VIRTUAL EMPLOYEE EXPERIENCE A STUDY ON THE STRUGGLES OF THE EMPLOYEE THROUGH ONLINE RECRUITMENT

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ABSTRACT

Even though the hiring of employee though virtual mode is done for a decade, this pandemic situation has created a new level of challenge to the Human Resource Mangers that is working with the fresher through online. In normal days the employee are recruited directly and they give assistance directly from the Team Leader (TL) or from the Manager, but today the employee are getting their assistance through Microsoft Teams. This study will brings up the challenges faced by the employee while hiring through online and also the grasping of knowledge from the superiors in online. This study also want to know that how the employee start their induction program in the newly received laptop send by the company. This study gives you a brief knowledge about how the employee are getting suffered with the technologies in their home. For instance the lack of network, Robotic process may reduce the skill of the employee.

Key Words: Challenges, Huddlers, Technology.

Introduction

The hiring and training of an employee plays a vital role in the output of the company or an industry because the Labour Turnover is the key factor for each and every concern to make their profit and goodwill to a higher rate the fluctuation in this ratio may affect the managers to take decisions. Therefore to make them in a stable process during this pandemic situation the hiring of employee through virtual mode had come into process. The employees who are hired through virtual mode are bound to work in their home and the training are given to them through virtual mode. So the employee are facing more struggles to grasp the knowledge of using the configured laptops and other electronic devices send to them. This study deals with all such struggles of the employee.

Objective

- To know the procedure for hiring of employee from employee's view.
- To grasp that how the employee are gaining knowledge from training.
- To categorize the hurdles faced by the employee.
- To give suggestion to employee to get out of such struggles.

ResearchMethodology

Sample Size
The size of the sample selected here is the number of sampling units. Sample of 50 respondents were obtained from the population.

Area of study
The area taken for study is Melur, Thoothuthukudi City, Thoothukudi.

Sampling Procedure
Samples are collected at the convenience of the researcher using convenience sampling technique.

Sampling Technique
To analyse the data, percentage analysis have been used.

The limitations of the study are as follows:

- The facts was collected through questionnaire, and the responds from the respondents may not be accurate.
- The population taken for the study is only 50 and the results drawn may not be accurate.
- There may be personal bias of the Reader.

- The results cannot be generalised.

Review of Literature

Analysis and Interpretation

Chart No. 01 Based on the Apps for hiring
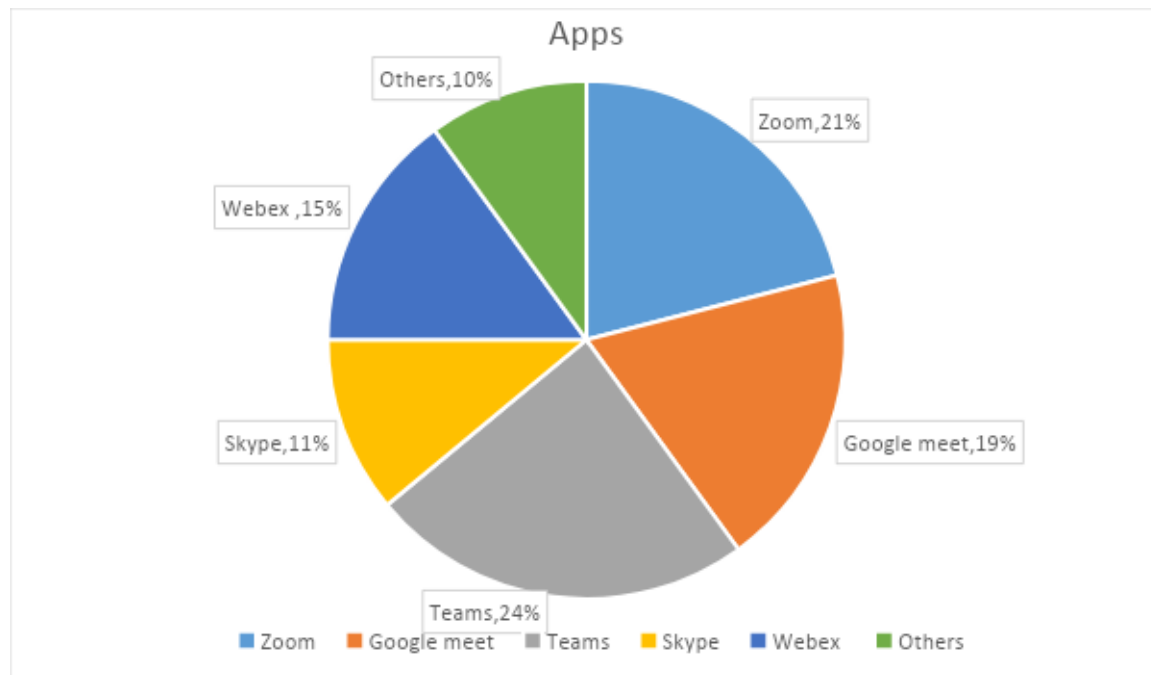
Interpretation

