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ADAPTING TO THE POST-COVID ENVIRONMENT: STRATEGIES FOR SUSTAINING EMPLOYEE ENGAGEMENT: A THEMATIC ANALYSIS

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Abstract

The enormous shifts and difficulties that organizations and their workforce are facing to engage people in the post-COVID world. This study explores essential themes and effective practices for promoting employee engagement in the face of hybrid work, and changing workplace dynamics. By drawing on a wide range of literature and empirical evidence, this study performs a thematic analysis of the strategies used by organisations to maintain employee engagement in the aftermath of the COVID-19 pandemic. This study used grounded theory approach and data was collected by downloading tweets by using keywords “remote working”, “work from home” “work from anywhere” “WFA” “online mode” and “hybrid mode” “post-Covid” “employee engagement” and “teleworking” then imported these tweets into NVIVO v12 plus for analysing using N-capture. Compiled data refined through data mining techniques and thematic analysis has deployed. The findings revealed that communications, prevent cyber-attacks, employee wellbeing, productivity and resilience are the key themes in the post COVID environment for sustaining engagement.

Keywords: *Remote working, cyber security, future of work, COVID-19*



1. Introduction:

With protective actions being taken on a global scale to combat the Coronavirus Disease (COVID-19) outbreak, many businesses find themselves in the unexpected circumstances of having to go totally remote for the first time. More business has shifted from traditional workplace setting to remotely working. The COVID-19 pandemic triggered substantial alterations in the worldwide business climate, necessitating corporations to adjust to hitherto unseen obstacles. Industries are currently embracing a post-COVID environment marked by worker hybrids, technological advancements, and evolving worker demands due to the introduction of immunisations and a gradual unwinding of constraints (Yawson, 2020). Under these circumstances, maintaining industry involvement becomes critical to the endurance and growth of an organisation. Prior to COVID-19, the vast majority of workers hadn't previously worked remotely, and neither they nor their companies were ready to facilitate this practice. Due to the exceptional COVID-19 outbreak in 2020, millions of individuals worldwide were compelled to work distantly, which unintentionally created a *de facto* global telecommuting experiment (Kniffin et al., 2021; Sady & Sedlak, 2022; Wang et al., 2021). Further the pandemic accelerated digital transformation across industries. Companies have invested in digital solutions to enhance agility, efficiency, and resilience. E-commerce, telemedicine, and virtual collaboration tools have experienced significant growth. Health and safety protocols have become integral to workplace environments.

Significant changes in the ways that organisation's function and individuals interact with their job have marked the dawn of a new era of work following the COVID-19 pandemic. With the increasing prevalence of remote and hybrid work arrangements, professionals can now work more flexible hours and maintain a healthy work-life balance. To meet the demands of this new reality, organisations are using digital tools and technologies to improve productivity, communication, and teamwork in remote environments. Employee engagement has long been acknowledged as the cornerstone of organisational effectiveness as it affects customer happiness, retention, productivity, and overall business outcomes. Gede and Huluka (2024) surveyed on Ethiopian universities and found that employee engagement has a positive influence on organizational performance. There are number of job resources, individual and organizational factors such as flexibility, autonomy, developing ownership that

have positive influence on employee engagement (Goyal et al., 2024; Goyal et al., 2023; Goyal et al., 2023; Kosvyya et al., 2023). But in the wake of the epidemic, its importance has grown even more as firms struggle with the challenges of digitization, telecommuting, and expanding expectations for staff. In light of these difficulties, cultivating an engaged culture becomes not only strategically essential but also a vital component of an organization's ability to survive and thrive in the post-COVID setting (Surma et al., 2021).

Exploring the key themes that leads to employee engagement in post COVID environment is a novel and interesting using social media platforms. Social media has played an increasingly important part in everyday life. Many people use social media on a daily basis. Users are free to express their thoughts, feelings, and life events without restriction or delay. Some social media platforms allow users to connect solely with their friends and publish their posts with extremely limited privacy settings. Users are migrating from traditional means to microblog sites such as Twitter, Facebook, and others due to quick and convenient privacy policies and the easy accessibility of specific social media. Twitter is a popular microblogging service where users may read and create messages of up to 140 characters in length. Tweets are another name for Twitter posts. Therefore, industries need to rethink their employee engagement methods with a new perspective to keep workers highly engaged. Aim of this article is to explore the themes based on tweets for sustaining employee engagement in the post-COVID environment.

