Role of Human Resource Policies in Supporting Remote Work Engagement in IT Organizations

Bijitesh Dutta[1] and Dr. Sharad Patil[2]
[1]Research Scholar, Department of Human Resource Management
[2]Research Guide, Department of Human Resource Management
Sunrise University, Alwar, Rajasthan

Abstract: *The rapid shift to remote work in the IT sector has posed significant challenges and opportunities for organizations and employees alike. Employee engagement, a critical factor for productivity and job satisfaction, is heavily influenced by effective human resource policies. This review paper examines the role of HR policies in facilitating remote work engagement, focusing on flexible work arrangements, performance management, communication strategies, employee well-being, and organizational support systems. Evidence from recent studies indicates that structured HR interventions, including digital collaboration tools, mental health support, and clear policy frameworks, enhance engagement and mitigate the risks of isolation and burnout. The paper emphasizes the need for proactive HR strategies to sustain employee motivation and productivity in long-term remote work settings.*