

Employee Engagement Practices of Faculty during COVID-19 lockdown -A Review Paper

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Abstract:

Employee engagement has emerged as one of the most important priorities for human resource managers and practitioners in all type of business organisations. Modern businesses are always coming up with new, efficient methods to keep the staff motivated throughout this difficult period.

Organizations are developing a variety of engagement strategies during this pandemic, including online family engagement practises, virtual learning and development, online team building activities, webinars with industry experts, weekly alignment meetings online, team lunch meetings via video conference, brief online game sessions, virtual challenges and competitions, online courses, appreciation sessions, communication exercises, and live sessions for new-skill training. Employee and organisational engagement activities related to the work-from-home regime are quite successful. Businesses that involve their staff in these kinds of activities gain new knowledge and abilities.

This conceptual paper is based on a number of research papers, articles, blogs, online newspapers, and other sources. The purpose of the paper is to evaluate how different businesses engaged their employees throughout the corona virus outbreak.

To accomplish the goal, secondary data is used. Conceptual essays organise several different streams of knowledge to offer fresh insight. The information gathered from secondary research done by numerous researchers and organisations. During the course of the investigation, the majority of the information found in research papers, articles, blogs, and online newspapers offered understandings of the theories and procedures of employee involvement in relation to COVID-19 and difficult times

Key Words: Employee Engagement, Covid-19 practices, Human Resource Management Virtual Learning, Webinars, Video conference, Online Courses and Live sessions for New-Skill Training.

Introduction:

The global COVID-19 epidemic is transforming the way business is conducted today. Managers of human resources are constantly developing new, original, and efficient approaches to during this challenging time, get the staff to engage in healthier time. An attitude in the workplace known as employee engagement is requiring every member of a group to devote themselves to the group's objectives every day with perfection and morals. Organizations never forget that workers who are productive in an organization if they are well engaged the workplace, which results in more customers. **(Chanana & Sangeeta, 2020)**

Companies will need to make certain that employees are well equipped to deal with remote working practices, and to provide support for individuals who do not have the required space or facilities at home. Therefore, designers should assess current office design and come up with creative solutions that accommodate workers' demands and ensure safety, and maybe altering the designs for residential spaces to accommodate these recent needs to work from homes. *((PDF) Work Environment during the COVID-19 Pandemic in Saudi Arabia, n.d.)*

Academic Environment

Today, COVID - 19 has disrupted the working of every business. As per the need of the hour, employees are asked to work from home, but this change has made the work environment difficult for the employees. Employees have found a lot of disturbing factors like managing household duties along with academic commitments, and lack of equipment and tools, (computer, webcam, internet connection etc.) while working from home which created job insecurity among the employees and could not focus on their work. Thus, it becomes necessary for employers to adhere to the new way of employee engagement as one of the important aspects of managing talent.

This new way of working on employee engagement has triggered a large number of research and has made every employer come up with innovative and creative ways or effective ideas of engaging their employees to build resilience during the mayhem of this pandemic. Supporting employee engagement is nothing but managing talent indirectly by being committed together towards the organization and building satisfaction and motivation within the employees.

Employee engagement is pivotal in organizations as an engaged employee is physically and mentally involved in his work role and feels extremely satisfied with his job. The engagement of employees in their work role leads to achieving the organizational goals and objectives further leading to effective business results.(S. Mahajan et al., 2021)

Objective of the study:

1.To determine how academic institutions engaged their faculty throughout the corona virus outbreak.

Research methodology

This paper has been developed on secondary data. Various streams of content are arranged into conceptual essays to offer a fresh perspective (Albluwi et al., 2022). The information gathered came from secondary research done by numerous scholars and organisations.

The majority of the information found in research papers, articles, blogs, and online media during the investigation offered insights into the ideas and procedures of employee interaction with COVID-19 and difficult circumstances. Data for COVID-19 are gathered from World Health Organization reports. A thorough and rigorous evaluation of the literature was done regarding books on employee engagement. The comprehensive literature analysis is a distinct research method that advances knowledge and understanding of the subject under study (Mm & Willie, 2021, p. 19).

