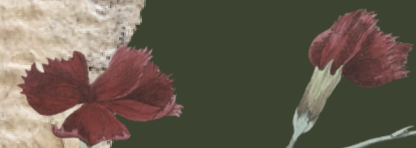




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*Impact of Covid-19 Pandemic  
on Leadership and Motivation  
in Organizations*



# Introduction

**COVID-19 pandemic affected businesses more significantly and made organizations face new challenges that have never been experienced before. Management and incentives, which are undeniably fundamental components that contribute to organizational performance, underwent many challenges as organizations responded to ambiguity, working from home, and fluctuating financial conditions.**



# Challenges to Leadership

**COVID-19 disrupted leadership styles disrupting typical workflow and requiring a high level of flexibility, understanding, and creativity. Managers had to solve issues of social justice concerning employees' health, hiring concerns, and work-life reconciliation on the one hand and organizational stability on the other.**



# Employee Motivation

The change to remote work impacted the employee motivation in various manners. While some reported they benefited from more freedom and autonomy, others complained about loneliness, low motivation, and jobs affecting their mental health. The COVID-19 disruptions deepened the focus on the HRM's core drivers, recognition, purpose, and autonomy over and above the more conventional extrinsic rewards like monetary incentives.



# Conclusion

**COVID-19 situation has emphasized on the importance of leadership and motivational strategies both in organizations as these determine organizational sustainability. The case solution available at [thecasesolutions.com](https://thecasesolutions.com) features a detailed case solution along with practical recommendations for business that seek to grow and operate in the context of the post-pandemic world.**



# Resource

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