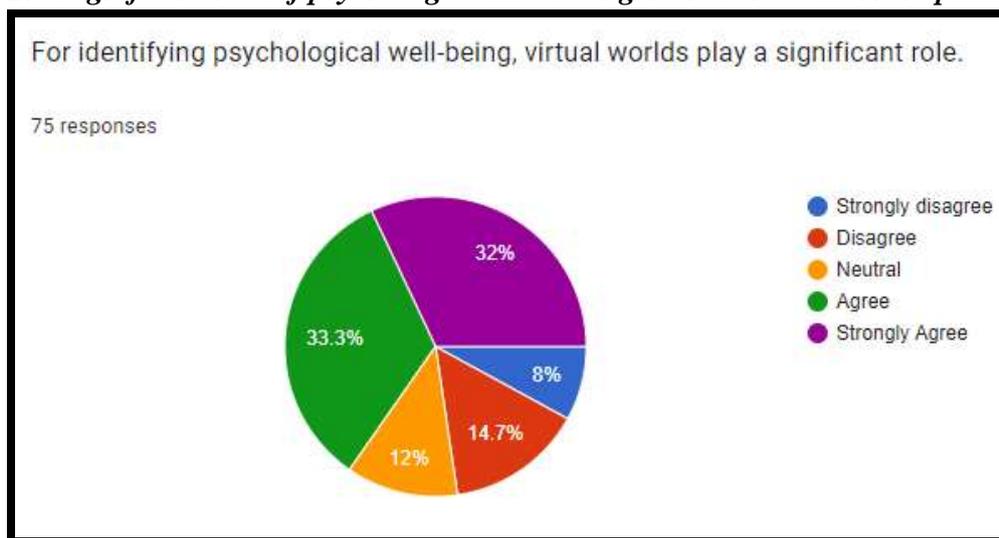
### Impact of Employee engagement on the virtual workshop



**Figure 8: Rate of responses to the question "Impact of Employee engagement on the virtual workshop"**  
(Source: Survey)

Figure 8 helps to evaluate 75 of the total participants take place in this research study. Therefore, it is highlighted that 26.7% of participants strongly agreed about this concept. Moreover, 12% of participants strongly disagree with this fact. Therefore, 21.3% of participants belong to the neutral category.

***The significant role of psychological well-being in the virtual workshop***

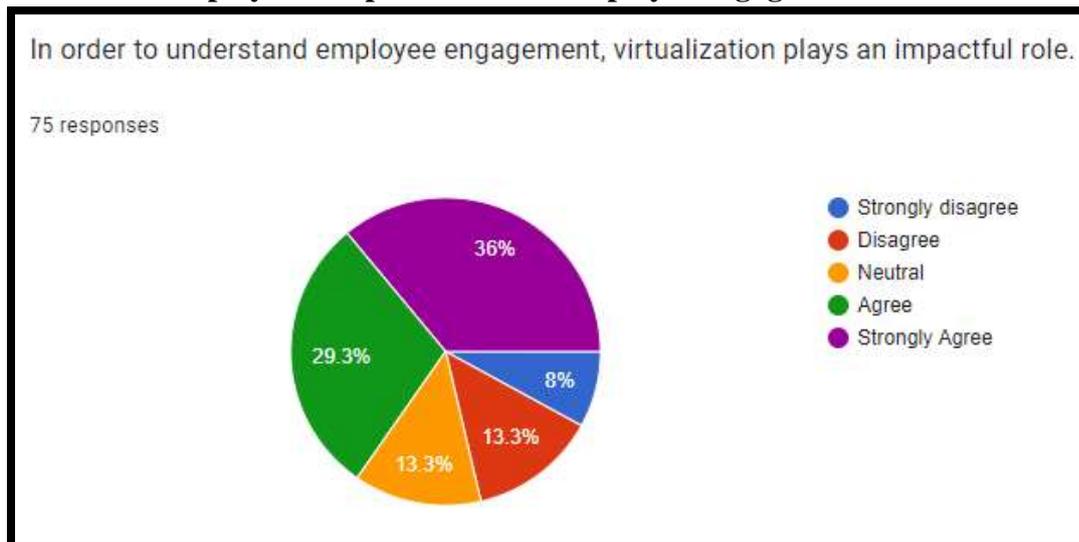


***Figure 9: Rate of responses to the question "the significant role of psychological well-being in the virtual workshop"***

*(Source: Survey)*

Figure 9 helps to evaluate 75 of the total participants take place in this research study. Therefore, it is highlighted that 33.3% of participants agreed about this concept. Moreover, 8% of participants strongly disagree with this fact. Therefore, 12% of participants belong to the neutral category.

