PSYCHOLOGY AT WORKPLACE

ENHANCING EMPLOYEE MOTIVATION AND ENGAGEMENT

BY EMILY MARIADA
THE UNIVERSITY OF MELBOURNE

ABSTRACT

Employee motivation and engagement are crucial factors in organizational success and employee well-being. This paper explores various psychological theories and practical strategies that can enhance motivation and engagement in the workplace. Drawing from theories such as Maslow's hierarchy of needs, Herzberg's two-factor theory, and contemporary research on intrinsic and extrinsic motivation, the paper examines how different motivational factors influence employee behavior and performance.

Moreover, the paper explores the impact of technology and remote work trends on motivation and engagement, emphasizing the importance of adapting motivational strategies to the evolving workplace dynamics. Case studies and empirical evidence are used to illustrate successful implementation of motivational strategies in diverse organizational contexts.

In conclusion, the paper underscores the importance of a comprehensive understanding of psychological principles in designing effective motivational strategies tailored to individual and organizational needs. By enhancing employee motivation and engagement, organizations can cultivate a productive and fulfilling work environment conducive to long-term success.

LET'S GET STARTED

Employee motivation and engagement are critical elements influencing organizational productivity, performance, and employee well-being. This overview explores the fundamental concepts, theories, and strategies involved in enhancing motivation and engagement in the workplace.

Key Concepts and Theories:

1. Motivation Theories:

   - Maslow's Hierarchy of Needs: This theory posits that human needs are hierarchical, and lower-level needs (such as physiological and safety needs) must be satisfied before higher-level needs (such as social belonging, esteem, and self-actualization) can be addressed.

   - Herzberg's Two-Factor Theory: Herzberg identified motivator factors (like achievement and recognition) and hygiene factors (like working conditions and job security) that influence job satisfaction and motivation.

- Self-Determination Theory: This theory focuses on intrinsic motivation driven by the innate psychological needs for autonomy, competence, and relatedness.

2. Engagement:

- Engagement refers to the emotional commitment employees have towards their organization and its goals. Engaged employees are enthusiastic about their work, go above and beyond their job descriptions, and are more likely to contribute positively to organizational success.

Understanding and applying psychological principles related to motivation and engagement are essential for creating a positive work environment where employees thrive. By focusing on intrinsic motivators, fostering a supportive culture, and adapting strategies to evolving workplace dynamics, organizations can enhance employee satisfaction, productivity, and overall success.

WHAT IS PSYCHOLOGICAL SAFETY?

Psychological safety is the unspoken trust within a team that saying what a member truly wants to say, provided it is constructive and helpful in the larger scheme of things, is a risk-free action. There is no fear of being ridiculed or humiliated or fired for speaking your mind within a workplace that protects the psychological safety of its employees.

The simplest way to understand why the concept of psychological safety is important is to look at two hypothetical scenarios:

A workplace with psychological safety. Imagine you've heard some bad news through the grapevine. In spite of all the hard work you and your team are putting in, a client is unhappy with the work your team is delivering. You share it openly, and although it's not a cheery discussion to have with your boss and colleagues, you put your heads together to come up with a plan to make it right with the client preemptively.

A workplace without psychological safety. You've heard something similar, but you choose not to share it with your team because you fear being the bearer of bad news could cause your boss (or your colleagues) to lose their temper with you. You

decide not to share it, and the team makes no preemptive corrective action. Eventually your team loses the account.

HOW TO MAKE WORKPLACE 'PSYCHOLOGICALLY SAFE' WORKPLACE

Creating a psychologically safe workplace is crucial for fostering employee well-being, productivity, and innovation. Here are several strategies to achieve this:

1. **Encourage Open Communication**: Foster an environment where employees feel comfortable expressing their opinions, ideas, and concerns without fear of criticism or reprisal. Encourage active listening among team members and leaders.

2. **Promote Trust and Respect**: Build trust through transparent communication, fairness in decision-making, and respecting diverse perspectives. Avoid micromanagement and empower employees to take initiative and make decisions.

3. **Support Collaboration:** Create opportunities for teamwork and collaboration. Emphasize the value of collective achievements and encourage knowledge sharing. Ensure that team members feel valued for their contributions.

4. **Provide Constructive Feedback:** Offer feedback in a constructive manner that focuses on improvement rather than criticism. Encourage a growth mindset where mistakes are seen as learning opportunities.