Employee engagement is described as one of the most important concerns that any organisation strives to maintain among its employees to ensure that employees give their all in their jobs in the post pandemic environment (Makumbe, 2023; Goyal et al., 2023). 259 people were surveyed by Malaysian, and found that family support, supervisor support, facilitating conditions and self-efficacy could be the factors of creating resilience, which ultimate increase the employee engagement. But out of family and supervisory support, family support is much more efficient for creating resilience than supervisory support. Organizations can improve their ability to recover from concerns and anxieties by giving employees with supportive environments to work during a pandemic like COVID-19. Persons who trust their ability to perform work will more likely acquire the resilience to rebound from terrible conditions (Wang et al., 2020; Ojo et al., 2021). Prior study on employee engagement primarily focused on conventional work environments,

ignoring the changing obstacles and tactics required to maintain engagement in a post-pandemic environment. There is a dearth of empirical research that uses real-time, user-generated data (such as social media insights) to comprehend the evolving nature of employee engagement. Past studies have also focused on managerial perspectives on engagement, ignoring the opinions of employees on their expectations and difficulties in the new workplace. Furthermore, although studies have brought attention to issues like productivity, well-being, and digital transformation, little is known about how businesses handle cybersecurity risks, resilience-building, and efficient communication tactics to keep employees engaged in remote and hybrid environments.

There is need to maintain the engagement level of employees in post COVID-19, along with the engagement level, employees are need to take self-care which defines the individual approach to building health and resilience in the workforce of palliative care which is the practice of self-care.

1.1 Research objectives:

1. To investigate the primary determinants of employee engagement in remote and hybrid work settings after pandemic.
2. To investigate how resilience, employee well-being, cybersecurity, and communication tactics contribute to maintaining engagement.
3. To discover useful insights by utilizing social media data to examine organizational procedures and employee emotions.

Since this study is qualitative in nature and used NVivo for theme analysis, this investigation is guided by research questions rather than hypotheses (Braun & Clarke, 2006; Creswell & Poth, 2016).

1.2 Research questions (RQ):

RQ1: In the aftermath of COVID, how do employers maintain employee engagement in remote and hybrid work environments?

RQ2: How can employee well-being programs, cybersecurity precautions, and communication tactics contribute to engagement?

RQ3: What impressions do workers have of organizational initiatives to sustain involvement in the changing workplace environment?

2. Material and Methods:

Grounded theory is extensively used in socioeconomic science and human resource research, and it provides a method for researchers to create new ideas (Glaser & Strauss, 1967). In this theory method, data is gathered through interviews, events, recordings, observations, Internet posts, and reported events, and a new theory is produced using this information (Corbin & Strauss, 1990). This study used internet post from social media, then thematic analysis was done to explore the themes.

2.1 Data acquisition:

This study gathered tweets from 1 April 2023 to 30th September 2023 using the keywords "#remoteworking", "workfromhome", "workfromanywhere", "WFA", "onlinemode" and "hybridmode", "post-Covid", "employee engagement" and "teleworking" from Twitter, then imported into NVIVO v12 plus using Ncapture. All of the data has been meticulously polished, and "Data Mining" has been effectively employed to provide perspectives of maximum value that make sense. Then thematic analysis of employees who operate remotely owing to a sudden shift in environment was examined in the study (refer figure 1). To make the key themes, this study has read out 339905 tweets, then manual coding was done.