Review of the literature

Work From Home :

1. (Albluwi et al., 2022) COVID-19 outbreak worldwide ravages the labour market, and it has created an increasing demand for the Work from Home (WFH) concept. The Widespread of the coronavirus through different variants impacts livelihood, trade, and commerce. It has created a tremendous scenario with far-reaching health and economic consequences .Working from home (WFH) is also known as telecommuting, tele working, and remote working. It has been identified as a flexible work arrangement that enables employees to work from their residence or a remote location
2. (Green et al., 2020) WFH is associated with higher job satisfaction and performance, lower work-family conflict, and lower turnover propensity. The proposed mechanism of these outcomes is the increase in the worker's perceived autonomy afforded by WFH
3. (Mm & Willie, 2021, p. 19) Research studies suggest working from home influences increased productivity .Reduces unnecessary distractions and thereby encourages employee performance. working from home will become more common even after the pandemic since employers have already paid the fixed cost to set up remote work systems for their employees and seek to reduce operational cost be adopted permanently
4. (Bolisani et al., 2020) During the COVID pandemic, many companies, schools, and public organizations all around the world asked their employees to work from home i.e. to adopt what are called "smart working" modalities. This has and will presumably have a serious impact on both employees and employers, which still needs to be clarified and investigated: indeed, if smart working becomes a common working modality, this may have a significant impact on both organizations and employees
5. (Bhatia & Mote, 2021) Worldwide work from home situation set out by the COVID -19 pandemic that has changed the long-held judgment about Work from Home. COVID19 cases have flooded, so have the number of organizations expecting that their employees actually adapt to WFH. Yet, WFH doesn't work for everybody, or for all parts of an organization. T
6. (Ipsen et al., 2020) Covid-19, forced national governments across the world to order people to work from home (WFH), a matter of few days, thousands of employees and managers started to work from home to minimize the spread of Covid-1

Hygiene and Safety

1. **(Desye, 2021)** In order to protect public health during the outbreaks of infectious diseases including the pandemic COVID-19, provision of safe water, improved sanitation, and good hygienic living and environmental conditions are essential.
2. **(Apate & Kamble, 2019)** Individual health and hygiene is largely dependent on adequate availability of drinking water and proper sanitation. Therefore, a direct relationship between water, sanitation and health. Consumption of unsafe drinking water, improper disposal of human excreta, improper environmental sanitation and lack of personal and food hygiene have been major causes of many diseases in developing countries and India is no exception to this.
3. **(Kamboj et al., 2020)** food hygiene is the conditions and measures necessary to ensure the safety of food from production to consumption. It is a fundamental requirement of any food process that the food produced should be safe for consumption. Food safety is a basic need but there is a danger that it may be overlooked in the development of effective and efficient processes. Food safety remains a critical issue with outbreaks of food borne illness resulting in substantial costs to individuals, the food industry and the economy
4. **(Ramírez et al., 2021)** The health crisis caused by the outbreak of the COVID-19 disease has devastated the worldwide. The current situation has led many countries to implement drastic rules to stop the spread of the virus. In this new scenario, close collaboration between the public and private sectors has become crucial, as a combined strategy, health authorities have to appropriately face the new pandemic. Among them, the role of social distancing, the attention to sanitation measures, and mass testing and technology are playing a pivotal any industry
5. **(Cahuana Díaz et al., 2021)** Hand washing practices should be more frequent
6. **(Rawal et al., 2020)** When it was asked for the suggestions regarding safe environment most of them responded to adhere the guidelines released by the Government bodies, Local Health Authority and various procedures, practices related to Hygiene, Cleanliness, and Safety. The respondents suggested various points such as before entering the hotel the guest's body temperature should be measured and entry should be allowed only with the face masks. Regular sanitization of the high touch point areas such as lobby, Guest common Toilet, and to provide clean air through a system of air filtration. To instruct and train the staff about the various principles of Hygiene and cleanliness practices that needs to be followed regularly and religiously. To immediately take action by informing the Government health and Hospital authority in case of symptoms found of Covid-19.