**Virtualization plays an impactful role in employee engagement**

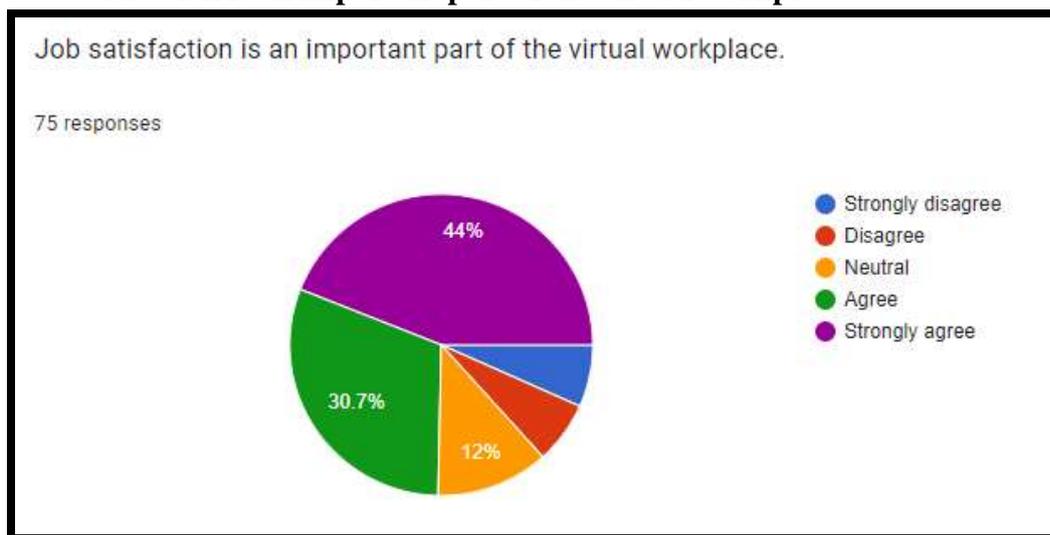


***Figure 10: Rate of responses to the question "Virtualization plays an impactful role in employee engagement"***

*(Source: Survey)*

Figure 10 helps to evaluate 75 of the total participants take place in this research study. Therefore, it is highlighted that 29.3% of participants agreed about this concept. Moreover, 36% of participants strongly agree with this fact. Therefore, 13.3% of participants belong to the neutral category.

### Job satisfaction is an important part of the virtual workplace

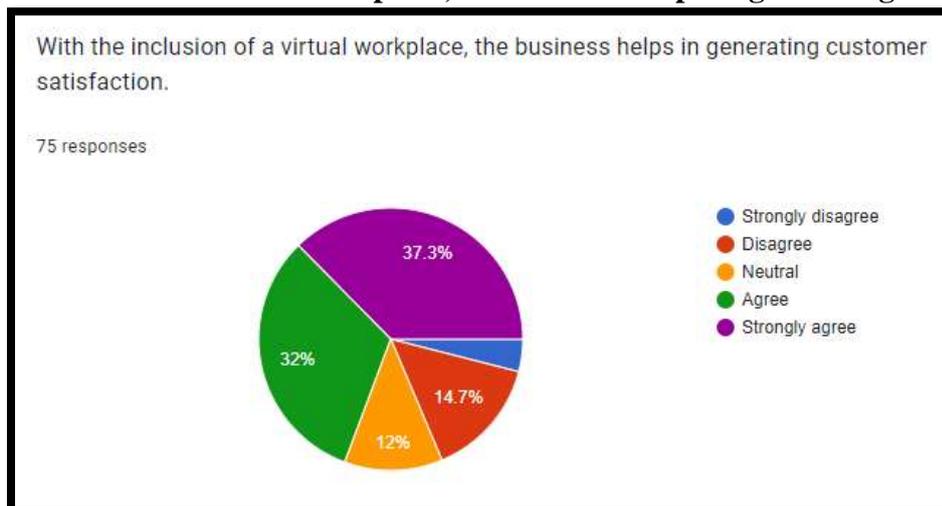


**Figure 11: Rate of responses to the question "Job satisfaction is an important part of the virtual workplace"**

(Source: Survey)

