

The Relationship Between Transformational Leadership And Follower Employee Work Engagement In A Remote Working Environment

Patryk Makowski, MSC

Technological University of the Shannon: Midlands Midwest

Abstract

In recent years, the move to remote work has provided benefits and challenges. One challenge is the ability of leaders to keep their employees engaged through remote working. Therefore, the proposed study investigates how transformational leadership relates to employee work engagement in a remote environment. The relationship between transformational leadership and follower work engagement will be measured using the Multifactor Leadership Questionnaire (MLQ) and the Utrecht Work Engagement Scale (UWES). For this reason, the study aims to investigate whether transformational leadership is effective in such a challenging working environment while increasing employees' engagement levels. An explanatory sequential mixed-method case study design is proposed. The mixed-methods design will follow a pragmatist philosophy that will contribute to practical solutions and future work practices. Using non-probability sampling strategies (purposive and voluntary), the data will be collected in two phases: phase one, a quantitative approach and the use of measures such as the MLQ and UWES along with multivariate analysis and IBM SPSS; and phase two, a qualitative approach consisting of semi-structured interviews and thematic analysis using NVivo software. Conducting this research is expected to provide relevant knowledge and contribute to organisations' successes in increasing employee engagement and related benefits such as reduced staff turnover, unity of purpose, and psychological well-being, to mention a few. Such initiatives may be achieved by providing recommendations in the private sector on practical solutions and future proceedings to increase employee engagement within remote environments.

Keywords: case studies, followers, leaders; mixed-method, private industry