Text pre-processing:

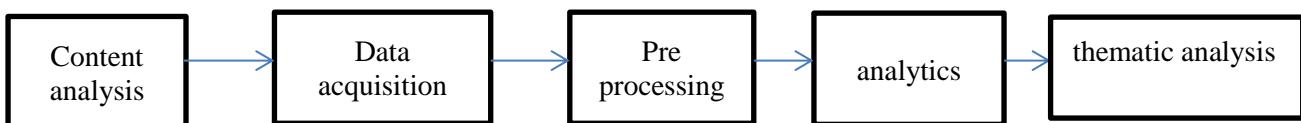
Tweets aren't generally written in an easy-to-read style. Several pre-processing methods are performed to purify a tweet in order to obtain it in an accessible manner. Tweets that have been pre-processed are commonly utilised to portray suitable public emotions. Stemming words, add to stop list, and tokenization, are the three steps for filtering the tweets in an accessible form. Tokenization is a method of breaking down a string into one or more words (Pudaruth et al., 2018).

Text analytics:

All of the acquired data has been thoroughly polished, and "Data Mining" has been successfully employed to assemble a cohesive portrait based on key keywords generated from the data being screened (Ciasullo et al., 2018). A word cloud (refer figure 2) is created using NVIVO 12 Plus to show qualitative data that provides a more thorough understanding of the hidden implications. The words that are larger indicate that

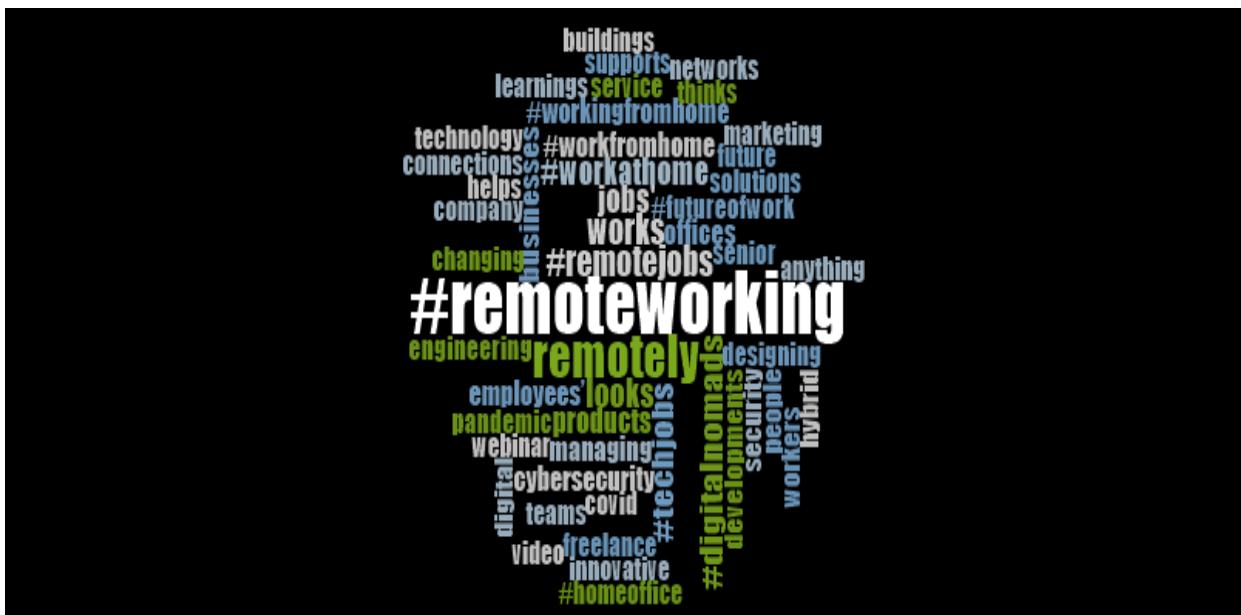
they are being used more often than other ones. The most common terms are COVID-19, technology, remote work, creative methods, work from anywhere, and cybersecurity.

