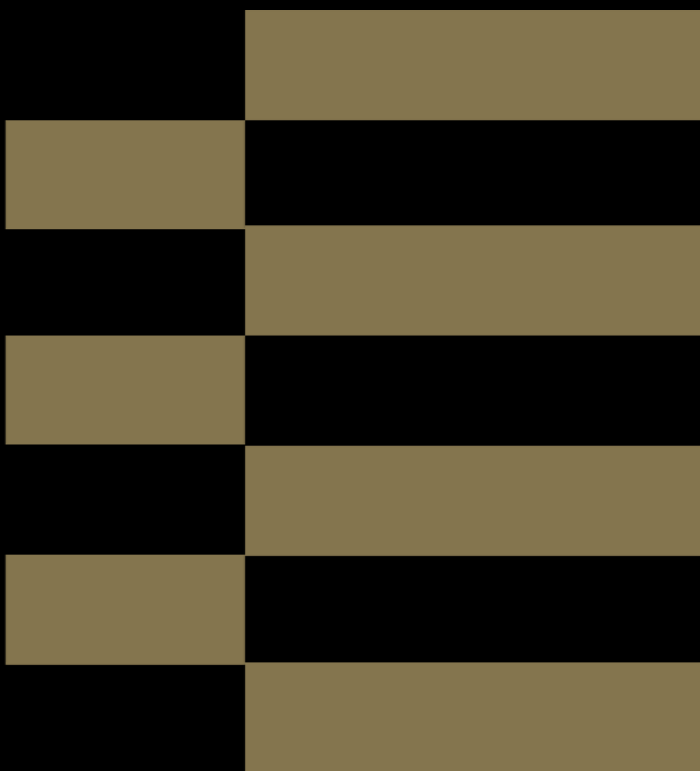


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Technological University of the Shannon: Midlands Midwest
Ollscoil Teicneolaíochta na Sionainne: Lár Tíre Iarthar Láir

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'The relationship between transformational leadership and follower employee work engagement in a remote working environment'

Background

- The coronavirus disease (COVID-19) has caused many organisations to shift to remote environments.¹
- Corporate giants such as Facebook, Google, and Amazon expect around 50% of their workforce to work remotely in the next five to ten years.



- Research suggests that transformational leadership is suited for most sectors and industries, not only military environments.²



- Work engagement consists of **Vigour** (heart) – energy and mental resilience. **Dedication** (hands) – commitment and enthusiasm. **Absorption** (head) – intrinsic enjoyment and concentration.³



Research gaps

- No previous research measured the correlation between transformational leadership and work engagement in remote environments.
- Researchers argue that past leadership and remote work studies suffer from methodological dilemmas and shaky approaches.^{4,5}

Research question

How is transformational leadership related to follower employee work engagement in a remote environment?



Hypothesis

Null hypothesis (H0): There is no (positive) correlation between transformational leadership and follower employee work engagement in a remote environment measured by the MLQ and UWES.

Hypothesis (H1): There is a positive correlation between transformational leadership and follower employee work engagement in a remote environment measured by the MLQ and UWES.

Objectives

- Evaluate** the literature and explore the effects of transformational leadership on employee work engagement;
- Investigate** the relationship between transformational leadership and levels of employee work engagement in a remote environment;
- Provide** recommendations to organisations in the private sector on practical solutions and future proceedings to increase employees' engagement levels in a remote environment.

Design

An explanatory sequential mixed-method design split into two phases:

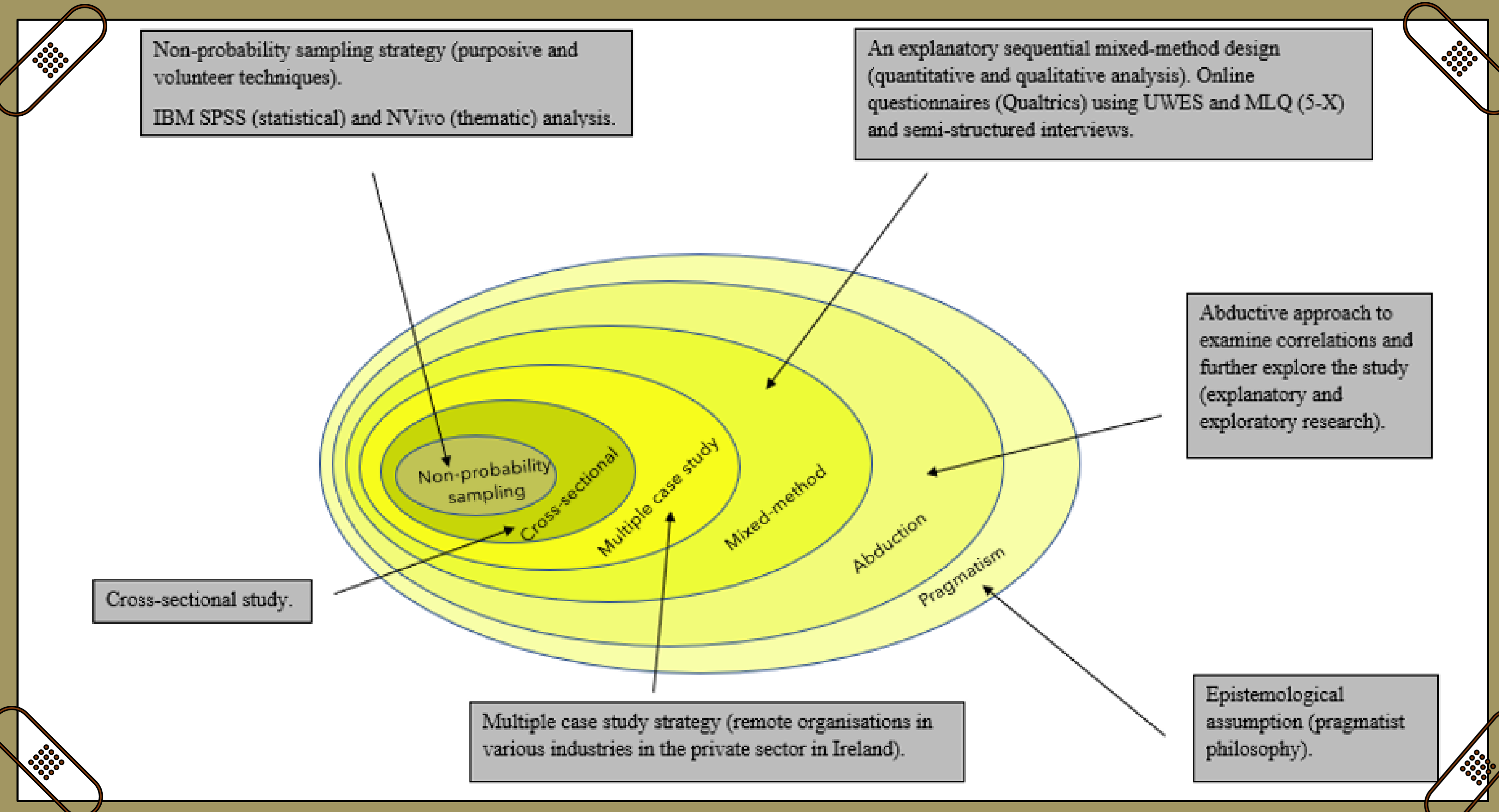
Phase 1: Quantitative analysis (MLQ, UWES, and IBM SPSS).



Phase 2: Qualitative analysis (Semi-structured interviews and NVivo).



Methodology



Future work

1



Pilot study

2



Primary data collection

3

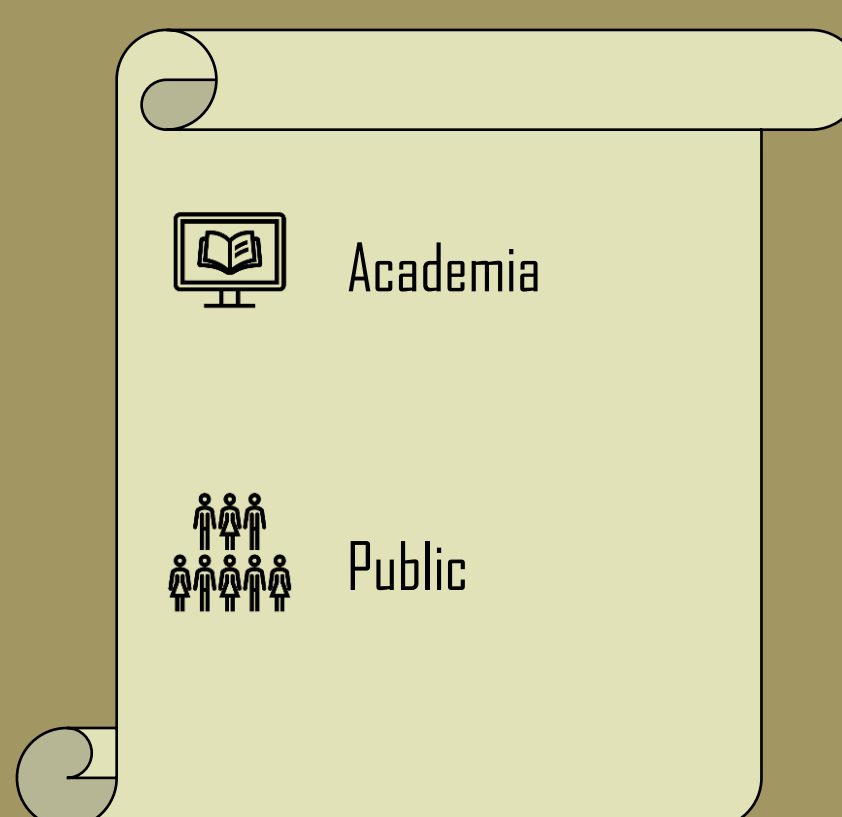


Data interpretation & analysis

Potential contribution to knowledge

Theoretical

Practical



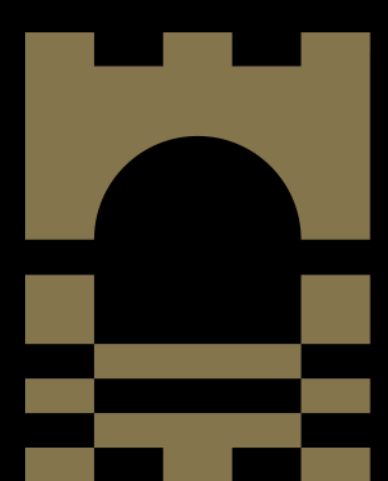
Acknowledgments

Supervisory team:

Main supervisor: Dr. Jason Palframan
Co-supervisor: Dr. Teresa O'Hara
Mentor supervisor: Dr. Anthony Johnston

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