Figure 11 helps to evaluate 75 of the total participants take place in this research study. Therefore, it is highlighted that 44% of participants strongly agreed about this concept. Moreover, 30.7% of participants agree with this fact. Therefore, 12% of participants belong to the neutral category.

### Inclusion of a virtual workplace, the business helps in generating customer satisfaction

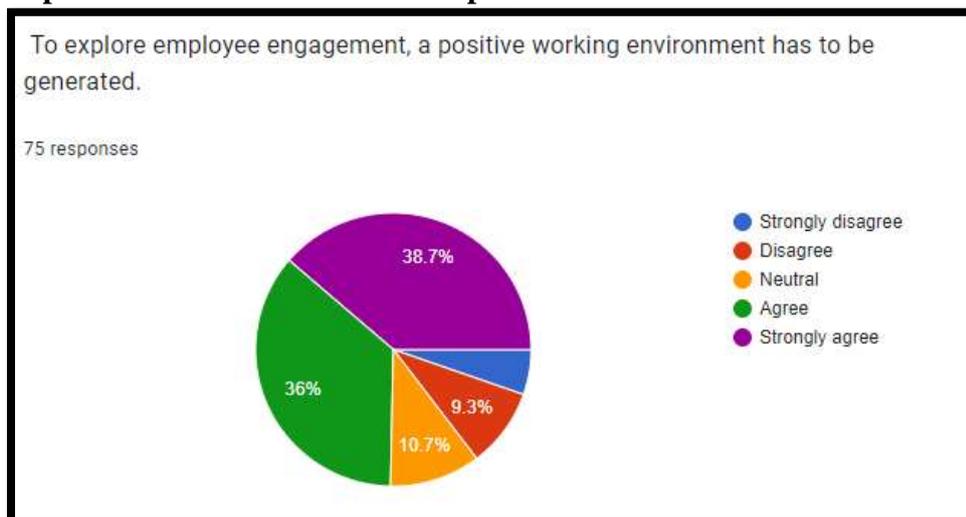


**Figure 12: Rate of responses to the question "Inclusion of a virtual workplace, the business helps in generating customer satisfaction"**

(Source: Survey)

Figure 12 helps to evaluate 75 of the total participants take place in this research study. Therefore, it is highlighted that 37.3% of participants strongly agreed about this concept. Moreover, 3% of participants strongly disagree with this fact. Therefore, 12% of participants belong to the neutral category.

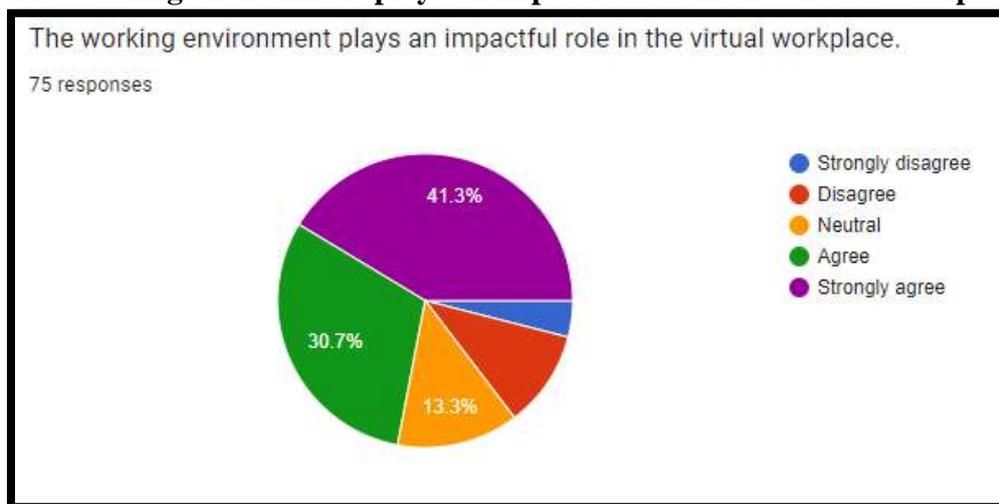
**Employee engagement is generated a positive working environment and plays an impactful role in the virtual workplace**