5. **Emphasize Psychological Well-being**: Recognize the importance of mental health and well-being in the workplace. Provide resources such as counseling services, stress management workshops, and flexible work arrangements to support employees' mental health.

6. **Set Clear Expectations**: Ensure that employees understand their roles, responsibilities, and goals. Clarify expectations regarding performance standards, deadlines, and career progression. This clarity reduces uncertainty and enhances confidence.

7**. Promote Diversity and Inclusion:** Embrace diversity and create an inclusive environment where all employees feel respected and valued. Celebrate cultural differences and actively address biases and discrimination.

8. **Lead by Example**: Leaders play a crucial role in creating a psychologically safe workplace. Demonstrate empathy, authenticity, and vulnerability. Encourage open communication and seek input from employees.

9. **Offer Training and Development**: Provide opportunities for professional growth and skill development. Offer training programs on topics such as conflict resolution, emotional intelligence, and effective communication to enhance interpersonal skills.

10. **Monitor and Adjus**t: Regularly assess the workplace climate through employee surveys, feedback sessions, and anonymous reporting mechanisms. Use insights gained to make necessary adjustments and improvements.

By implementing these strategies, organizations can cultivate a workplace culture that prioritizes psychological safety. Employees will feel more empowered, engaged, and motivated to contribute their best efforts, ultimately leading to increased productivity and organizational success.

MOTIVATE EMPLOYEE REWARD AND RECOGNITION SYSTEMS

In a competitive business climate, more business owners are looking at improvements in quality while reducing costs. Meanwhile, a strong economy has resulted in a tight job market. So while small businesses need to get more from their employees, their employees are looking for more out of them. Employee reward and recognition programs are one method of motivating employees to change work habits and key behaviors to benefit a small business.

Although these terms are often used interchangeably, reward and recognition systems should be considered separately. Employee reward systems refer to programs set up by a company to reward performance and motivate employees on individual and/or group levels. They are normally considered separate from salary but may be monetary in nature or otherwise have a cost to the company. While previously considered the domain of large companies, small businesses have also begun employing them as a tool to lure top employees in a competitive job market as well as to increase employee performance.

As noted, although employee recognition programs are often combined with reward programs they retain a different purpose altogether. They are intended to provide a psychological—rewards a financial—benefit. Although many elements

of designing and maintaining reward and recognition systems are the same, it is useful to keep this difference in mind, especially for small business owners interested in motivating staffs while keeping costs low.

Implementing effective reward and recognition systems is crucial for motivating employees and fostering a positive work environment. Here are some key strategies to design and implement such systems:

1. Clear Criteria and Objectives: Define clear criteria and objectives for rewards and recognition. Ensure that employees understand what behaviors, achievements, or contributions are being rewarded.

2. Differentiate Between Rewards and Recognition:

   - Rewards: Include tangible incentives such as bonuses, gifts, or perks. These are typically linked to achieving specific goals or outstanding performance.

   - Recognition: Focuses on acknowledging and appreciating employees' efforts, contributions, and behaviors. Recognition can be verbal praise, certificates, or public acknowledgment.

3. Align with Organizational Goals: Ensure that the reward and recognition systems align with the overall goals and values of the organization. This helps reinforce desired behaviors and outcomes that contribute to organizational success.

4. Fairness and Transparency: Establish fair and transparent processes for selecting recipients of rewards and recognition. Avoid favoritism and ensure that all eligible employees have equal opportunities to be recognized.

5. Frequency and Consistency: Provide timely recognition and rewards to reinforce desired behaviors and maintain motivation. Regularly review and update the system to keep it relevant and effective.

6. Personalization: Recognize that different employees may be motivated by different types of rewards and recognition. Personalize the approach as much as possible to cater to individual preferences and motivations.

7. Peer-to-Peer Recognition: Encourage a culture of peer-to-peer recognition where colleagues can nominate each other for recognition. This promotes a supportive team environment and strengthens relationships among employees.

8. Link to Performance Management: Integrate the reward and recognition systems with performance management processes. Ensure that performance goals are clear, measurable, and aligned with the criteria for rewards and recognition.

9. Celebrate Milestones and Achievements: Recognize not only major achievements but also milestones and progress towards goals. Celebrate both individual and team successes to foster a sense of collective accomplishment.