Teaching Learning Practices during COVID 19 Pandemic: Conducting online lectures

1. **(Heng & Sol, 2020)** Online learning (often used interchangeably with e-learning) is a form of distance education that involves using technology as the mediator of the learning process, and that teaching is entirely delivered through the internet

2. **(Gallani, 2020)** The pandemic caused schools, colleges and universities across the globe to shut down their campuses so that students could follow social distancing measures which ultimately gave birth to the virtual learning instead of conventional learning. Many academic institutions that were earlier reluctant to change their traditional pedagogical approach had no option but to shift entirely to online teaching learning. Virtual learning is also lined to various obstacles and challenges. This pandemic compelled the academic experts all-round the globe to move over and above the conventional method of learning as it doesn't seem a viable option and thought on distance learning as a substitute for filling up the classroom activities for a period of three to four months
3. **(Dwivedi et al., 2021)** However on line lecture is satisfaction with this method of education is good within the students, but not yet suitable and widespread for long period of time .
4. **(Manea et al., 2021)** Perceived benefits of online lectures during the pandemic: a case study in engineering education. Online education has been researched for decades and has proved to provide many benefits: access any time and from any location, up-to-date learning materials, and effective group work
5. **(K. Kumar & Pande, 2021)** Conducting online examinations and assessments. Universities around the world have shifted to distant education during the COVID-19 epidemic, with the majority of it slated for online. Using mixed methods, this study will examine how the COVID-19 pandemic has affected health professional education instruction and student learning.
6. During the COVID-19 pandemic, universities all over the world switched to distance learning, the majority of which is planned for online delivery. With the aid of virtual classes and other essential online resources in this constantly evolving educational landscape, formal education is successfully transformed into online education. **(Mishra et al., 2020)**
7. Web-based software called online learning systems is used to distribute, monitor, and manage courses online. It entails the application of technological developments to steer, design, and deliver the educational content as well as to promote two-way contact between students and instructors. They provide tools that let teachers and students interact online and share course materials side by side, including whiteboards, chat rooms, polls, quizzes, discussion forums, and surveys. Web-based software called online learning systems is used to distribute, monitor, and manage courses online. It entails the application of technological developments to steer, design, and deliver the educational content as well as to promote two-way contact between students and instructors.. Zoom, Skype for Business, WebEx, Adobe Connect, and other popular video conferencing programmes are just a few examples. It is vital to evaluate the efficiency of online teaching and learning tools given the rise in their use during COVID-19 from a variety of stakeholders. **(Mukhtar et al., 2020)**
8. Schools, training centres, and higher education institutions have been forced to close in the majority of countries as a result of lockdown and social isolation measures brought on by the COVID-19 epidemic. The way educators deliver high-quality instruction—through a variety of online platforms—has undergone a paradigm shift. Despite the difficulties faced by

both teachers and students, online learning, distant learning, and continuing education have emerged as a cure-all for this unprecedented worldwide pandemic. Both learners and teachers may experience a completely different learning environment when switching from traditional face-to-face learning to online learning, but there may not be many other options for them to choose from. Through a variety of online channels, the educational system and its staff members adopted "Education in Emergency," forcing them to use a system for which they are not equipped. **(A Literature Review on Impact of COVID-19 Pandemic on Teaching and Learning - Sumitra Pokhrel, Roshan Chhetri, 2021, n.d.)**

