

# Organization to Carry Out its Operations Virtually with Employees

Khaja Mohiddin\*

Department of Management, Bhilai Institute of Technology, Raipur, Chhattisgarh, India

## Abstract

Associations these days vigorously depend in such groups to achieve their work and objectives. To bind virtual team employees together and instill a suitable culture to meet the demands of the shifting environments, these novel teams require effective leadership. As a result, the purpose of this research was to investigate the connection between virtual team employees, organizational culture, and change management under transformational leadership. In addition, partial least squares structural equation modeling was used to investigate the mediating role of organizational culture in the relationship between transformational leadership and change management among virtual team employees. The study conducted a survey of IT workers in order to accomplish the goals. Purposive and easy, the non-probability sampling method was used.

**Keywords:** Change management • Organization change • Organizational culture • Transformational leadership • Virtual teams

## Introduction

The global COVID-19 pandemic, which swept across the globe, has had a significant impact. It has accelerated significantly and compelled businesses to abandon the idea of face-to-face meetings in favor of virtual teams. A metamorphic shift occurred when face-to-face collaborations gave way to virtual ones within a short time. Since all employees have been working in such teams for a considerable amount of time, VTs are not a novel idea today. However, not all organizations were under its control, and COVID-19 has made it virtually impossible for any industry or organization to function normally. It is undeniable that employees and IT organizations have been compelled to swiftly alter their work practices as a result of these difficult times. Therefore, adoption of VTs is not a choice but rather a matter of organizational endurance and continuity. The COVID-19 pandemic brought about a huge shift in how people interact and work in the workplace. Several video communication tools, such as chat messengers. As may be obvious, the organizations are working in an exceptionally energetic climate with quick improvement of innovation, expecting associations to bring change, as turning into an essential worry for firms because of wild outer variables. Leading organizational change is essential for individuals, teams, and entire organizations to keep up with the nature of the change in today's unstable business environment. Transformational leadership is the most effective and influential leadership style for thriving in this environment of no boundaries at work and that is the primary driver of much of the OC change.

## Description

The author is aware that transformational leadership (TFL), organizational change (OC), and change management (CM) specifically target virtual team employees in the Indian IT industry are less studied factors. There aren't any

previous studies that show that the variables are linked in a systematic way. The purpose of this study was to propose and test a practical conceptual framework for evaluating the relationship between among VT employees in order to fill this gap. After that, the relationship between is investigated in terms of the mediating effect of OC. A proposed calculated model is laid out through the social bond hypothesis (SBT) to foster. In addition, the present investigation made use of social learning theory (SLT) to capitalize on the connection that exists between TFL and OC and discover that OC acts as a mediator between TFL and CM. The literature review, conceptual framework, and formulation of hypotheses are the next sections. Results, discussions, conclusions, managerial ramifications, limitations, and suggestions were presented following these. Geographically dispersed knowledge workers working toward a common goal through extensive electronic communication. Numerous advantages, including the following it draws expertise, knowledge, and skills from all over the world. Breuer et al. provide a definition of a further description of the characteristics of VT as the collaborative use of technology for work, cultural diversity, communication, and geographical distribution of members that separates the physical and electronic spaces, allowing VT members to work from anywhere and with everyone [1].

Communication Technologies (ICT) and pandemic crises, the CLTs now have to adapt to new VTs, such as keeping an eye on team trust, focusing on process gains, encouraging inclusion through psychological safety, and frequently evaluating teamwork. Virtual collaboration, and also increased the VT opportunities that organizations adopt for global work. Demonstrated that leadership, trust, and communication are essential components of virtualization and remote working, and that businesses invest heavily in VTs to improve performance. Found that team members' performance was correlated with trust, task-technology fit, and communication. Explained that advanced ICT, globalization, and COVID-19 create virtual environments for these novel work teams to strengthen individuals working in diverse and dispersed locations. Coordination (such as synchronous document sharing and calendar sharing activities), controlling (such as digital monitoring), working on the machine simultaneously (such as augmented reality), and more. Shed light on the essential activities necessary for the successful performance of VTs, such as interactions between tasks. Leadership is a social influence process in which a leader tries to clarify the organizational goals through the relationship that arises from the actions of followers. By describing who is regarded as a leader and how efficient and effective a leader is clarified the significance of leadership in the context of the present day [2].

Team members' ability to overcome obstacles and adapt to them has increased as a result of research on virtual teams in leadership. Talked about how

\*Address for correspondence: Khaja Mohiddin, Department of Management, Bhilai Institute of Technology, Raipur, Chhattisgarh, India, E-mail: K.mohiddin7@gmail.com

Copyright: © 2022 Mohiddin K. This is an open-access article distributed under the terms of the Creative Commons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original author and source are credited.