**Figure 13: Rate of responses to the question "Employee engagement is generated a positive working environment and plays an impactful role in the virtual workplace"**  
(Source: Survey)

Figure 13 helps to evaluate 75 of the total participants take place in this research study. Therefore, it is highlighted that 38.7% of participants strongly agreed about this concept. Moreover, 4% of participants strongly disagree with this fact. Therefore, 10.7% of participants belong to the neutral category.

**The working environment plays an impactful role in the virtual workplace**



**Figure 14: Rate of responses to the question "The working environment plays an impactful role in the virtual workplace"**  
(Source: Survey)

Figure 14 helps to evaluate 75 of the total participants take place in this research study. Therefore, it is highlighted that 41.3% of participants strongly agreed about this concept. Moreover, 30.7% of participants agree with this fact. Therefore, 13.3% of participants belong to the neutral category.

## DISCUSSION

### *Demographic analysis*

With the help of demographic analysis, it is highlighted that the basic background of the survey participants. Moreover, it is noticed that the maximum number of female participants take place in this response process. Additionally, the maximum number of respondents belongs between 40 to 50 years of age groups. Therefore, most of the participants belong to doctors' occupations.

### *Factors related analysis*

- **Impact of Employee engagement on the virtual workshop**

With the help of survey analysis, it is highlighted that maximum employees strongly agreed with the concept that employee engagement has a positive impact on the virtual workplace.

- **The significant role of psychological well-being in the virtual workshop**

Based on the survey analysis, it is mentioned that 33.3% of respondents agreed with this fact. Therefore, the significant role of psychological well-being has to be determined within the workplace.

- **Virtualization plays an impactful role in employee engagement**

Survey analysis helps to analyze that 36% of participants strongly agreed with the concept, therefore, the role of the employee's engagement in improving the growth of the organization has to be determined. Moreover, easy development of the organizational culture is allowed to be highlighted and it helps bring innovation within the workplace.

- **Job satisfaction is an important part of the virtual workplace**

With the aid of survey analysis, it is highlighted that 44% of respondents strongly agreed with this concept. Therefore, it is highlighted that critical evaluation of the impact of the virtual workplace is allowed to be determined and it tries to increase the job satisfaction of the employees.

- **Inclusion of a virtual workplace, the business helps in generating customer satisfaction**

Maximum participants strongly agreed with this fact, therefore, it is highlighted that customer satisfaction is an important factor that helps to improve the growth of the business. Moreover, productivity improvement also allowed being highlighted. Virtual communication helps to build strong relationships with customers.

- **Employee engagement is generated a positive working environment and plays an impactful role in the virtual workplace**

Based on the employee's engagement, the growth of the business has to be generated. Therefore, the impact of a positive working environment is allowed to be determined in the virtual workplace. Additionally, the growth of the business has to be generated.

- **The working environment plays an impactful role in the virtual workplace**

Low overcast has to be highlighted within the workplace; therefore, employee satisfaction has to be highlighted. Moreover, higher scalability is easily determined and it helps to bring creativity within the workplace (Eccles & Wigfield, 2020). Problem-solving capacity and technical skills are allowed to be highlighted within the workplace.

## CONCLUSION

With the help of this research study, the impact of the employee's enchantment in the virtual workplace has to be generated. Therefore, the background of the research topic has to be highlighted. Moreover, a graphical analysis of the research topic and theoretical concept has to be generated in this research portion.

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### **Conflict of Interest**

The author(s) declared no conflict of interest.

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