

## **Sustainability Performance in the Post-pandemic Era: Employee Resilience Impact on Improving Employee and Organizational Performance**

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**Abstract :** The COVID-19 pandemic has delivered excessive modifications to organizational sustainability. This situation forces corporations to address the capabilities needed to increase employee resilience and make a profitable boom. However, over the past few years, nearly every article, book, and speech on the future of employee resilience significance in organizational performance has stressed the want for the transformation of worker performance. In spite of the importance of the challenge, the researchers cited that previous research on the improvement of worker resilience in organization sustainability after the pandemic crisis has been limited. For that reason, this study's goal is to explore the efficiency of worker resilience in improving employee performance and organizational sustainability in the post-pandemic environment. A total of 422 personnel were accrued from numerous agencies through the use of comfort sampling strategies. Then, through the usage of Structural Equation Modelling (SEM), a hypothesis of an examination has been analyzed. The findings of a take look confirmed that the worker resilience elements of 'activity pleasure', 'self-efficacy', 'supervisors assist', and 'facilitating situations' had positive and widespread associations with organizational performance. Furthermore, it additionally showed that there was the very best full-size relationship between self-efficacy and employee & organizational overall performance.

**Keywords :** employee resilience, employee performance, organizational performance, sustainability, post-pandemic

**Conference Title :** ICLM 2024 : International Conference on Leadership and Management

**Conference Location :** Goa, India

**Conference Dates :** December 09-10, 2024