10. Feedback and Evaluation: Solicit feedback from employees on the effectiveness of the reward and recognition systems. Regularly evaluate the impact of these systems on employee motivation, engagement, and overall performance.

By implementing these strategies thoughtfully and consistently, organizations can create a motivating work environment where employees feel valued, appreciated, and motivated to contribute their best efforts towards achieving organizational goals.

DIFFERENTIATING REWARDS FROM MERIT PAY AND THE PERFORMANCE APPRAISAL

In designing a reward program, a small business owner needs to separate the salary or merit pay system from the reward system. Financial rewards, especially those given on a regular basis such as bonuses, profit sharing, etc., should be tied to an employee's or a group's accomplishments and should be considered "pay at risk" in order to distance them from salary. By doing so, a manager can avoid a sense of entitlement on the part of the employee and ensure that the reward emphasizes excellence or achievement rather than basic competency.

They are not particularly motivating since the distinction that is usually made between a good employee and an average one is relatively small. In addition, they increase the fixed costs of a company as opposed to variable pay increases, such as bonuses, which have to be "re-earned" each year. Finally, in many small businesses teamwork is a crucial element of a successful employee's job. Merit increases generally review an individual's job performance, without adequately taking into account the performance within the context of the group or business.

HOW CAN MANAGER SUPPORT EMPLOYEES' MENTAL HEALTH?

Even in the most uncertain of times, the role of a manager remains the same: to support your team members. That includes supporting their mental health. The good news is that many of the tools you need to do so are the same ones that make you an effective manager.

Be vulnerable. One silver lining of the pandemic is that it is normalizing mental health challenges. Almost everyone has experienced some level of discomfort. But the universality of the experience will translate into a decrease in stigma only if people, especially people in power, share their experiences. Being honest about your mental health struggles as a leader opens the door for employees to feel comfortable talking with you about mental health challenges of their own.

Those of us working from home have had no choice but to be transparent about our lives, whether our kids have crashed our video meetings or our coworkers have gotten glimpses of our homes. When managers describe their challenges, whether

mental-health-related or not, it makes them appear human, relatable, and brave. Research has shown that authentic leadership can cultivate trust and improve employee engagement and performance.

Model healthy behaviors. Don't just say you support mental health. Model it so that your team members feel they can prioritize self-care and set boundaries. More often than not, managers are so focused on their team's well-being and on getting the work done that they forget to take care of themselves. Share that you're taking a walk in the middle of the day, having a therapy appointment, or prioritizing a staycation (and actually turning off email) so that you don't burn out.

Build a culture of connection through check-ins. Intentionally checking in with each of your direct reports on a regular basis is more critical than ever. That was important but often underutilized in pre-pandemic days. Now, with so many people working from home, it can be even harder to notice the signs that someone is struggling.

Offer flexibility and be inclusive. Expect that the situation, your team's needs, and your own needs will continue to change. Check in regularly — particularly at transition points. You can help problem-solve any issues that come up only if you know what's happening. Those conversations will also give you an opportunity to reiterate norms and practices that support mental health. Inclusive flexibility is about proactive communication and norm-setting that helps people design and preserve the boundaries they need.

Don't make assumptions about what your direct reports need; they will most likely need different things at different times. Take a customized approach to addressing stressors, such as challenges with childcare or feeling the need to work all the time. Proactively offer flexibility. Be as generous and realistic as possible.

Communicate more than you think you need to. Our study with Qualtrics and SAP showed that employees who felt their managers were not good at communicating have been 23% more likely than others to experience mental health declines since the outbreak. Make sure you keep your team informed about any organizational changes or updates. Clarify any modified work hours and norms. Remove stress where possible by setting expectations about workloads, prioritizing what must get done, and acknowledging what can slide if necessary.

HOW SMART COMPANIES ARE KEEPING EMPLOYEES ENGAGED

The term "engaged" means people who are highly involved in, enthusiastic, and committed to their work and workplace. "Not engaged" refers to people who are psychologically unattached to their work and company and who are looking for other jobs. Those who are actively disengaged have awful work experiences and spread their unhappiness to their co-workers.

6 Ways to Keep Employees Engaged

1. Let People Be Themselves

Allow your employees to be individuals instead of forcing them into stereotypical categories. Employees are comfortable if they have the freedom to look and think differently. Blake Moore is the owner of mo marketing + pr, a Detroit-based

marketing agency that primarily hires millennials. Moore tells Investopedia, "Millennial behavior is perceived as idiosyncratic and, even unpredictable." Moore says embracing the millennial mindset may be the difference between successfully interacting with them putting up communication barriers.