9. The only sector of the education industry that can successfully transition from a physical model of operations to an online one will survive this catastrophe. The organisations must use a hybrid model of education, often known as a phygital mode (George, 2020), to meet all of these needs. India is only beginning to adopt online instruction, and we are making steady but baby strides forward. Massive Open Online Courseware (MOOCs) in India contributed to one such advancement in online education. MOOC is now recognised on a global scale because to its enormous advantages. By expanding the body of knowledge and supporting blended learning, it can successfully replace the face-to-face teaching modality with online learning. atmosphere for education and learning. Based on how the classes are conducted, these online courses can be divided into two categories: synchronous and asynchronous. When students and teachers are present at the same place and time for teaching and learning, this method of learning is referred to as synchronous mode. This includes face-to-face lessons when instructors and learners are there in the same classroom, online gatherings, and live broadcasting of lectures or other events on platforms like Zoom, MS Teams, Google Meet, and others. **(Chaturvedi et al., 2021a)**
10. Universities all throughout the world have shifted to remote education during the COVID-19 epidemic, with the majority of it scheduled for online delivery. Various blended learning tools, such as synchronous online tutorials, E-learning in simulation sessions, asynchronous activity in moderated discussion forums, formative quizzes, and other teacher-directed or self-directed learning activities, may be used in health professional courses for this process. It's possible that using these learning techniques will be seen differently from traditional classroom-based instruction. With a focus on active learning and the technology assistance needed for the delivery of instruction, online learning has necessitated adjustment by both teachers and students. **.(Mishra et al., 2020)**
11. Universities around the world have shifted to distant education during the COVID-19 epidemic, with the majority of it slated for online. Especially in this pandemic where children are completely reliant on online learning, teachers can cater to children's digital skills that are on the verge of cyber risk into the educational opportunities to get success in future endeavours through the use of digital intelligence **(DQ Institute, 2019)**
12. Many of these learning opportunities, particularly those involving large groups or in-person interactions with peers and patients, have been disrupted by the COVID-19 epidemic. The long-term effects of adapting a large portion of the curriculum to an online format are still being understood. The new structure is probably going to have an effect on teaching methods that will affect both teachers and pupils. In contrast to the previous format, whereby

in-person instruction may have been the focus, this necessitates a methodical approach to evaluation of online teaching and learning adaptation. **(A. Kumar et al., 2021)**

13. Given the increase in their use during COVID-19 from a variety of stakeholders, it is crucial to assess the effectiveness of online teaching and learning technologies. **(Almendingen et al., 2021)**
14. Organizations are developing a variety of engagement strategies during this pandemic, including online family engagement practises, virtual learning and development, online team building activities, webinars with industry experts, weekly alignment meetings online, team lunch meetings via video conference, brief online game sessions, virtual challenges and competitions, online courses, appreciation sessions, communication exercises, and live sessions for new skill training. Employee and organisational engagement activities related to the work-from-home regime are quite successful. 2020 **(PDF) *Employee Engagement Practices during COVID-19 Lockdown, n.d.***
15. Through employee engagement strategies, businesses must strive to keep their staff members happy and motivated. In order to increase productivity and maintain work cultures, many organisations are now implementing new technology and a variety of employee engagement practises, such as virtual team meetings, TED Talks, online webinars, employee recognition and acknowledgment, and many others, to help employees feel inspired and devoted to their organisation in the COVID-19 scenario. **(Zandifar & Badrfam, 2020)**
16. Organizational development methods have been impacted by the COVID-19 pandemic. The findings show that employees want new topics to further their growth in addition to the change in the format and approach of employee trainings brought on by the epidemic. With the usage of numerous, online development efforts, one also observed decreasing employee engagement and increasing weariness. The market for education and training is further stigmatised by the requirement for social seclusion brought on by the ongoing pandemic. Moving the field of development from physical training facilities and face-to-face interaction to the online world has become vital. **(Chaturvedi et al., 2021b)**
17. The coronavirus has hastened the transformation of learning and served as a catalyst for change. Organizational priorities have shifted, necessitating the development of new competencies. According to L&D experts, this is just the start of a far more significant change that will affect both companies and employees' understanding as well as technology as a whole. Everyone is under pressure to reskill and upskill, including employees, supervisors, and corporate leaders. Almost all of them refer to COVID-19 and their need for new talents has increased due to the ensuing economic crisis. In addition, given the world's economic and health crises, it is more difficult to discover prospects for professional growth at work. **(Mikołajczyk, 2021)**
18. The need for social isolation due to the ongoing pandemic is also stigmatising the education and training market. It has become necessary to move the area of development

from physical training spaces and face-to-face contact to the internet environment. The coronavirus has been a catalyst for change and has only accelerated the transformation of learning. The priorities in organisations have changed, and there is a need for new competences. L&D experts are convinced that this is the beginning of a larger and more lasting transformation that will take place not only at the technological level but also in the awareness of employers and employees. Workers, managers and business leaders are all feeling the pressure to upskill and reskill. Most of them say COVID-19 and the resulting economic crisis have accelerated their need to acquire new skills. What more, development opportunities are harder to find at work amid the global health and economic crisis. **(Lockee, 2021)**

