



Editorial Opinion: Employees' Work Performance and Organization Success during COVID-19

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Editorial

Human history has witnessed great ruptures that have drastically threatened the worldwide population in different periods. The previous depressions brought numerous irregularities, thus immensely causing worldwide businesses to encounter radical changes in the work structure. With this, in the last years, a similar situation was experienced by global countries, which led to large-scale disruption to ruin workplace practices. The coronavirus, the substantial financial disaster, brought an incomparable decline in the global employment rate, ultimately resulting in massive organizational disclosures. This significant economic meltdown threatened big corporations with its wide hit, drastically lowering organizations' chances of sustainability and growth.

In the last years, when the economy was booming, the terrible phase of the coronavirus made most of us unlucky by losing our jobs. This decreasing phenomenon made the organizational management worry about the deleterious repercussions of this disease on the firms' success. An organization's success depends on the performance of its human resource. Human resource adds value to the firms' activities and success. As much as the world has been unprecedentedly affected by the deadly outbreaks, this pernicious virus has immensely floated the employees' performance. Given its destructive effect, the new working lifestyle has become a challenge for individuals today, where the COVID-19 pandemic has seriously damaged employees' functioning. The pandemic has changed workplace rules, thus becoming the new normal. It has raised the concerns of the organizations by rigorously impairing employees' psychological health. The pandemic

has made employees face multiple mental issues (i.e., stress, anxiety, and depression). It has implicitly contributed to increased fear in individuals. These psychological concerns also raised job insecurities and turnovers among the employees. These factors led the employees to exhibit poor work performance. Likewise, social distancing also made performing workplace activities difficult. Altogether, all these factors raised several questions about employees' work performance. The unfortunate pandemic made people relatively idle and confused. Its increasing confinement compounded pressure on the company's management regarding the business's success. As the struggle continued to unfold, coronavirus made employees unsure of its consequences and effects on employees' performance. The coronavirus dropped the employees' engagement, affecting organizational sustainability. However, regarding the firms' sustainability, COVID-19 has imposed several new problems that have made the management launch new guidelines to support the employees' well-being and performance.

Indeed, the COVID-19 pandemic impacting the entire planet has significantly diminished the success of global organizations. It has affected the whole swathes of the population, individuals, and people, thus compelling the firm to adjust according to the changing dynamics. A successful organization continually evolves by developing new ways of functioning. Unfortunately, the world, as we know, has now come to a standstill position where the aftereffect of the pandemic has drastically ruined big corporations. It has massively impacted organizational success by raising workplace difficulties. Significantly, companies can adopt novel programs to deal with these shortcomings to give their best. As the situation was not preplanned, adjusting to the new environment requires the organizations to appreciate the performance of the employees at every level. It requires organizations to keep productivity and engagement

enacted. And also encourage organizations to motivate their employees regarding the new normal. Given this, the skills and development of the employees need to be enhanced to bring positive results. Motivating employees to focus on their commitment and objective can bring success, even in times of difficulty. Employees always give their best to complete their work. Therefore, it is necessary to upskill their capabilities to make them proficient in every field. To advance employees' skillset, different programs must be implemented and made easily accessible in a remote working environment.

Technological innovation in recent years has emerged as a phenomenal tool that has made the organization recognize the importance of technology in improving employees' performance. The teleworking adopted during the pandemic can help companies motivate employees to remain enthusiastic at work, which is necessary for success. Strong organizational culture can also encourage employees to improve their performance, especially during the pandemic. Altogether, employee work performance is the foremost

factor that accelerates an organization's success. In this regard, the unpredictable changes triggered by the pandemic make this topic popular in organizational psychology, which demands immediate attention.

With the difficulties in organizational development, the pandemic has made organizations face considerable challenges regarding their work. It has made us learn important lessons. It has made individuals explore and understand the impact of employee work performance and organizational success during the pandemic. Altogether, the positive initiative described can help the employees grow. It can increase the organization's chances of success. These strategies can ensure the employees' health, happiness, and performance, ultimately influencing organizational success. Unfortunately, in past years, many measures have failed to reduce the spread of this virus. Still, these fundamental efforts can help to decrease the uncertainty among the employees, thus reporting high organizational success.