In short, it's important to treat employees as individuals. Recently, the Center for Generational Kinetics named accounting firm Porter Keadle Moore one of the Best Places to Work for Millennials. Christie Bell, the firm's director of human resources says, "You can't take a broad stroke approach—you really have to get to know each individual as a person." Bell notes that it is important to make an emotional connection with each employee and says that leaders need to work on building relationships with their staff.

2. Unleash the Flow of Information

Always tell your employees what's going on–even if it's bad news. And your leaders should want to hear the truth from their employees–even if it's not flattering. If employees are not penalized for pointing out negatives about the company, this fosters an environment where employees feel that they have a real voice. Moore says millennials want to be treated as collaborators, not underlings. He says they have strong opinions about what they want in the workplace and will fight for what they believe in.

Bell also notes that communication is essential if you want to keep millennial employees engaged: "Be as open as possible. Provide regular feedback that is positive and constructive."

For some companies, this may require changing the traditional feedback process.

Sherry Dixon, senior vice president at staffing firm Randstad in Atlanta, Georgia, says baby boomers are accustomed to receiving feedback during annual or biannual reviews. However, this practice is different from how millennials like to be managed, says Dixon: "Given millennials' desire for upward mobility, they are likely to ask for feedback regularly, rather than waiting for an annual performance review." Dixon says this type of regular open dialogue keeps employees more engaged in their work.

3. Magnify People's Strengths

Allow good employees to develop their skills, and allow underperforming employees to improve their performance. Companies can achieve this by providing training and coaching opportunities to help workers develop their skills and abilities, and add more value to the organization.

Career growth is one of the most important job aspects for young professionals, says Dixon: "There is no doubt that Millennials are ambitious. With entrepreneurial role models like Mark Zuckerberg, millennials dream big." Bell says it's important to make sure that your star performers know that they are stars. She advises companies to be intentional about crafting individual career plans for their employees, provide mentoring opportunities, and create pathways for staff to be promoted.

Additionally, Bell warns leaders against making the mistake of assuming that employees who "don't do it the same way that I did" are lazy or incompetent.

Instead, companies need to embrace different ways of solving problems or completing tasks.

4. Stand for More Than Shareholder Value

Give employees something to believe in, aside from a paycheck. Make the organization a place that workers are proud to be associated with. According to Moore, millennials "want to give a damn about the work, and align their morals with those of a moral organization." Moore feels many companies may not understand how important this concept is: "When the workload merges with our combined personal interests, a personal brand emerges. And when it means something to all of us, it means something to others." As a result, Moore says the ability to make that connection separates good ideas, and even great ideas, from white noise.

5. Show How the Daily Work Makes Sense

Give employees work that adds value instead of having them perform meaningless tasks. Also, make sure that they understand the importance of their job and how it fits in the big picture. Moore says he realizes that his company's millennial team members bring unique views, brainpower, and insight that help to shape recommendations and best practices for the future.

6. Have Rules People Can Believe In

Rules and company policies are necessary, but there should be an easily understood reason for them. Also, rules should be consistently applied to everyone in the organization.

STRATEGIES FOR IMPROVING MOTIVATION AT WORK

All motivation comes from within, whether it is triggered by rewards or endeavors that enhance our self-image or intrinsically motivating activities that we engage in for no reward other than the enjoyment these activities bring us.

The topic of employee motivation can be quite daunting for managers, leaders, and human resources professionals.

Organizations that provide their members with meaningful, engaging work not only contribute to the growth of their bottom line, but also create a sense of vitality and fulfillment that echoes across their organizational cultures and their employees' personal lives.

In the context of work, an understanding of motivation can be applied to improve employee productivity and satisfaction; help set individual and organizational goals; put stress in perspective; and structure jobs so that they offer optimal levels of challenge, control, variety, and collaboration.

This article demystifies motivation in the workplace and presents recent findings in organizational behavior that have been found to contribute positively to practices of improving motivation and work life.

Improving motivation at work involves a combination of strategies that address both intrinsic (internal) and extrinsic (external) factors. Here are some effective strategies:

1. **Set Clear Goals and Expectations**: Ensure that employees understand their roles, responsibilities, and the goals they are expected to achieve. Clear goals provide direction and purpose, which can enhance motivation.