19. Due to both the disease's introduction and the social isolation measures implemented to stop the disease's spread, the Indian educational system has suffered greatly. Schools, universities, and colleges were all but completely closed as a result of the central government's final move of imposing a lockdown on the whole nation. To stop the Novel Coronavirus from spreading, they are all closed. As a result, for the past three months, the traditional regular schooling system has been hindered globally. The disease's introduction and the social isolation methods implemented to stop the disease's spread both had a negative impact on the Indian educational system.

20. Schools, universities, and colleges were all but completely closed as a result of the central government's final move of imposing a lockdown on the whole nation. To stop the Novel Coronavirus from spreading, they are all closed. As a result, for the past three months, the traditional regular schooling system has been hindered globally. In order to create a unified learning system, it is crucial to take into account the present pedagogical approaches and delivery strategies used in schools. As the future of our nation, children's minds in schools must be developed in a well-rounded and productive manner during this time of crisis. **(Bhatt & Chauhan, n.d.)**

21. All of the aforementioned techniques and approaches should be carefully implemented in order to mitigate the loss of face-to-face instruction. "Be cognizant of the danger in a crisis, but I see the opportunity,"- Henry Adams. Due to the COVID-19 pandemic, educators and students at all educational levels had to quickly adjust to virtual courses. Additionally, the COVID-19 epidemic is expected to have a long-term impact on lesson planning. The pandemic's restrictions gave teachers a chance to think about novel ways to teach particular themes. **(Özüdoğru, 2021)**

22. The significance of "seat time" as the basis for educational credits will be questioned in particular when there is more variation in teaching and learning activities. 10 — protracted Zoom sessions are rarely essential for training and are at odds with the psychological theories of how people learn. While forced interactions among students for the sake of interaction are neither motivating nor helpful, interaction is crucial for learning. As educators can support pedagogical methods from a menu of instructional delivery options, a mix that has been

supported by earlier generations of online educators, future iterations of online education will no longer be restricted to the traditions of single teaching modes. **(Lockee, 2021)**

23. Online learning, blended learning, social media, and open learning are essential advancements for an effective teaching in today's digital age. Institutions, administrators, teachers, students, and even parents have found themselves unexpectedly involved in the distance education process during the Covid-19 pandemic. Schools have been forced into a learning flow that is complicated and constrained as a result of the shift from direct instruction to more indirect techniques. **(Özüdoğru, 2021)**

On Line Training & Development Programs

Webinar

1. **(Jokic et al., 2012)** Internationally different companies provides training and development program to their employees for the improvement of their skills and abilities. Worthy employee training program are constructed on orientation, management skills, and operational skills of employees. Fundamental goals of several employee development programs are to deliver the mission of the organization and support workers to learn the culture of the organization.
2. **(Mohalik & Poddar, 2020)** COVID-19 pandemic force to shut down all the educational institutes across the country. But we cannot stop our learning and sharing our knowledge
3. **(P.hD & Rengaraj, 2021)** Online learning typically applies to learning that takes place on the Internet. Online learning will take place together with a classroom teacher who is conducting a daily lesson. It is also regarded as mixed learning concepts.
4. **(“(PDF) International WEBINAR on (Better Understanding of Pandemic COVID - 19),” n.d.)**
5. As a part of that, online schooling takes place in an online classroom, while eLearning takes place in both a conventional learning environment and online.
6. **(Mohalik & Poddar, 2020)** There is effectiveness of webinars and online workshops during the COVID-19 pandemic on professional development of Employees. in The webinar organizers are working well the ground of the online registration, selection of the theme, providing e-certificate on time and circulation of the powerpoint presentation and learning materials of the resource person to the participants and many more
7. **(Thakur & Badhu, 2020)** A Webinar is a combination of words – Web and Seminar. Basically, it is an online presentation of research findings and sharing experiences in a seminar, workshop or a conference which uses video conferencing software to connect individuals with viewers across the world. Webinars play an important role in on line education system.
8. **(“(PDF) COVID-19 and Adoption of Webinars: Empirical Perspectives from Nigerian Small and Medium Enterprises, n.d.)** SMEs adopted webinars due to their perception that it improves their performance, increases their social status, adapts easily with their existing infrastructures and gives them positive feelings of pleasure and achievements.
9. **(A. Kumar et al., 2020)** virtual interaction was challenging for educators over the world during the Covid19 pandemic outbreak. This paradigm shift in teaching and the use of webinars as the primary resource for teaching has shown a significant impact on the learning patterns of both educators and students.

