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ON
VIRTUAL WORK ENVIRONMENT

Virtual Work Environment

Time has come where everyone is connected with technology to present themselves. It has become the place where no one is connected physically or no geographical boundaries have stopped them. The new era had bought a new challenging host to connect them.

Virtual Work has a great impact not only on organizations but on individuals. The way of working has changed as traditional methods are being reduced and it has become easy for organizations and employees to work without much conflict. This reduces time and leads to efficiency and effectiveness. It is the time where individuals and private ventures need to adopt the concept of virtual workplaces to tap the benefits that come with it.

All the organizations are trying to approach the market with different views. They try to differentiate their methods from others. The number of organizations that are developed also faced difficulties with the start-up of this new environment to maintain the same profit ratio. So they tried to reduce the cost of the organization by removing employees and keeping only the main employees, they even removed hiring, training costs, etc. this helped organizations to continue with the same force bringing high amounts of work to those limited employees. Whereas small companies who always followed traditional methods for their operations, marketing were busy working on their survival with the new world, they also tried to adapt to the new environment and made new plans with the dynamic world. They found an opportunity to market as when they followed traditional methods their target market was up to limited boundaries and now they got wings to fly.

PROS AND CONS

Organizations that adopted these changes earlier than the others benefited in numerous ways, they got flexibility in the life of their employees as it is time-saving for employees and this allowed the organization to make their employees do extra work. This gave the employees and the organization a better work-life balance because there were frequent complaints from employees about the extra work and the time they spend in the office, it gave the employees a level of satisfaction even without affecting organizations. The satisfaction given by the new environment made the organization get higher productivity as it allowed employees to work freely without any worries in their comfortable time. Not only that it also reduced absenteeism of employees from their work as when employees develop a sense of positivity they tend to give more with loyalty and dedication.

While the others who couldn't spontaneously adapt to the changes faced slow growth in the organizations. It became difficult for organizations to give the right tools in place to enable remote work when the pandemic began. Companies were forced to upgrade their systems. Organizations even found that employees were distracted by the household chores of ringing doorbells, with their kids and dogs. This made them feel it is important to have a workspace and a better schedule. Not only that working from home became difficult but it also gave the employees loneliness because they were unable to share their time. This had a negative impact on their lives. An increase in the number of meetings and time slots made them irritated. Organizations were also in a difficult position where they had to think about the security, the confidentiality of their meetings.

Life of the existing employees was easier than that of the fresher's as before the virtual environment began it was difficult for them to get jobs and now it has become harder even to search as none of the companies wants to hire fresher's to reduce cost and time.
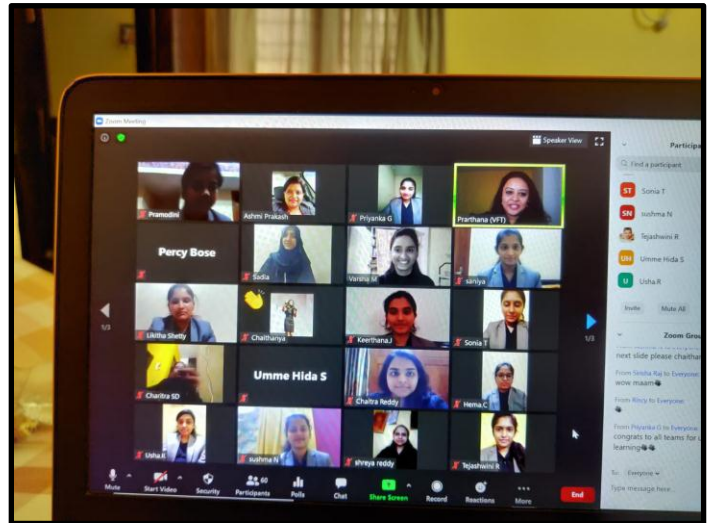
Virtual Work Adjustment

There are a few factors associated with the virtual working environment. Structural Factors help in eliminating the geographical hurdles faced by the employees. One of the important dimensions of structural factors is work independence. This independence has given employees the confidence and ability to work freely. It has built a relation within the employees with different communication methods. This pooled interdependence whereby individuals feel they don't have to sacrifice by collaborating with others and get their independence to work. The structural factors also focus on the Clarity of evaluation criteria, ensuring effective performance, several start-ups, and building accurate expectations among virtual employees. This happened due to reduced opportunities for immediate feedback from colleagues, supervisors, and clarity of criteria is the key for generating feedback that can guide and reinforce the performance of virtual workers.

The relational factor is one of the other factors associated with the virtual environment which focuses on interpersonal trust and organizational connectedness. Interpersonal trust in an organization should be important from the perspective of a supervisor and the perspective of an employee. In the virtual environment, trust relies more heavily on expectations about how others may react. If the employees feel that they have their supervisors' trust it becomes easier for the organizations to grow. Employees also inherently wish to be a part of the organization's social context where they could rely on support and information from the organization. It builds connections between employees and the organization.

The individual factor is also another factor that is associated with the virtual environment where the abilities of an individual to predict the adjustments of virtual employees according to age, gender, work experience. The older Age of an individual may be considered to take a longer period to get comfortable with the virtual environment than the younger employees but younger employees are more concerned about immediate benefits. Gender of the employees also plays a great role where the work provided by women may be strongly influenced than the men because of their explicit performance and more independent tasks that lead to greater personal control.

Discussion and Future Directions

Over time the organizations and the employees have adapted to the change in work but this has brought a gap and to improve that the organizations have to take ascertain measures by asking the employees about the problems faced by them, about their current team and know about the things which attracts them and what changes they would like to see in the organizations. Sometimes this gap also results in employees leaving the work and finding a place that satisfies them with the policy etc. so it is better to talk to employees about their wellness and plans of the organization and the individuals. This makes employees believe that their words are heard which gives them importance and keeps them motivated. The most important thing is that the organization has to concentrate on its core values and make employees understand the needs of the organization and the guidelines they have to value. While communicating to employees it is important to listen to their suggestions as it will help the organization to work towards the same goals. Team managers need to schedule regular video calls as many employees are not regularly socializing, which brings confidence to employees. When it comes to software used by companies, employees are not well known to all types of network channels so it is mandatory to look through the matter of using those software's which are comfortable to employees. After surveying several employees the response of new environment has made employees demotivated as they feel that when they worked in organizations they had certain team activities, parties, or talks with other employees during their coffee breaks, the organization can't do the activities like before but they can still consider virtual team-building events to gives employees the energy to work better.

Virtual work is becoming an increasingly important mode of work with the widespread use of information technologies. Though everyone is adapted to the new virtual work, there is still a place for improvement. But this environment has given employees a level of satisfaction as they have leisure time for their work. Organizations and employees have improved in many factors and made a growth in the society. Factors that influence the adjustment of virtual workers as we have focused on structural and relational aspects of the virtual work environment as well as the moderating effects. The improvement was challenging to the individuals despite their age, gender, etc. Findings not only have implications for future research on virtual work, but also for the practical challenges of managing virtual work initiatives. They tried to leave behind their traditional methods and tried walking with the dynamic world. The challenge was impressively accepted and it brought success.

References

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