2. **Provide Meaningful Work**: Help employees understand how their work contributes to the overall success of the organization and its mission. When employees see the impact of their contributions, they are more likely to feel motivated.

3. **Offer Opportunities for Growth and Development:** Support employees in acquiring new skills, knowledge, and experiences through training, workshops, mentoring, and career advancement opportunities. Personal growth often leads to increased motivation.

4**. Create a Positive Work Environment:** Foster a workplace culture that promotes positivity, trust, respect, and collaboration. A supportive environment where employees feel valued and respected enhances motivation.

5. **Encourage Autonomy and Empowerment**: Provide employees with autonomy to make decisions related to their work. Empower them to take ownership of projects and tasks, which can increase motivation and satisfaction.

6. **Recognize and Reward Achievements:** Implement a robust recognition and reward system that acknowledges employees' efforts, accomplishments, and contributions. Recognition can be formal (e.g., awards, bonuses) or informal (e.g., praise, thank-you notes).

7. **Promote Work-Life Balance:** Support work-life balance by offering flexible work arrangements, promoting wellness programs, and encouraging employees to take breaks. A balanced lifestyle contributes to higher motivation and well-being.

8. **Foster Effective Communication:** Maintain open and transparent communication channels where employees can voice their opinions, provide feedback, and ask questions. Communication fosters trust and a sense of belonging, which boosts motivation.

9. **Create Opportunities for Collaboration**: Encourage teamwork and collaboration among employees. Working together towards common goals can enhance motivation through shared successes and a sense of camaraderie.

10. **Lead by Example**: Demonstrate leadership qualities such as integrity, empathy, and resilience. Leaders who lead by example inspire and motivate their teams to perform at their best.

11. **Monitor and Provide Feedback:** Regularly provide constructive feedback on performance and progress. Feedback helps employees understand their strengths and areas for improvement, guiding them towards achieving their goals.

12. **Adapt to Individual Needs:** Recognize that different employees may be motivated by different factors. Tailor motivational strategies to meet the unique preferences, aspirations, and motivations of each team member.

By implementing these strategies consistently and adapting them to the specific context and culture of your organization, you can effectively enhance motivation among employees, leading to improved performance, engagement, and overall organizational success.

WHAT ARE THE 4 DIMENSIONS OF EMOTIONAL INTELLIGENCE?

Emotional intelligence is as significant as artificial intelligence in today's work environment. While the latter offers automation of mundane tasks, the former is essential for maintaining a cohesive and equitable work culture. Most leaders need to develop their emotional quotient while assuming their role to understand the needs of the workforce and the target audience. It gives them the discerning ability to make ethical decisions and prevent biases.

Emotional intelligence helps bridge gaps that affect collaboration and foster long-term relationships that strengthen the entity's capabilities. It aids in bringing out the best in people and reduces stress and disputes that can lead to low productivity, dissatisfaction and employee turnover. Let us help you understand emotional intelligence and its four dimensions to build an empathetic and aware workforce.

Entrepreneurs must use the information below to promote a positive work culture and growth environment.

What Is Emotional Intelligence?

Emotional intelligence is the ability of an individual to express, understand and manage his own emotions and those of others who surround him. It helps to take control of situations where emotions are getting flared or creating a roadblock in making business decisions. It aids in taking a holistic approach to resolving a problem rather than following the trickle-down system. It increases the person's capacity to empathise with others and consider every view before coming to a conclusion. It helps to put personal biases aside and think objectively.

Emotional intelligence must be exercised by entrepreneurs who purchase a Business for sale Melbourne while dealing with disgruntled employees or customers. It is needed while devising branding guidelines, internal communications and marketing campaigns to maintain the right tone and language for interactions. It aids in defining the strategy for corporate communication and dealing with crises effectively. An emotionally intelligent leader has the knack for easily preventing disagreements and implementing transformations. They can

motivate and encourage employees to meet the goals and increase customer satisfaction.

The 4 Dimensions of Emotional Intelligence

Business owners are expected to improve their emotional intelligence to deal with the feelings of their workforce and clients without offending anyone. Here are the four characteristics of high emotional intelligence.