10. **(Costa & Franco, 2021)** The advantages of the web format are multiple and wellknown: convenience and flexibility, reduced travel expenses and time, the possibility of “virtually” participating at many events even in a short period, adaptability to learning styles, multimedia format, and an ability to create interactive cases
11. **(A. Kumar et al., 2020)** The technology required in pedagogy focuses on Web - based educational platforms and incorporates interactive learning objects. The goals of funding for technological learning involve building society. The creation of an online community that encourages knowledge self-acquisition and enables students to share common values, expertise and understanding may be an example of this technology

On line Workshop

1. **(Mohalik & Poddar, 2020)** Due to the Pandemic different academic program have been disrupted.
2. **(Shamsuddin et al., 2021)** There are important lessons to take forward from the move of research to the online environment during the COVID-19 pandemic, opening new avenues for research and potential to develop new methodological approaches. Online research has become increasingly popular in the past two decades, and it may also be an attractive option for researchers attempting to overcome challenges posed by the pandemic including in the context of workshop discussions.
3. **(Johar et al., 2021)** COVID-19 pandemic has changed many aspects of our everyday life, including education. Schools and universities are closed, so that teaching and learning activities must be modified from traditional face-to-face to online learning. There are many advantages online professional development. The online workshop allows the participants the time and opportunity that otherwise is impossible during the offline session
4. **(Talvio et al., 2016)** Contrary to the common opinion, the need for group skills and social interaction skills increases during the wave of digitalization. Pedagogically effective use of modern technology in schools takes place when pupils, for example, create and evaluate knowledge together in various kinds of groups

FDP

1. **(R. Mahajan & Singh, 2021)** Faculty development programs (FDPs) are an important prerequisite for continuous, longitudinal professional growth of the faculty. Development refers to change in an individual over a period of time and faculty development has been referred to as “any endeavour designed to improve faculty performance in all aspects of their professional lives - as scholars, advisers, academic leaders, and contributors to institutional decisions.”
2. **(Kamel, 2016)** Faculty development programs(FDPs) have proven to be successful for improving teaching skills in higher education. FDP produced any positive effect on students’ academic achievement as well as the different methods to assess
3. **(Raja M & Mynavathi, 2018)** The aim of FDP is to improve the quality of teaching learning process to make the educational journey most productive and satisfying for both the students and teachers. It culminates in a logically analyzed advisory report on the aspects of classroom teaching for teachers to make their teaching more effective. The size of an institution is irrelevant with respect to quality teaching. Faculty Development Program should

enhance the individual's knowledge and provide hands-on experience related to research; classroom teaching, behavioural skills for a better personality, stress reducing mechanism, student-teacher communication excellence and all these aspects should have a potential impact on career life and on personal life.

4. **(Ahmed et al., 2022)** Conducting faculty development is an art that needs a degree of flexibility within the scope of ensuring a continual process of improvement and ongoing learning. The use of the guide for best practice in faculty development can be a self-evaluation tool as well as a quality assurance tool for external auditors. The best practice guide together with the evaluation process is a universal technique that can be adopted worldwide where indicators can be quantified based on local context after it has been tested for applicability, usability, and utility.
5. **(Astonkar, 2020)** the open educational resources applications have garnered considerable attention recently with increased attention of the accessibility, reliability and reduced cost of education.

