

CHAPTER 6

RECOMMENDATIONS & ACTION PLANMODULES

This chapter includes recommendations based on the findings and Action Plan. There are different action plans designed for the recommendations given in the further part of this chapter. This is a use of Social Work Methods, Organization development interventions, and Human resource functions to execute the action module.

6.1 RECOMMENDATIONS

The researcher would like to give recommendations based on the present study and observations which may help organizations & employees achieve better Health & Wellbeing.

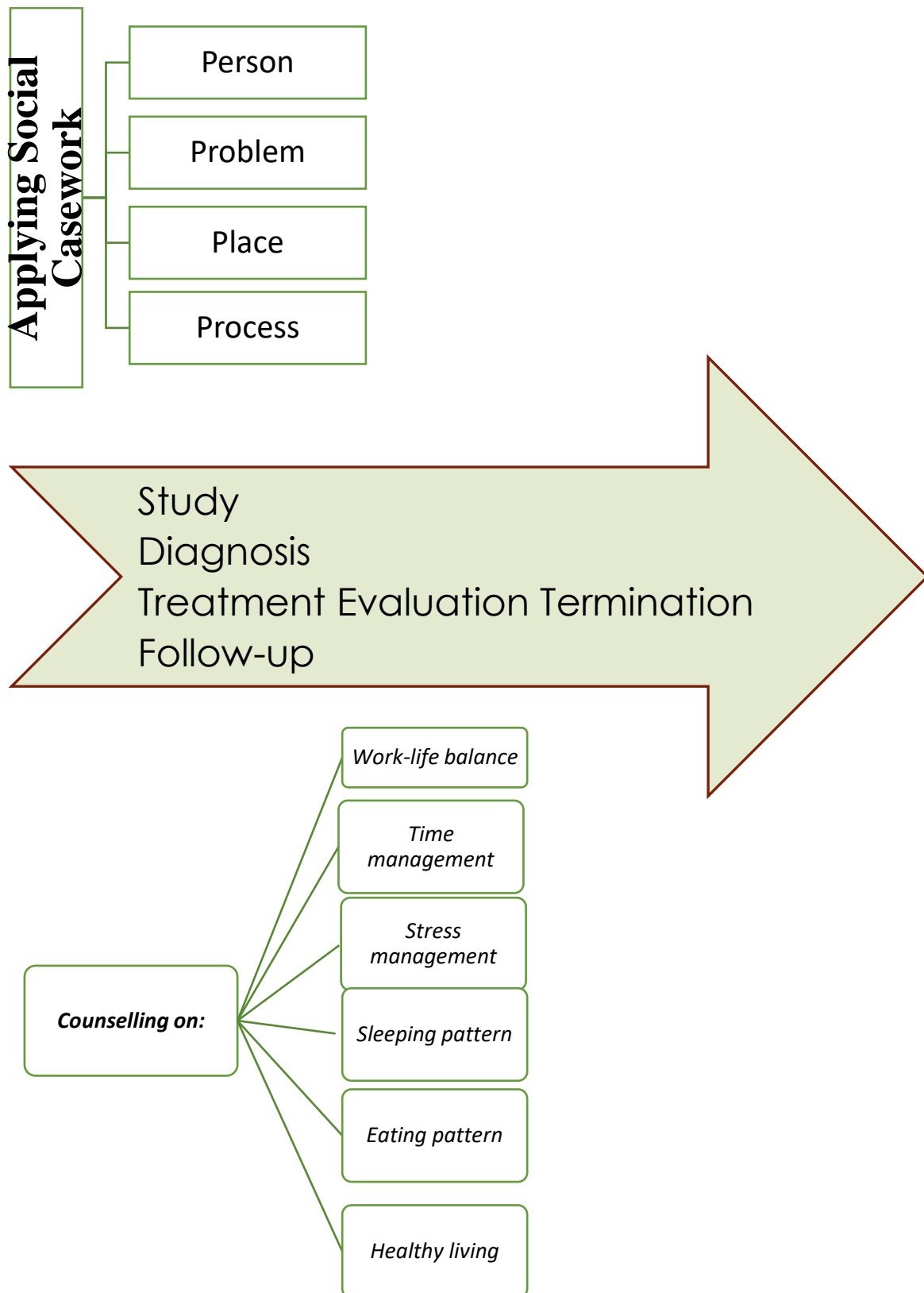
- There should be a Proper working channel for Virtual Connectivity.
- Time and working hours should be defined.
- Schedule Regular Breaks in between meetings.
- Digital Wellbeing
- Designated workspace while working from home.
- Planning & Scheduling the work & meetings
- Establish the boundaries
- Encourage a Healthy Work Culture.
- Educate and create awareness about working virtually.
- Continuous Learning & Development.
- Continuous feedback to the managers about the working conditions during virtual connectivity.
- Practice a healthy lifestyle