1. Self-Awareness

Self-awareness is the foundation of developing emotional intelligence. It involves being able to recognise your own emotions and feelings and the conditions that evoke certain responses. For example, entrepreneurs who have recently acquired a business for sale in Melbourne must know the prompts that lead to a volatile reaction. Thus, they can take charge of their emotions and keep themselves calm during such situations. They can also communicate their triggers to their team members to ensure they are not disturbed during those periods until they are appeased.

Self-awareness gives leaders the power to identify their weaknesses due to emotional outbursts or impulsive reactions. It also allows them to determine their strengths, such as maintaining cool in difficult situations. It helps them to manage their weaknesses and polish their strengths to avoid conflict and make sensible decisions that are favourable for the entire workforce. Entrepreneurs can ask employees to provide feedback to measure this aspect of their emotional intelligence and take steps to improve their behavior.

2. Self-Management

Business owners can become true leaders when they are in control of their emotions. It is known as self-regulation or self-management that makes the entrepreneur never lose sight of the goals and keep his behaviour in check under all circumstances. They can develop self-control by planning ahead for situations that can lead to a meltdown or flare-up. It involves improving willpower by practising meditation to reduce stress, exercising to release pressure, socialising to stay contented and taking time off regularly to increase work-life balance.

Entrepreneurs can become more disciplined and organised if they can control their emotions and understand their impact on others. It involves training the brain to avoid impulsive behaviour and become resilient to manage the entire workforce without micromanagement and centralised dominance. Self-management is helpful in improving the mental health and well-being of the workforce.

3. Empathy

The most significant pillar of emotional intelligence is empathy. Budding entrepreneurs looking for business opportunities in Melbourne must build empathy to better understand others. It helps them to identify the feelings and opinions of employees, clients and partners. They can put themselves in the shoes of others to make the right decisions that do not prove to be unfavourable towards anyone. Many old-school business practices help in implementing empathetic behaviour in the organisation.

Empathy is also known as social awareness because it makes the entrepreneur take into consideration the emotions of others. It helps them to become compassionate, recognise the needs of those impacted by the crisis, and take corrective measures to put them at ease. It requires developing excellent listening, assessment and management skills. It aids in resolving disputes and builds an environment of trust and respect.

4. Relationship Management

Every leader has to maintain relationships with workers, clients, suppliers, stakeholders and people in their business network. They must ensure that their team members are cooperating with each other and making a group effort to accomplish the goals. Entrepreneurs who buy businesses for sale Melbourne must pay attention to customer relationship management to retain clients and improve brand loyalty. It helps to boost profits and enhance word-of-mouth publicity.

Relationship management aids in reducing ego clashes and temperamental behaviour in the organisation. The managers are trained to practice mindfulness and empathy, which decreases their frustration and improves equations with people around them. It teaches every member to support each other and appreciate their good qualities. It ensures that business ethics are followed effectively and problems are nipped in the bud rather than turning into arguments. It helps to create a positive and friendly work environment that is aided by team-building activities and employee training and development. Similarly, entrepreneurs manage all other relationships that are significant for business operations.

Running a business requires financial wisdom, level-headedness, good judgment and emotional intelligence to overcome internal and external challenges. It gives them the astuteness to build a cohesive and organised workplace devoid of troubles due to stress, conflicts, miscommunication and apathy.

CONCLUSION

Employee motivation and engagement are crucial for organizational success and employee well-being. This paper has explored various psychological theories and practical strategies aimed at enhancing these factors in the workplace.

Practical strategies discussed include setting clear goals, providing meaningful work, offering opportunities for growth and development, and creating a positive work environment. These strategies not only enhance motivation but also foster a sense of purpose and fulfillment among employees. Effective leadership and a supportive organizational culture are instrumental in creating an environment where employees feel valued, respected, and motivated to contribute their best.

Adapting to modern workplace dynamics, such as remote work and technological advancements, requires flexible approaches to maintain motivation and engagement. Implementing robust reward and recognition programs, promoting work-life balance, and fostering open communication are crucial steps towards sustaining motivation in evolving work environments.

Looking ahead, future research could explore the impact of emerging technologies on motivation, cross-cultural differences in motivational preferences, and the long-term effects of remote work on organizational culture and engagement.

In conclusion, by applying psychological principles effectively, organizations can create a positive work environment where employees are motivated, engaged, and empowered to achieve both individual and organizational goals, thereby ensuring sustained success and growth.

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