Figure 1: Research process (Conceptual framework)



Source: Author's own compilation

Figure 2: Word cloud



Source: Extracting from NVIVO, v12 software

Thematic analysis:

Working through the data repeatedly at first to offer sense to the entire pool of ideas and understand the context of each sentence (See in appendix 1), which is needed for the creation of more relevant data-based themes (Ahmed et al., 2019; Cao et al., 2018; Nowell et al., 2017). Textual analysis is a form of qualitative analysis that is used to organise the concepts under study into "nodes" by applying it to a text. The method's result is the clustering of concepts into nodes, which is extremely useful for exploratory research (Reyes-Menendez et al., 2018). Following are the key themes for sustaining employee engagement in the post-COVID era.

conferencing. Many people have tweeted that Zoom and Figma are great for sharing a screen and make perfect collaborations. A Trust is required between employer and employee people have tweeted that. Wang et al. (2021) used grounded approach and emphasized on remote workers experiences, where twenty-one participants reported that poor communication or weakening communication caused them to be less efficient. Effective communication with employees allows them to feel that they are an important part of the firm. Effective listening to employees is an effective strategy to increase employee engagement (Kohntopp & McCann, 2020). According to past studies (Chanaana & Sangeeta 2021; Mishra et al., 2014; Schroeder & Modaff, 2018) when a company actually listens to its employees, they will feel more appreciated, and

engaged them for the long run. Transparent communication, management trust are essential for employee participation that fosters a good organizational culture where employees try to develop a high degree of commitment and employee involvement (Ahmad & Aldakhil, 2012). Good communication creates the satisfaction among employees towards their job, which ultimately increase the performance of employees (Abraham, 2012; Bin 2015; Kang & Sung, 2017; Papalexandris & Galanaki, 2009; Wang & Hsieh, 2013). V-5 model mentioned by Kumar (2021), in which include 'voice', is one of the elements. There should be proper channel to listen the employees voice digitally and non-digitally to engage the employees (Kumar, 2021).

Prevent Cyber-attacks:

COVID-19 opened the doors to different types of cyber-attacks, phishing and ransom ware-attacks now appear to be the most 'common,' the latter particularly invasive in many respects – just recently a German woman died in a Ransom ware attack against the University Hospital of Düsseldorf (Skiljić, 2020). Companies should review their cyber security programmes, improve their cyber security strategies, resolve these problems and train workers accordingly (Ahmad, 2020). People have tweeted that security threats are evolving as hackers seek to exploit remote workforce, 71% of remote employees in a recent report by Veritas admitted that people are sharing sensitive information or data through messaging app and collaboration tools which might increase cyber risk. Private discussions and relationships have transitioned to internet platforms after the COVID-19 pandemic. Since consumers' privacy is at stake, it is now more crucial than ever to defend communication routes and maintain data confidentiality. However, the study noticed that a number of security flaws in social media sites have been taken advantage of. For instance, compromising Zoom credentials has enabled bad actors to both divulge and participate in the specifics of private meetings (Tasheva, 2021).

Employee wellbeing:

Individuals with heavy workloads experience more techno stressors specifically, they feel pressured to work harder and longer (techno-overload) and perceive more intrusion of technology into their personal lives which may create work family conflict and behavioural stress. Although, Remote

work, developed to help workers achieve better work life balance results in more workload, job intensification was linked to versatile designs, as flexibility can be counteracted with additional effort (Molino et al., 2020). Studies (Jaiswal & Dyaram, 2019; Truss et al., 2013; Wilks & Neto, 2013; Wieneke et al., 2019) demonstrated that employee well-being is crucial for both individuals and industries. Higher engagement, higher levels of creativity, fewer health issues, longer tenure with the industry, more efficiency, and improved performance were all observed in employees with higher well-being than in those with lower well-being (Jaiswal & Prabhakaran, 2024). Organizations must prioritise employee well-being since these individual outcomes directly affect the overall performance of the organizations (Kowalski & Loretto, 2017). Tele people should also focus on self-care which is the individual approach to fostering wellbeing and palliative care is the practice of self-care (Mills et al., 2020). There were certain challenges people were facing while working remotely like social isolation, loneliness, and emotional exhaustion may result from social distancing. To achieve positive outcomes connected with successful high-performing organisations, the high degree of psychological and emotional wellbeing and employee's engagement plays a crucial role. Study found that psychological well-being is linked to performance directly (Byrne et al., 2017; Wright & Cropanzano, 2004). The integration of staff involvement and psychological well-being into the structure of full participation can give a realistic way for boosting organisational efficiency. Both aspects are associated to positive results at organisational level and the combined effects of both aspects are theoretically highly conceivable (Robertson & Cooper, 2010). Further people who are psychological and physical fir towards their job, they demonstrate employee well-being (Jaškevičiūtė et al., 2024). Deci and Ryan (1980) developed the psychological paradigm known as self-determination theory (SDT). It is concerned with human drive and how it influences behaviour and employee well-being. This theory holds that people have basic psychological needs for relatedness, competence, and autonomy when these needs are satisfied, intrinsic motivation and wellbeing may increase. Past studies revealed that hybrid working is associated with higher organisational commitment, job satisfaction, and employee well-being (Felstead & Henseke, 2017; Jaškevičiūtė et al., 2024; Jaiswal & Prabhakaran, 2024).