6.2 ACTION PLAN & MODULE

Figure 6.1: Action Module
Intervention through social Work method



Figure 6.2: At Individual Level- Applying Social Casework



Application of Social Case Work on Influence of Virtual connectivity on the employees' Health and Wellbeing.

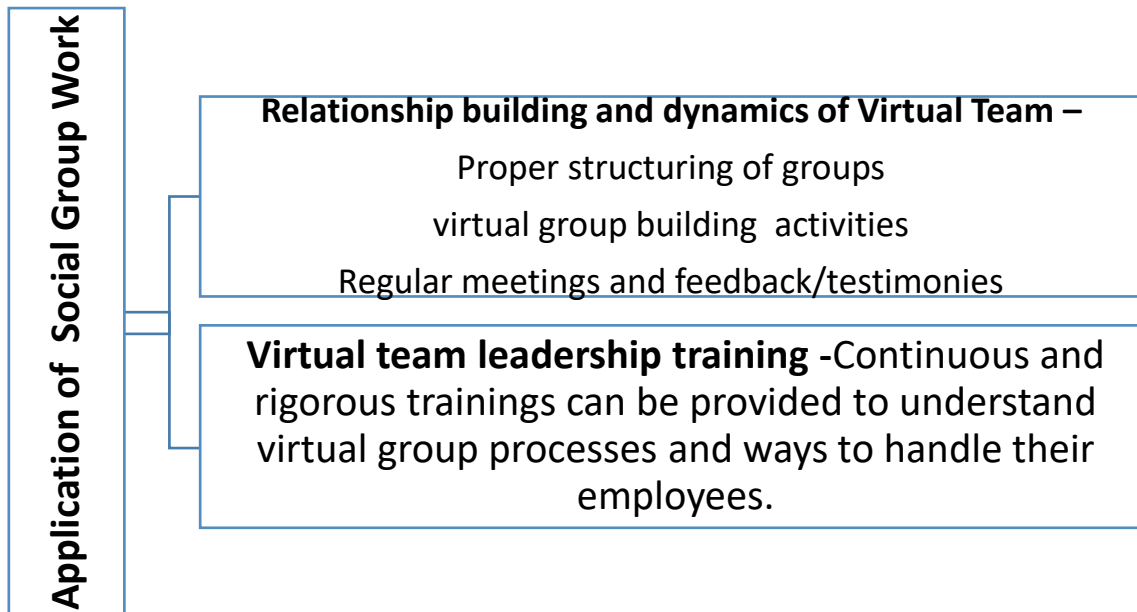
Social casework believes in improving the individuals' problems in social functioning. Every Individual in society is different and each comes with their set of beliefs, personalities, perceptions attitudes, and value systems. The normal functioning of the individuals is disrupted which is the main focus of casework. By applying the 4 Ps of social casework -----Person, Problem, Place, Process (study, diagnosis, treatment, evaluation, termination and follow-up). The person's problem is studied and accordingly, there is a diagnosis provided which will need a follow-up.