Internship

1. **(Dvivedi et al., 2022)** The educational institutions and stakeholders of education are the most affected by COVID-19 in the long run. An internship program is an effective way to give training to the student-teachers about the real world of work. It gives an opportunity to integrate theory and practice, plan and deliver lessons properly, critically analyze their own and peers' teaching styles, and improve them in the light of feedback given by supervisors. The higher education public sector providing first-time experiences with new pedagogical practices through virtual platforms of learning.
2. **(Dani et al., 2020)** Most of the students were facing various problems in their online classes, their internship programmes is effected, because of which their learning and skill development activities are effected but the good thing is that most of the student was getting full support from their teachers/colleges/ Universities and most of the students find the online mode of education as a better and useful tool for online studies during this pandemic.
3. **(Bilsland et al., 2020)** But still, most of the students prefer traditional (face to face) mode of education over the online mode of education
4. **(Iradel et al., 2021)** The interns revealed their reached and unmet expectations, as well as the challenges in delivering their lessons and managing their classes.
5. **(Bilsland et al., 2020)** Vietnam was slow to take up online learning and online courses were not recognized as valid qualifications

C. Research and Development

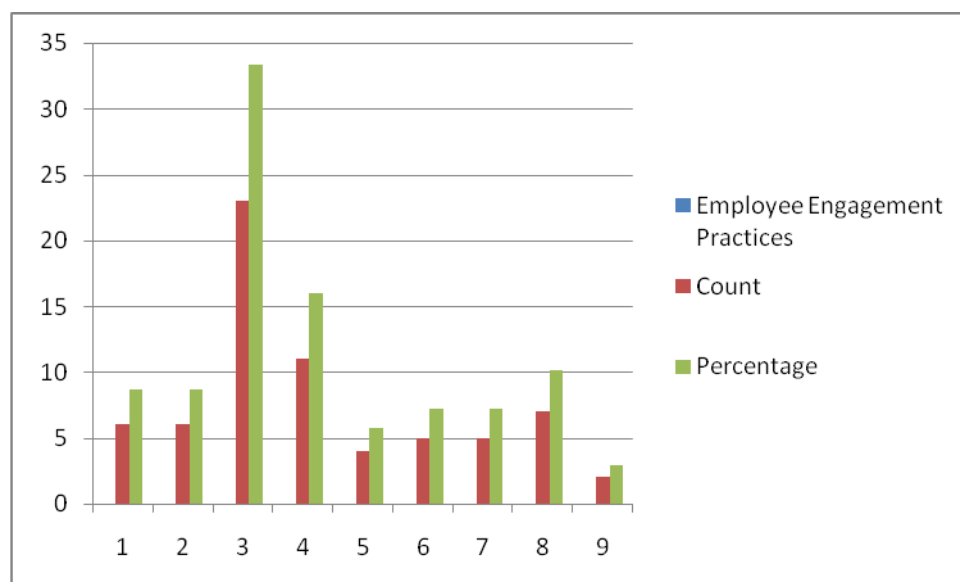
1. During the epidemic, online learning has taken over as the primary form of instruction. The difficulties with online learning, according to academics and students, are in adapting to it. Due to COVID-19, online learning can serve as a temporary solution, but it cannot take the place of in-person instruction. The study suggests that using blended learning can create a demanding learning environment. **Training programs** helps the faculty to develop professionally to meet the current requirements. **(Almahasees et al., 2021, p. 19)**