The above diagram clearly says that Microsoft Teams are used by most of the companies for online recruitment, followed by Zoom and by Google meet. The Skype and Webex meetings are used for conferences.

Table No. 01 Based on the Technical struggles for Employee

S. No.	Struggles	Number of Respondents	Percentage
1	Lack of Internet	14	28
2	Download of Updates	17	34
3	Can't able to connect at right time	11	22
4	Others	8	16
Total		50	100

Interpretation

The table show that many respondents are not able to download the updates to their devices. Followed by lack of internet and they can't able to able to join their meeting at the right time.

Table No. 02 Based on the other struggles of employee

S. No.	Struggles	Number of Respondents	Percentage
1	Gaining Knowledge	11	22
2	Lack of collaboration	10	20
3	Different time zones with team-mates	15	30
4	Home Distractions	9	18

5	Others	5	10
Total		50	100

Interpretation

Most of the respondents face the difficulty that they can't able to work with their team-mates, followed by that they can't able to gain knowledge from the superior. The respondents are having lack of collaboration with their superior, Home distractions are some of the struggles of the employee.

Findings

- Many employee are facing the hurdle of downloading the updated given by the company to their devices.
- Many employee says that they can't able to work with their team-mates as they used to work in the company.
- Most of the employee are hired through Teams app so that they can able to adopt all features availed by Microsoft office.
- Employee says that they can't able to find their immediate superior to convey their difficulties in work from home.
- Several employee respondents that they can't able to get their nature of work at the time of their recruitment.
- Respondents responds that the employer calls for meeting at various time while the knowledge transfer session.
- The distraction in the home of the respondents is making the employee to work slowly so that he can't able to complete the task within the dead line.
- The respondents responds that they are not able to understand the clear concept of the work thorough online mode.
- Even though the employee are aware of the new technologies he can't able to adopt with this hyper speed of growth.

Suggestion

To the employee

Provide a separate room as you have in your office so that you can able to concentrate on the job without any disturbances.
- Have a break for at-least once in 2 hrs. So that you can get relief from the stress.

- Connect with a high-speed broadband internet connection for no interruption of network
- Make yourself prepared 15min before the start of group discussion and other meetings conducted in company.

To the employer

- Allow some additional time to the employee because he is now adopting to this new technology.
- Provide some allowances for internet connection to the employee.
- Give the user manual in a user friendly manner so that the login process to the employee can be easily done by him.
- Train the employee in the way by which he didn't feel any loneliness or discouragement while working.

Conclusion

This study hereby concludes with a brief explanation to the layman about the experience of the employee through virtual mode. The employee while hired through online mode he is facing many difficulties, such hurdles are briefly discussed in this study paper. This study limits with the Melur of Thoothukudi district. So the future respondents have to use any other areas for the research. The study shows the personal struggles of the employee while working. This study also deals with the suggestions to the employee and employer so that they can able to know the struggles faced by both of them each other.

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