Through this method, the social case worker can attempt to repair the impaired relationship of the client with his/her social environment. Virtual connectivity creates a lot of distress in the employee's social environment. Different aspects of the problems relating to virtual connectivity concerning Health and Wellbeing can be discovered and accordingly, an appropriate treatment plan can be prepared. Casework will also help to know how an individual's personality, attitude, and perception play an important role in employees' Health and wellbeing with virtual connectivity. Through a properly guided interaction, the employees can cope up and adapt his/her social environment.

Counseling can be provided on different aspects of Virtual connectivity like Time management, Work-life balance, Stress management, Sleeping patterns, Eating pattern, Healthy living, etc.

These techniques can bring necessary changes in the attitude and behavior of employees working with virtual connectivity. These behavior changes will ensure growth and development for the employees in the organization.

Figure 6.3: At group level- Application of Social Group Work:



Application of Social Group Work on Influence of Virtual connectivity on the employees' Health and Wellbeing.

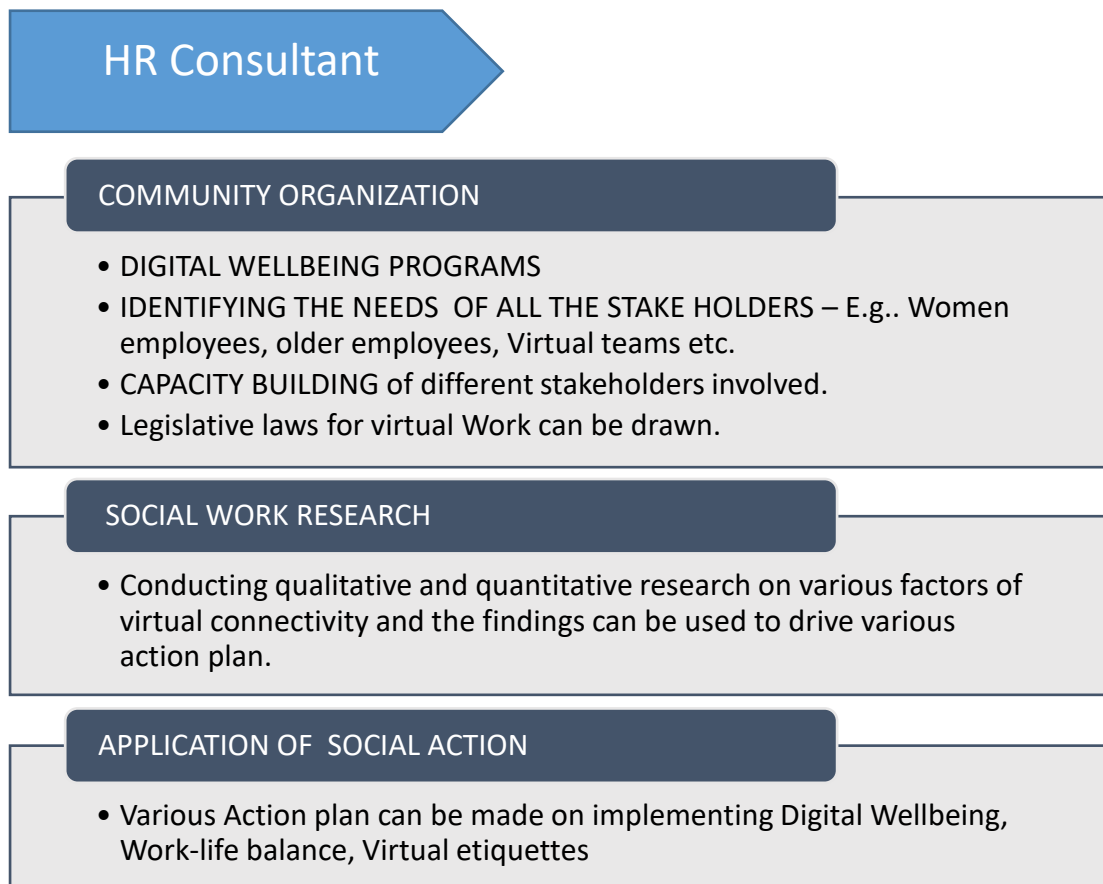
The social group work method will help to improve the relationship and personality traits of virtual teams. This may help them in the betterment and development of both the individuals and their virtual teams as a whole. For proper functioning of any team in any organization requires cooperation and coordination and virtual teams are no different. A group in general means when there are two or more persons who are connected. Every individual has different dynamics when they are a part of the social group. Their personality, perception, and attitude influence their participation & dynamics in the social group. The Individuals form constructive relationships within the group through these group techniques. **Relationship building and dynamics of a Virtual Team can be achieved through** Proper structuring of groups, virtual group-building activities, Regular meetings, and feedback/testimonies.