2. The world's higher education institutions need to show that its academic members are equipped professionally in order to compete (again). Teachers might be inspired to try new things, investigate original solutions, and evaluate their own methods by designing successful learning environments and integrating online tools. On the other side, higher education institutions are required to have high-quality instruction, which is then evaluated using appropriate techniques. Universities should spend more money than ever on the **professional development** of their professors in order to keep them up to date on good pedagogical techniques, whether or not they involve internet technologies. **(Rapanta et al., 2020)**
3. According to the data, there has been a significant increase in online teacher professional development activities in India over the epidemic period, and the majority of teachers participated in these programmes from the comfort of their homes or places of employment. One of the most common and well-liked forms of professional development for teachers in India is attending seminars and conferences. Teachers benefit from attending seminars and conferences because they can learn from experts, pose questions, share their research and opinions, and engage in discussion with other participants on topics of interest.
4. To provide opportunities for professional development for the bulk of the teaching workforce, seminars and conferences are crucial. In a nutshell, seminars and conferences have been recognised as a viable medium for meeting the widespread professional learning demands of Indian teachers. Educational institutions now have the chance to arrange and host conferences or seminars at a very low cost thanks to the paid and free versions of programmes like Google Meet, Zoom, CiscoWebex, Microsoft Teams, etc. **(Pradeep & Misra, 2021)**
5. The necessity for resources that support cooperation, information sharing, dissemination, open channels for communication, and opportunities for affirming the validity and dependability of academic findings has emerged as an important lesson for higher education. **(Baker et al., n.d.)**
6. Blogs are important for technologists, teachers, parents, researchers, and professionals who are interested in computer-mediated communication. Blogs are open for anyone to write. Most blogs are mainly textual. Some focus on videos. In education, blogs (edublogs) can be used as instructional resources. No of faculties find sufficient time to update themselves in blogs. **(Al-Jarf, 2022)**
7. During the lockdown of the COVID-19 pandemic emergency, the two buzzwords that have gotten widespread among the teaching fraternity alongside corona are online faculty development programmes and webinars. The purpose of this work is to provide light on the origin of FDPs and webinars, their effectiveness, and the attitudes of the participating faculty. A rapid increase in webinars and FDPs in such a short time was caused by all education sector stakeholders. In addition to assignments, quizzes and polls during sessions were discovered to be effective active learning strategies to increase the effectiveness of the online knowledge transfer methods. **(Nagaraju et al., n.d.)**

R&D Practices

- ((PDF) *R&D and Innovation after COVID-19: What Can We Expect? A Review of Prior Research and Data Trends after the Great Financial Crisis*, n.d.) Innovation – the introduction of new products, services and ways of doing business – will be a critical element of the recovery post-COVID-19
- (Monteiro & Jeppu, 2012) When we assume that the entire pool of teaching faculty start doing original research, the publication of the same may take a very long duration. Reading into the new directives, we find that a research paper is actually a publication of original work, wherein a problem or hypothesis is analyzed and the materials, methods and results published after adhering to all the guidelines of research methodology

Sino	Employee Engagement Practices	Count	Percentage
1	Work From Home	6	8.69
2	Hygiene and Safety	6	8.69
3	Conducting online lectures	23	33.33
4	Webinar	11	15.94
5	On line Workshop	4	5.79
6	FDP	5	7.24
7	Internship	5	7.24
8	Research and Development	7	10.14
9	R&D Practices	2	2.89
Total		69	100



Findings:

from the above analysis the following findings are founded

1. The following practices are being practiced in academic organizations during covid 19 pandemic.
 - Work from Home,
 - Hygiene and Safety
 - Conducting online lectures
 - Webinar
 - On line Workshop
 - FDP
 - Internship
 - Research and Development
 - R&D Practices
2. Conducting online lectures is practicing widely.
3. Very less number of faculty are concentrating to improve their R&D profile

Conclusion:

Due to COVID-19, employee engagement has become crucial in the current pandemic crisis. Without the assistance of your team, assuming the top position would be a pipe dream the current lockdown situation. Organizations are well aware of this. In these challenging times, success depends on motivated employees. Which is why companies should strive to maintain their workers' motivation and satisfaction through employee involvement pandemic conditions. In light of the existing circumstances, establishing Using technology, measurements of employee engagement are vital to the development of organizations. Many businesses today are creating a variety of employee engagement strategies, including virtual team meetings, online training, and conducting seminars with business professionals, weekly alignment online sessions, and likewise webinars

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