Resilience and Productivity:

A multi-level perspective is necessary due to the revolutionary change that is affecting employees and workplaces in the Post COVID environment. Based on the triple bottom line (TBL) framework (Elkington & Rowlands, 1999; Henriques & Richardson, 2013) a comprehensive approach is required to analyse the effects of the post- pandemic environment upon people, productivity, and the environment (McPhail et al., 2024). The term "people" alludes to the workforce, and more specifically to those who are leading the way in all of the changes brought about by the COVID-19 pandemic. This component focuses on the experiences of individuals adjusting to changes in the workplace since the pandemic began. "Productivity" refers to a variety of organisational results, including individual outputs, and firm performance. This facet concentrates on the consequences of workplace and workforce disruptions brought on by the pandemic at both the individual and organisational levels. The term "planet" pertains to the ecological consequences of the COVID-19 pandemic and includes variables like carbon dioxide emissions, petrol consumption, and plastics consumption. Organisations can gain a competitive edge by quickly adapting to changes in their environment. According to dynamic capability theory developed by Teece et al. (1997) emphasize on to deal with quickly changing surroundings, organisations should establish dynamic capability, or the "ability to incorporate, construct, and reorganise internal and external competences." Resilience is acknowledged by the business community as a crisis management technique and strategy that promotes business resilience and adaptability in the face of various hazards, including emergencies and natural disasters. Moreover, business resilience is associated with the capacity of the organisation to adjust to changing conditions and the surroundings in order to lessen the impact of the incident (Linnenluecke, 2017). The implementation of resilience methods necessitates collaboration, a range of crisis management approaches, positive relationships among employer and employee, effective network, an extensive network, the identification of possibilities and hazards, and prompt and scalable engagement (Huang et al., 2021). People tweeted that Six in ten employees were agreed that can get more work done in 8hours a day at home. Evolve IP surveyed on remote working individuals and identified that 66.5 percent of employees feel they would be more productive if their work from home solutions were integrated. Past studies found positive

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relationship between employee engagement and productivity (Arakawa & Greenberg, 2007; Bin, 2015; Catteeuw et al., 2007; Richards Jr, 2013). An engaged person is a productive employee. High engaged people are more productive than low engaged people. An employer should concentrate on employee engagement, if he wants to achieve high productivity. A productive workforce characterises healthy firms (De-la-Calle-Durán et al., 2021). Table 1 provides brief of themes and sub themes based on twitter conversation. Out of 339905 tweets, 23.67% were related to communication, 22.814% were related to cyber security, 33.99% were related to employee wellbeing, and rest were related to productivity and resilience. The brief of tweet information related to each sub theme is given in Appendix 1.

Table 1: Overview of themes and subthemes

Themes	Sub themes
A. Communication (23.67%)	A.1 bandwidth connection A.2 communication tools A.3 feedback A.4 team collaboration
B. Cyber Security (22.814%)	B.1 cyber risk/ attacks B.2 human error B.3 mitigate risk
C. Employee wellbeing (33.99)	C.1 stay connected C.2 sustainability C.3 work life balance
D. Productivity and Resilience (19.526%)	D.1 no distraction D.2 engagement with greater flexibility D.3 remote working is the new normal D.4 challenges at the beginning D.4 creativity and Safe