Leaders of the virtual team are also required to undergo training with their virtual group.

Continuous and rigorous training can be provided to understand virtual group processes and ways to handle their employees. Some of the group work also requires the participation of the team leaders so the comradery between the team members and leaders can also be developed or enhanced.

One of the main focuses of the social group work method is positive change and personality development of individuals hence it will be a great benefit for virtual teams who may function oceans apart. Coordination and cooperation can be developed or enhanced through this method of social work.

Figure 6.4: Application of Community organization, Social work Research and Social Action



Application of Community Organization Influence of Virtual connectivity on the employees' Health and Wellbeing.

In the community organization method, the community is the client. Here, the client is the employees & the organization. Community organization solves community problems and fulfills the needs of the community implying employees' problems relating to virtual connectivity will be solved and their needs will be fulfilled. The capacity building of stakeholders in terms of virtual connectivity can be done through this method

This method requires majorly identifying the needs of all the stakeholders involved i.e., Women employees, older employees, Virtual teams, etc. After identification, there is a requirement of capacity building. For example, Legislative laws for virtual Work can be drawn, digital wellbeing programs can be conducted.

Application of Social Work Research on Influence of Virtual connectivity on the employees' Health and Wellbeing.

Through this method, efforts can be made to find answers to the existing and emerging problems of social issues prevailing in organizations by studying various aspects of virtual connectivity. In-depth knowledge about Virtual connectivity and, the factors contributing to it can be acquired through social work research. Factual ground realities can be discovered about virtual connectivity in the lives of employees. Qualitative and quantitative analysis can be done on the Influence of Virtual connectivity on the employees' Health and Wellbeing.

For example, In Quantitative analysis, the survey can be conducted among the employees of selected executives of different sectors. Strategies could be drawn based on the findings of the survey.

In Qualitative analysis, a Case study can be developed based on profiling of the employees from various organizations taken into study. A careful and complete observation is drawn from the social unit.

Hence, Research findings on virtual connectivity thus will help in the formulation of the change plan, and the design of intervention plans according to the needs of employees.

Application of Social Action on Influence of Virtual connectivity on the employees' Health and Wellbeing.