Received: 01 August, 2022, Manuscript No: jeom-22-82627; Editor assigned: 03 August, 2022, PreQC No: P-82627; Reviewed: 15 August, 2022, QC No: Q-82627; Revised: 21 August, 2022, Manuscript No: R-82627; Published: 28 August, 2022, DOI: 10.37421/2169-026X.2022.11.373

an effective virtual leader could deal with the difficulties of running businesses from a distance and keep organizations running. Members of VT rely on digital technology for communication and coordination, so leaders are everywhere. Said that leaders who know how to use virtual tools and technologies to coordinate, work together, and communicate become more effective in VTs. Described TFL as an opportunity for leaders and subordinates to exchange ideas and mutually reach a top-level bilaterally in a study on infantry leaders. Bass and his colleagues characterized TFL in four dimensions glorified impact eludes to administration characteristic that becomes appreciated, regarded, and copied by good examples. Term "inspirational motivation" refers to leaders with a futuristic approach who provide followers with significant and challenging work to inspire themselves. Intellectual stimulation is a leadership quality that encourages subordinates to disregard previous norms, values, and beliefs in favor of fresh ideas. Individualized consideration (IC) emphasizes that the leader takes into account the capabilities and requirements of subordinates for additional mentoring. Described TFL as a proactive leader who drives change, raises subordinates' awareness by maximizing their collective benefits, and encourages the organization to achieve outstanding goals [3].

Organizational culture (OC) is a collection of norms, values, fundamental assumptions, and beliefs created by members of a group to deal with adaptation and integration issues that affect employees' behavior within the organization. OC was defined as underlying values, protocols, beliefs, and assumptions held by organizational members that demonstrate and reinforce those fundamental principles. Identified four characteristics of OC earlier in the year: association, consistency, flexibility, and mission. Denison's OC traits have also been further subdivided into smaller indexes in order to ensure that the results are accurate and reflect the organization's need for strength and adaptability. The current review took on the clarification and order of OC by Denison and his partners. Similar to Denison's model, organizations are compared based on how well their culture is based on their manifest practices and values, which is more superficial. These shared values are more accessible and trustworthy than the artifacts. The Denison Organization Culture Survey (DOCS) model is regarded as an underpinning tool with robust predictive ability for evaluating organizations and differentiates them based on their culture profile. The organizations with the highest levels of success exhibited high levels of four cultural traits. Top-performing businesses benefit from an involvement culture that enables them to build their businesses around team members, facilitate coordinated activities, and empower and involve their employees [4].

Employees, executives, and managers all share a strong sense of ownership and commitment to the company's values. Involvement trait is part of a cluster that emphasizes the organization's ability to adapt to organizational changes and adaptability to the business environment for the direction of the team in the future. Organizations had a unified culture that served as a central point of coordination, communication, integration, and control for system development. Organizations with highly committed team members, a distinct business practice, consistent behaviors enhanced by core values, and a clear code of conduct with solid roles and guidance are perceived to possess this consistency trait. This quality goes about as a strong wellspring of inward combination, an elevated degree of adjustment to adjust the solidness of the labor force with straightforward correspondence. An organization's adaptability culture is characterized by its willingness to change in order to evaluate the external environment of the business and its customers. With an involvement culture that emphasizes flexibility and CM, this trait forms a cluster. An association with a mission culture has a powerful feeling of future bearings with

clear objectives and vision. The OC undergoes transformations in a variety of ways as the mission evolves. A company with a strong mission culture will be able to manage its external business environment with stability. Which the old and new ways of linking together create a dynamic world defined organizational change as the transitions of previous work processes, strategies, and routines that have an impact on the entire organization backed the authors above and explained how organizations move from their current state to a desired state in order to accomplish long-term organizational goals [5].

## Conclusion

Studies on organizational culture and transformational leadership There are a lot of studies that have found a positive and significant connection between organizational culture and transformational leadership Since leaders have a significant impact on the development of an efficient OC at work, this observation suggests that employees of the organization tend to follow in their leaders' footsteps. In addition, the leader and the OC interact with each other because one parameter cannot be understood without the other. Indian IT offshore outsourcing companies and examined the interaction between organizational and individual identity processes. Businesses do not directly address the threat by regulating personnel identity; rather, they provide employees with an organizational toolkit that includes positive identities-creating political resources and cultural resources investigated the ways in which leadership at various levels is affected by cultural distance in terms of group effectiveness and employee satisfaction when working remotely. The following hypothesis was proposed in light of the discussions and outcomes of these empirical studies aimed at establishing the connection.

## Acknowledgement

None.

## Conflict of Interest

None.

## References

1. Ihnatenko, M.M., L.O. Marmul, Denis S. Ushakov and S.P. Kuchyn. "Transformation of approaches to determine influence factors in the economic development models." (2019).
2. Li, Yi and Biying Shou. "Managing supply risk: Robust procurement strategy for capacity improvement." *Omega* 102 (2021): 102352.
3. Brook, Jacques W and Fabrizio Pagnanelli. "Integrating sustainability into innovation project portfolio management—A strategic perspective." *J Eng Technol Manag* 34 (2014): 46-62.
4. Dahlsrud, Alexander. "How corporate social responsibility is defined: An analysis of 37 definitions." *Corp Soc Resp Environ Manag* 15(2008): 1-13.
5. Edum-Fotwe, T. Francis and Andrew D.F. Price. "A social ontology for appraising sustainability of construction projects and developments." *Int J Project Manag* 27(2009): 313-322.

**How to cite this article:** Mohiddin, Khaja. "Organization to Carry Out its Operations Virtually with Employees." *J Entrepren Organiz Manag* 11 (2022): 373.