Source: Author's own compilation

3. Discussion:

This study offers new quality perspectives on how Twitter users reacted to Twitter's 2022 after pandemic. For example, amount of health-related information, effective communication, related to cyber security, and remote working is the new normal posted on Twitter, as well as citizens' active engagement with the site for incident reporting. Majority of tweets were on employee wellbeing. Although there were challenges at the beginning to adopting the remote working due to choosing the right technology,

managing the work life balance. Also, clients were facing, how to on board and integrate new joiners. But still more than sixty percentage people want to continue their work remotely (Goyal et al., 2022). People were afraid to hackers, causing cybercrimes due to mass migration to remote working. Increased remote working has meant that cloud, mobile and supply chain security has come to the fore. Moreover, remote working gives more opportunities for creative and safe options for work meetings. People tweeted that, “we CAN’T go back to the old world. People need CHOICE and POWER to make decision for themselves”. Around the world, the epidemic resulted in a mix of remote and office labour. In times of uncertainty and transition, effective communication is especially important in promoting employee engagement. The analysis underlines how crucial it is for leaders to foster an inclusive, encouraging work environment that places a high value on empathy, openness, and collaboration. Industries need to be resilient and flexible in the post-COVID climate, allowing staff members to express concerns and participate in making choices (Caballini et al., 2021). Organisations need to make investments in effective digital devices and systems in order to facilitate easy communication and information exchange, according to the report. Project administration tools, video conferencing services, and online team-building exercises can all assist in reducing communication gaps and promoting a feeling of community among distant workers. Thematic study highlights how important it is for companies to put their workers' well-being first by providing flexible work schedules, stress management resources, and work-life integration programmes. Employers can increase productivity, creativity, retention rates, and employee loyalty by showcasing a dedication to employee wellbeing (Jaiswal and Prabhakaran, 2024; Popescu, 2022). The relevance of fostering organisational resilience in the face of unpredictability and upheaval is highlighted by the thematic analysis. To cope with obstacles brought on through the post-COVID environment, including market shifts, economic instability, and international threats, organisations need to create flexible and adaptable strategies. To be able to operate remotely, the updated policies and guidelines should integrate the mechanism of resource availability and usage of their employees. People have tweeted on remote working such as: *Remote working is here to stay @nytime, VR doesn't just belong in the classroom-it is the classroom of the future!, starting a new job can be challenging during these changing times when working remotely has become a new norm.* Key themes from the analysis are highlighted in the discussion, with a focus on the importance of

cybersecurity precautions, employee well-being programs, and efficient communication in maintaining engagement in remote and hybrid work environments. Furthermore, the results show that in the post-pandemic workplace, organizational resilience tactics are critical to promoting sustained employee commitment.

4. Implication:

For industries looking to maintain employee engagement in the post-COVID climate, this study offers a number of useful ramifications. To keep workers informed and engaged, especially in distant work environments, establish clear lines of communication. Distribute information, projects, and organisational goals on a regular basis via holding virtual meetings, town halls, and newsletters. Promote transparent communication and feedback channels among staff members to build trust and transparency. To lessen feelings of loneliness and alienation, hybrid and remote groups should actively foster a sense of community and solidarity. To promote camaraderie and strengthen interpersonal relationships, plan social events, virtual team-building exercises, and recognition programmes. To support a harmonious work-life balance and meet personal needs, provide options for flexible employment. To assist staff in managing stress and preserving wellbeing, make resources like counselling services, wellness initiatives, and mental health support available. Encourage staff to be proactive in solving problems, be creative, and be adaptable in order to meet changing possibilities and difficulties. Build organisational resilience and agility by promoting a growth attitude, stimulating experimentation and instructing people from experiences. Further, use antivirus and internet security software, invest in a sliding webcam cover, use a virtual private network, beware of zoom and video conferencing, use a centralised storage solution, keep your family members away from your devices. To engage the employees, provide them security and tips to keep away from hackers and other cybercrimes.