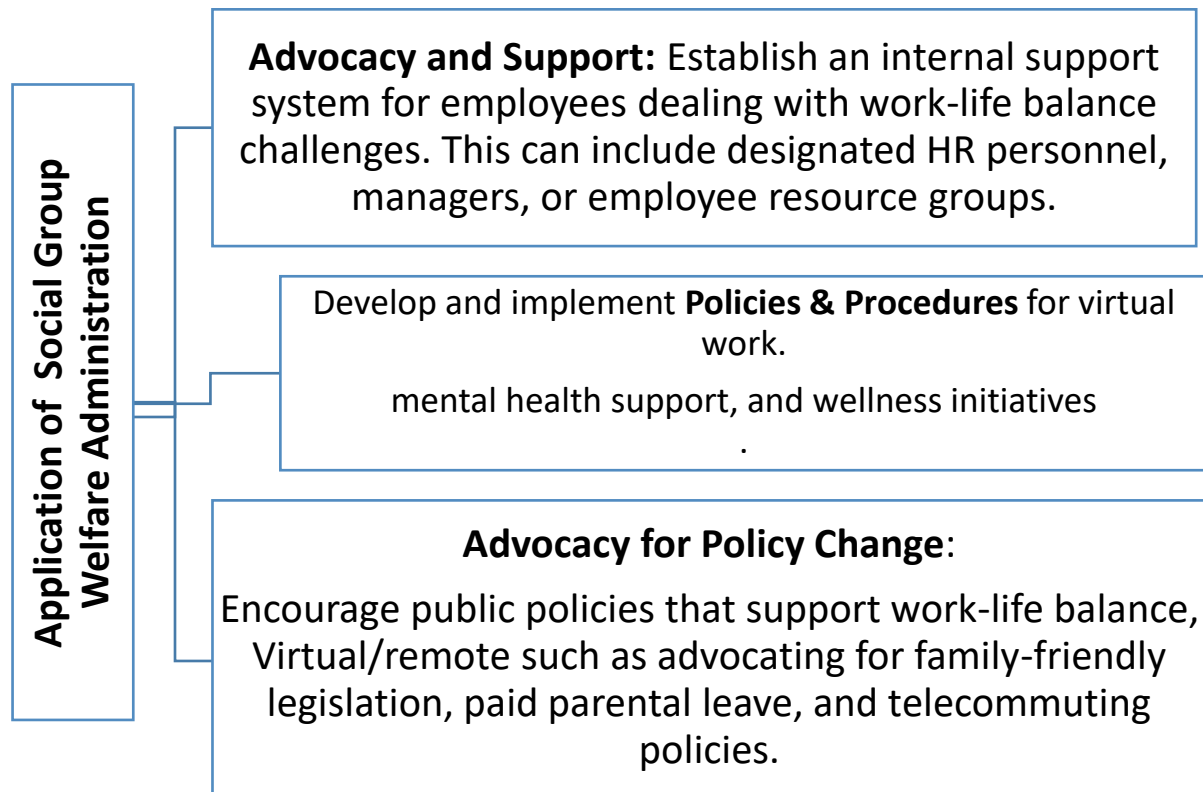
Through Social action attempts can be made to mobilize employees, to create awareness of existing problems relating to virtual connectivity that's influencing their health and wellbeing. Employees can be encouraged to raise their voices against undesirable practices which hamper their development.

Every Virtual medium comes with some drawbacks and advantages. Organizations have always been initiating wellness programs and providing employees with security, health benefits, and flexibility to help them overcome their health issues. Stress, anxiety, work burnout, and other mental health issues have always been there but the sudden uncertainty in the work environment due to virtual communication nature and the shift in work culture has taken a toll on employee's overall employee health and wellbeing. The first and foremost thing in social action is to educate the people affected by the problem or concerned with it. The

people suffering should have an inner urge to change the situation. Various Action plans can be made to implement Digital Wellbeing, Work-life balance, Virtual etiquette

To respond to the problems and develop effective measures and strategies for all. This method of social work can also be used to create pressure to bring about suitable legislation for seeking solutions to virtual communication problems.

Figure 6.5: Application of Social welfare administration method:



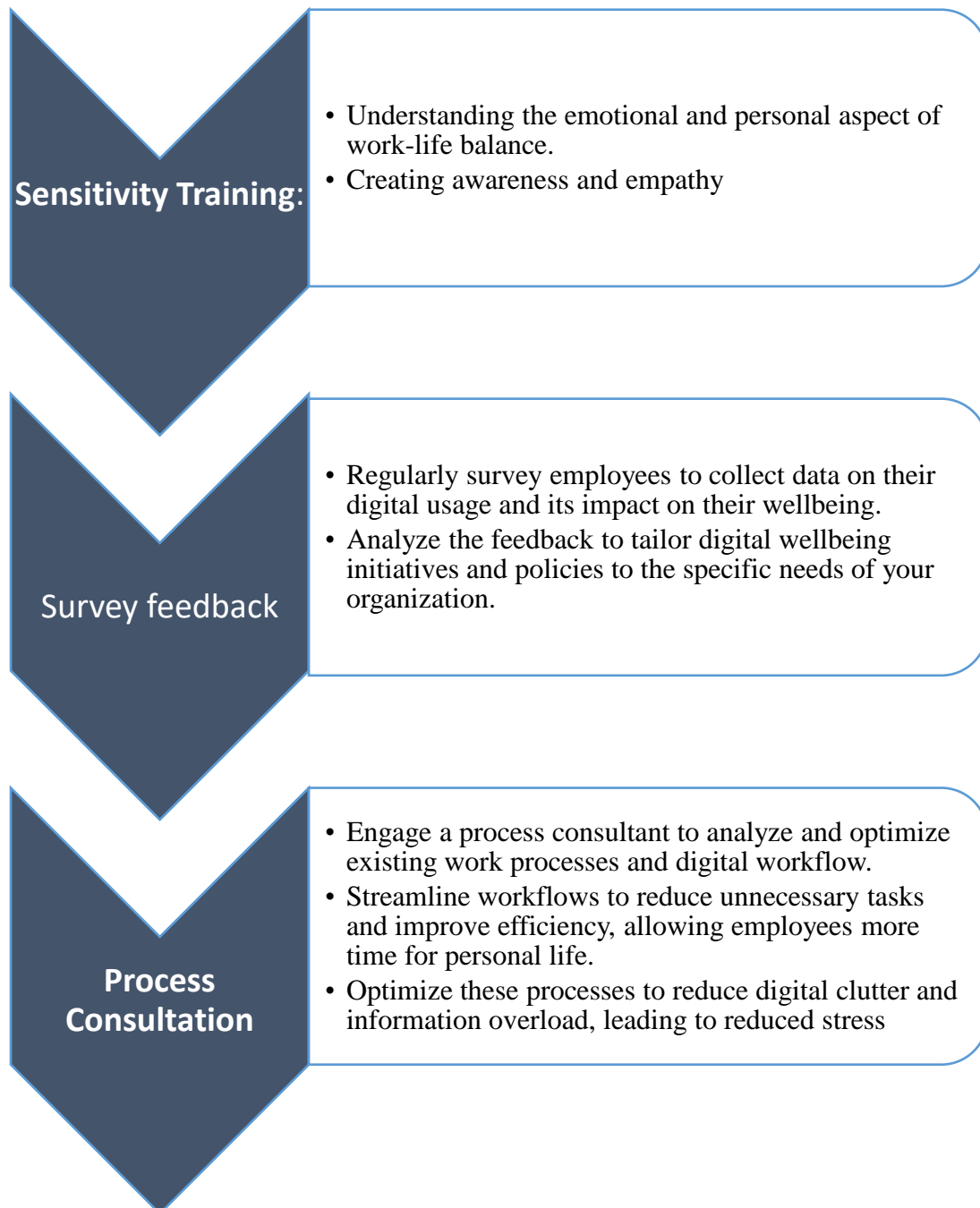
Application of Social Welfare Administration on Influence of Virtual connectivity on the employees' Health and Wellbeing.

Social work administration deals with areas of management and human relations in the social work arena. Various policies and procedures could be drawn in relation to virtual connectivity. Different strategies can be used for creating and maintaining work-life balance. Establish an internal support system for employees dealing with work-life balance challenges. This can include designated HR personnel, managers, or employee resource groups.

For example, Strategies such as no virtual communication for fixed hours after work hours can be implemented. Same way usage of social media during working hours could be restricted.

The policies procedures and strategies should be made keeping in view the challenges & opportunities of virtual community and the employee diversity that comes along. Develop and implement **Policies & Procedures** for virtual work, mental health support, and wellness initiatives. **Advocacy for Policy Change** is one of the ways. Encourage public policies that support work-life balance, Virtual/remote such as advocating for family-friendly legislation, paid parental leave, and telecommuting policies.