5. Limitation of the study:

Although this study provides insightful information about maintaining employee engagement in the post-pandemic workplace, it has a number of drawbacks. Data Source Bias, the study's main data source is Twitter, which might not accurately reflect the opinions of all workers and organizations. Individual incentives frequently shape social media content, and

views expressed there might not fully represent experiences in the workplace as a whole. Limited Generalizability, because the study was qualitative and used thematic analysis, the results are context-specific and might not apply to other organizations, industries, or cultural contexts. Possibility of Misinterpretation, since social media messages frequently lack context, it can be difficult to determine the sentiment and intent of posts. Employees' complicated work experiences and underlying emotions might not be adequately captured by text-based analysis. Lack of Insights from Other Digital platforms, the study only looks at Twitter and excludes information from LinkedIn, employee forums, and workplace communication systems like Microsoft Teams and Slack. A more thorough understanding of post-COVID engagement trends may be possible by incorporating data from other sources.

6. Conclusion and future research agenda:

To make blended work environment effective, there should measure the virtual environment productivity of employees, virtual evaluation of on boarding, leader's measurement of knowledge, curiosity and agility measuring role fitting for emerging strategic positions in the industries. There should be continuous efforts by the employers to engage the employees and maintain their health and well-being. This study emphasized on promote flexible schedules that combine office and home-based work. Industries are likely to adopt and modify workplace models that best fit their management styles and company demands rather than settling on a single workplace model. Post COVID has opened the doors of many remote tech jobs in information technology sector. By incorporating blended work practises in the mix, companies can provide the necessary flexibility to their employees, whose benefits go beyond the pandemic experience encountered by organisations. It is very difficult to build relationships and team spirit in a home team, team collaboration is required. The mixed approach does not only include the right tools and technology in place to make working in the office, from home or anywhere else convenient for employees, but also allows workers to chooses the best way. This freedom to choose how and how they want to work is one of the reasons getting more engaged towards their job. Maintaining employee engagement becomes a crucial priority for the success of organisations as they negotiate the complexity of the post-COVID landscape. Organisations may develop a resilient and engaged culture in the face of

continuous uncertainty by valuing employee well-being, embracing flexibility, encouraging good communication, and utilising technology. Industries may prosper in the post-COVID age and emerge stronger than before by implementing the initiatives described in this paper and learning from best practices.

This study has explored themes, a qualitative study, further scholar can go for survey research (quantitative study) and investigating how to promote employee enthusiasm and resilience in the face of continuous uncertainty through adaptive leadership. Examining how corporate principles and culture affect maintaining worker engagement in remote work environments. Also, can explore the factors of social media and virtual team-building exercises work to foster a feeling of community and connection among remote workers.

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Appendix

A. Communication

A.1 Bandwidth connection

Tweet info

'our rural future ' vision is the right step, but making town centres vibrant and bustling again will be essential to plan broadband infrastructure.

50 % of Irish population live in the rural areas. 'our rural future' aims to increase this number with sustainable job creations and make rural Ireland a place of choice with smart investment.

Ensure a networks of 300+ hubs across Ireland

Broadband, investment in rural communities, people are giving positively reaction to this.

Coverage access for your employees to all remote resources whatever their location

A.2 communication tools

Tweet info

Zoom and Figm are great

Sharing a screen via Zoom and following people on Figm make perfect collaboration

A.3 Team collaboration

Tweet info

To communicate with your team effectively even if you are rarely in the same physical space by @DeltapathDavid

We are bridging the gap between remote working and office working, allowing you to work in an environment that fosters collaboration

Leadership create optimism for remote team

Stay connected with video class

Manage your time

A lot of people have now started working from home. And they like it. For business faced with managing a rise in remote working, one of the key elements is trust

Improved client relationship

A.4 feedback

Tweet info

An unintended consequences of remote working is the weakening of connection between employees

Stay connected with frequent video calls

It is important to keep talking, #peoplefirst helps you keep the line of communication open, encouraging the workforce to schedule on-going check-ins with one another

B. Cybersecurity

B.1 cyber-attacks/ risks

Tweet info	
Remote working threats are still going unnoticed	
The mass migration to remote working causing cybercrimes and forced business to reconsider how to deal with security	
Security threats are evolving as hackers seek to exploit remote workforces	
Remote work makes cyber security a top worry	
Cybercrimes have become an increasingly prevalent threat in the midst of the ongoing #covid 19 pandemic, especially with increase in remote working	
Increased remote working has meant that cloud, mobile and #supplychainsecurity have come to the fore	

B.2 Human error

Tweet info	
With 90% of successful attacks coming down to human error, there's a lot we can do	
71% remote employees in a recent report by Veritas admitted to sharing sensitive data via messaging apps and collaboration tools.	
Lack of knowledge and skills is causing major problems for SME's	

B.3 Mitigate risk

Tweet info	
With the rise of remote working, knowing that your business devices security is more important than ever. Remain confident in the face of change with @vodafoneBiz#DLM and keep your workforce connected with secure devices.	
As business transition to remote working, keeping people connected with the right devices puts a heavy strain on IT	
A reminder of some of steps your business should put in place to protect against cybercrime for remote workers	
There is growing need for robust remote working solutions	

C. Employee wellbeing

C.1 Stay connected

Tweet info	
Try scheduling longer breaks between video calls than you would for face to face working	
A surge in remote working has put the focus on cloud services to support work from home requirements, maintain business continuity and build business resilience	
Google is making remote working easier. New features let you set your status and kill notification when you are focusing	
Your most important asset is your people	
Leading to a growth of apps that let companies monitor remote activity	
Ask them for their work preference when planning a return to office	

C.2 Sustainability

Tweet info	
Less on the road #commuting is good for planet	
Environmental benefits as no pollution, no people, no vehicle	
Both employees and employers have embraced the advantage of remote work, including lower office costs and greater flexibility for employees especially those with families	
Remote working satisfaction is based on age group. With younger employees find office work more satisfying due to social interaction. But older people prefer remote working as it provides more leisure time.	
We get along better when we aren't in each other's faces every day and have occasional meetings	
Benefits of remote working, being a tourist during the lunch break. Yes, in Italy, cyclical is allowed	

C.3 Work life balance

Tweet info	
Employees need healthy habits in place to ensure focus and productivity	
Keep your team engaged, connected while working remotely	
Improving the digital employees experience	
You can increase employee morale through virtual office services and creating a greater employee work life balance	
Knowledge, learning, communications and insights to help people	

D. Productivity and Resilience

D.1 Engagement with greater flexibility

Tweet info

Remote workers are far more engaged with their compared to office employees, leaders, and project managers can devote more time to create meetings to supercharge the creativity levels of their employees.

Many decision makers are not convinced that #remoteworking has made employees more productive. Six in ten employees say that get more done in an 8hour working day at home. It will hard for decision makers to resist demands for greater felxibility

Reduced attrition and #enhancedproductivity with around two-third of #business that permit #remote working report increased productivity

D.4 Challenges at the beginning

Tweet info

Starting a new job can be challenging during this pandemic when working remotely has become a norm.

The biggest challenge in remote working is choosing the right technology

Remote working is no easy feat, but the positive experience far outweigh any positive negative

Challenged to find new ways to manage work life balance.

Could flexible working be more widespread, without making juniors feel that they must be 'on' at all times.

Always on remote working is painstakingly hard for employees

Biggest challenge, clients are facing is how to on board and integrate new joiners

D.2 Avoid distraction

Tweet info

No matter where they are working from, make work hassle free and productive for your #distrubutedworkforce

In #remoteworking there is no distraction from colleagues and travelling.

D.3 Remote working is the new normal

Tweet info

Remote working is here to stay per @nytime

Symba are working diligently to #OpenUpTheWorkforce by enabling #remoteworking

VR doesn't just belong in the classroom-it is the classroom of the future

Microsoft is the latest company to adopt hybrid company

87% domestic business considering flexible remote working models

UK government wants remote working to continue after lockdown

Nationwide to let all 13000 office staff work from home permanently in UK

As remote working become normalised the #digitalnomads lifestyle may see a surge in coming months

28% would like to work from home permanently and 44% would like to split their time between home and workforce

A London chamber of commerce survey showed that 52% will continue work from home in some form

D.5 Creativity and safe

Tweet info

Adopting virtual desktops plays an important role in empowering remote workforce.

Remote working gives more opportunities for creative and safe options for work meetings

As we start recovery, we CAN'T go back to the old world. People need CHOICE and POWER to make decision for themselves

Creativity can feel hard to come by right now, it's often an overlooked part of worklife that can help people thrive