**Figure 6.6: OD intervention action module
for improving work-life balance while working virtually**



**Figure 6.6 : OD intervention action module
for improving work-life balance while working virtually (continued)**



Figure 6.7: Action Module for Improving Virtual Work

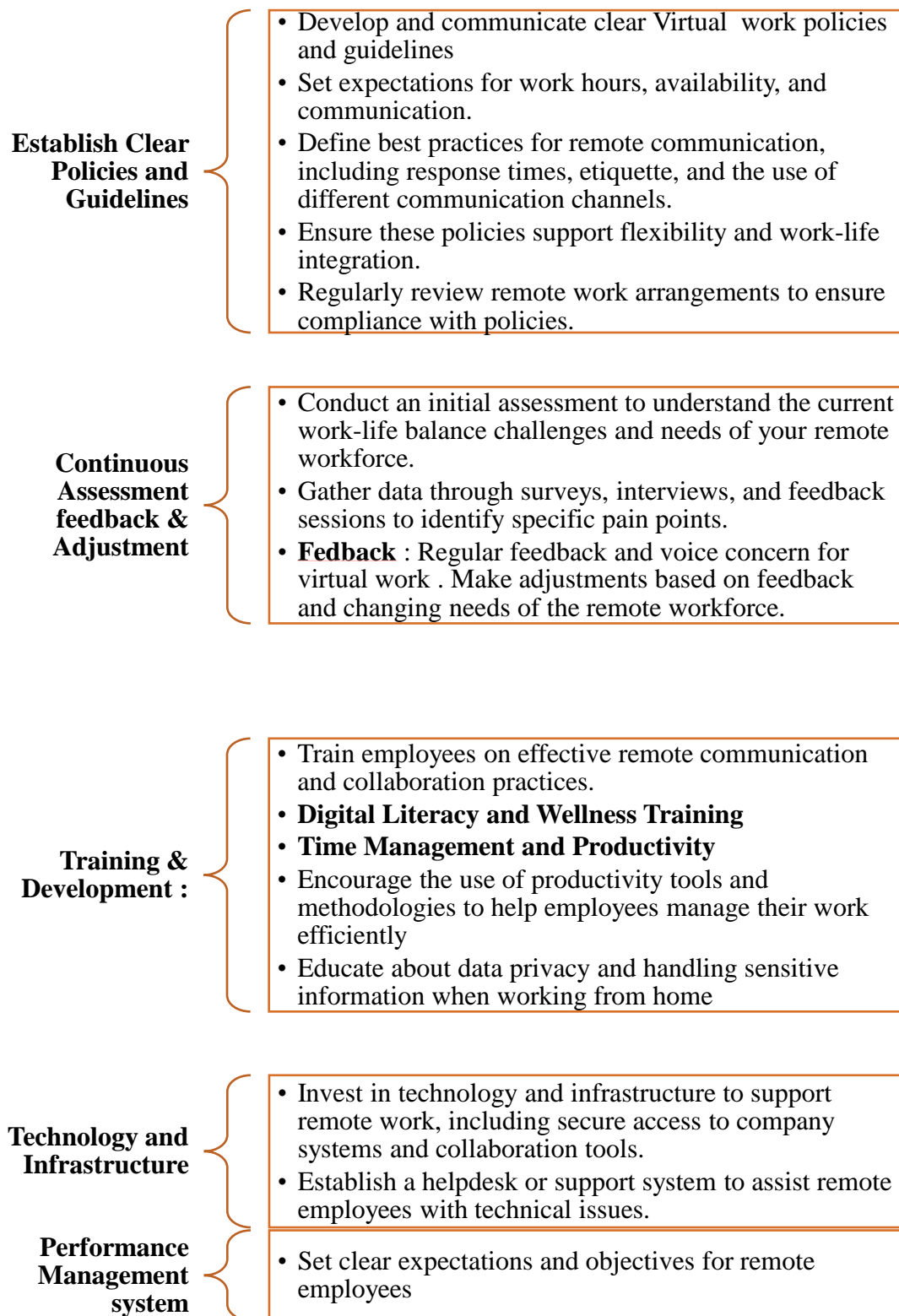
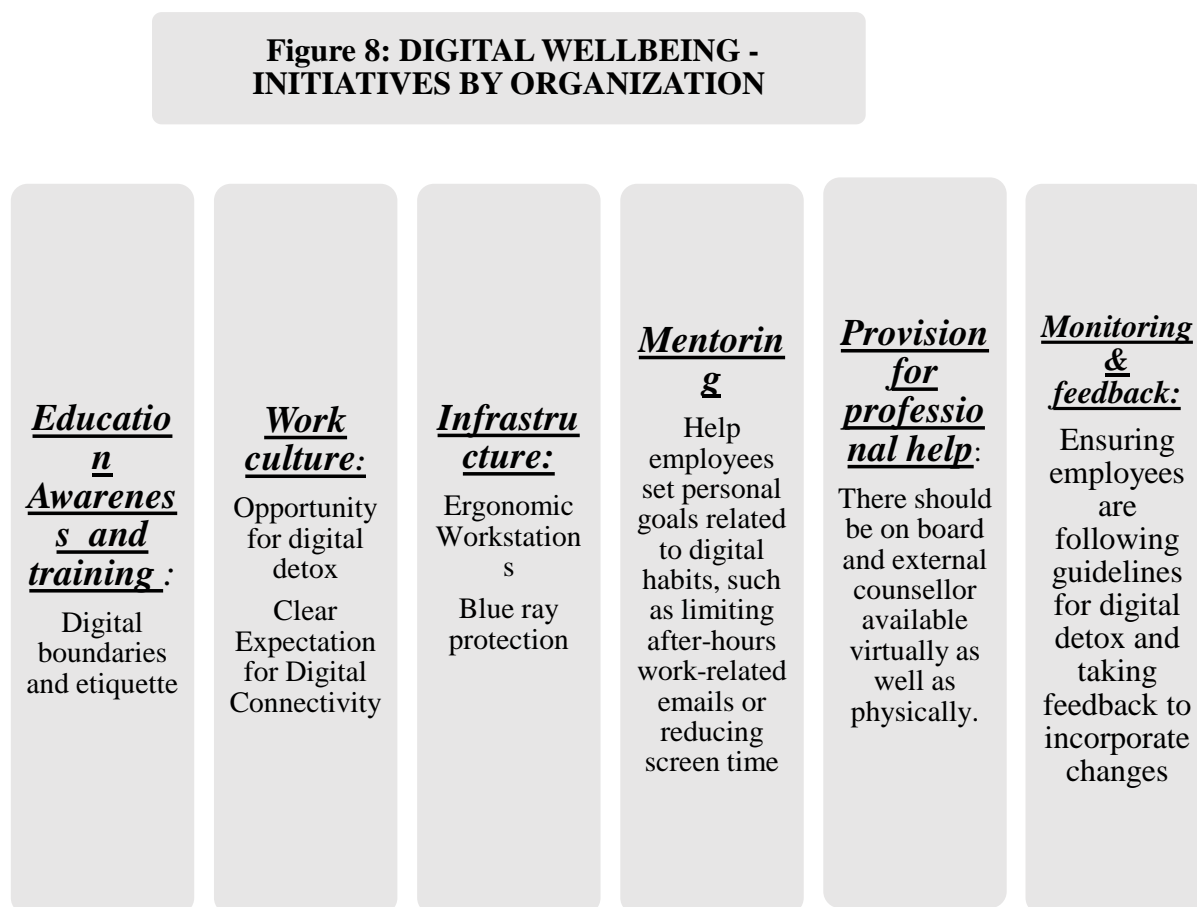


Figure 6.7: Action Module for Improving Virtual Work (continued)



PART A

Figure 6.8: Framework for improving Digital Wellbeing: organization initiative



Part B

Figure 6.9: Framework for Improving Digital Wellbeing

