

Employee Advocacy on LinkedIn-An Overview

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Abstract: *Employee Advocacy on LinkedIn involves employees actively promoting their company's brand, values, and content through their personal LinkedIn profiles. This approach enhances brand visibility, builds trust, and strengthens the company's position as a thought leader within professional circles. Companies that implement employee advocacy benefit from expanded reach, increased engagement, and a more humanized brand image. Meanwhile, employees enhance their personal brand, gain professional credibility, and increase their influence in their industry. Successful employee advocacy programs require clear guidelines, engaging content, and a supportive environment that encourages genuine and consistent involvement. This paper delves into the dynamics of employee advocacy, its effects on brand credibility, talent acquisition, and employee engagement. It also looks at best practices, tools, and metrics for implementing and evaluating effective advocacy programs. By focusing on trust, authenticity, and alignment with company values, employee advocacy on LinkedIn is highlighted as a cost-effective and scalable strategy to boost organizational visibility and influence in today's digital-first business landscape.*

Keywords: Brand Positioning, Individual LinkedIn Profile, Ongoing Engagement, Personal Branding, Professional Credibility

INTRODUCTION

Employee Advocacy is a transformative technique that enables employees to magnify their views on social media sites such as LinkedIn, resulting in increased brand exposure, engagement, and business results. Employees promote their firms by using their networks to communicate company updates, thought leadership, and industry insights. This method humanizes the company and encourages three genuine phases to start employee advocacy. You have identified a cross-functional group of employees with whom you would like to regularly share feedback. Second, employees should be educated on the benefits of sharing and provided with social media standards. Finally, make it easy for employees to share by sending them relevant content in a weekly email digest, complete with prepopulated comments to include in their postings. Today, it is difficult to reach the customer or consumer. Entertaining a tiny child or an elderly person entails several things. Beyond that, we should be able to meet our targets. Employees engage with social media, where there are many competitors. LinkedIn is a specific platform through which we can quickly contact employees. Traditional marketing is no longer relevant to the current scenario. All marketing transactions are conducted digitally. Major social media networks, such as Facebook, YouTube, WhatsApp, WeChat, Instagram, LinkedIn, and TikTok, have a promising future for marketing commodities and services. The purpose of analyzing the firms is to determine how far LinkedIn's worth extends in terms of building and managing employer brand and reputation and identifying the challenges that business owners have in effectively using LinkedIn. Employee Advocacy turns your workforce into authentic, trusted, and far-reaching brand ambassadors. When employees share content, it carries more weight than when corporations do. Why? People trust people. A well-supported employee advocacy program simultaneously boosts brand visibility and employee engagement at the same time. Employees have more followers than a company's LinkedIn page on average—imagine the reach. The most impactful stories about your brand come from those who experience it every day. Advocacy builds thought leadership— not just for the company, but for the employees themselves. It is not just about resharing company posts; true advocacy comes from empowering employees to share their voices. A culture of advocacy begins with trust, purpose, and valuable content worth sharing. Companies that embrace employee advocacy are perceived as more authentic, transparent, and human. In today's digital-first world, employees are the most powerful marketing channel.

REVIEW OF LITERATURE

Tsarenko et al. (2018) discuss how organizations supply products and services to external audiences, including friends and family (Bettencourt & Brown, 2003; Fullerton, 2011) and future employees (Schweitzer & Lyons, 2008). By sharing positive information about their organizations (Seiling, 2008). Other researchers have claimed that employee advocacy encompasses not only favorable word of mouth but also defending a company when it is challenged. Ahmed N, Ullah Z, Aldhaen E, Han H, Ariza-Montes A, and Vega-Munoz A (2022). Fostering employee advocacy behavior in the corporate social responsibility sector. *Front Psychol*. Companies use diverse techniques to promote their existing and new brands, with the former requiring fewer financial outlays and shorter periods, and the latter requiring significant financial outlays and a longer period with no assurance of success (Malik et al., 2018). The legitimacy of promotional actions and the attention and responses of target audiences are all called into question. Companies must have a cost-effective, credible, appealing, and fast-paced brand promotion strategy that maps their existing client base (Chen, 2020). Punjaisri, Evanschitzky, and Rudd (2013) understand that leaders must manage their employees' behavior; that is, leadership within the organization is regarded as a pattern-setting model for employees' brand-building behaviors. Frank (2015) agrees that employees will not become advocates until they reach a specific degree of involvement. Another consideration is that the staff will only do it if they believe it will enhance their careers. In addition to organizational career opportunities, compensation, working environment, employee perception, and employee behavior are important factors in developing employee advocacy. Similarly, Villanen (2015) believes that content should include more than simply an organization's messages. Employee advocates should be able to open up about their professions and focus on developing and distributing material relevant to their specific audiences. They should use their platforms to communicate with customers and other specialists on the subject.

METHODOLOGY

This study adopts a mixed-method approach, using quantitative methods to acquire a thorough picture of employee advocacy on LinkedIn. A descriptive research design was used to examine the patterns, motivations, and outcomes associated with employee advocacy behavior. A structured questionnaire will be distributed to employees across numerous industries on LinkedIn. The purposive sample focused on professionals who had shared company-related content on LinkedIn. Survey topics included the frequency of advocacy-related posts, company news, accomplishments, and motivations for sharing branding's perceived impact on personal and corporate images. Surveys were used to collect primary data, while secondary data were obtained from company records, LinkedIn posts and analyses, relevant industry publications, and literature on employee advocacy and digital branding.

RESULTS

Introductory materials are needed to build awareness and educate employees about employee advocacy. There is a need for more precise standards for employees to effectively represent organizations online. 40% of employees

did not receive any formal training on how to portray the organization on LinkedIn, resulting in an average score of 1.40. Sixty% of respondents believed they lacked the knowledge to properly advocate for their organization. The mean score of 2.70, combined with a significant standard deviation (1.02), indicates that LinkedIn usage varies greatly among the employees. 25% use LinkedIn on a daily basis. Meanwhile, 15% of the respondents utilized it infrequently or never. The mean score of 2.50 and the wide range (SD-1.05) indicate that some employees actively share content while others do not. 20% of respondents shared stuff frequently, while 30% never did. Personal professional accomplishments (70%) and industry news (65%) are the most engaging types of content for employees, while company updates and job postings are less compelling. Employees choose content that is more personal or relevant to their professions rather than strictly business content. Personal branding (65%) and organizational support (62%) were the biggest motivating factors for employees. Career growth (35%) was the least popular motivator. The self-benefit factor (personal branding and networking) is a powerful motivator for employees' advocacy participation. Time constraints (60%) and uncertainty about what to post (55%) were the main hurdles. These impediments imply that employees may be unsure how to participate in LinkedIn Advocacy. A total of 90% of respondents expressed interest in receiving content ideas or templates to facilitate sharing, and the average score of 2.55 suggests a high demand for assistance with content production. Employees seek organized help and tools to make the process easier and more productive for them. The poll focused on employee advocacy awareness and understanding. The frequency and type of LinkedIn usage are unavoidable. Moreover, the analysis deals with LinkedIn as a motivation for engaging with company material. The barrier to sharing content is unavoidable on the LinkedIn platform. Interest in content support ensures the confirmability of potential marketing and captures customers. This analysis strongly proves that the LinkedIn platform ensures the weiving of wasting hours of employees. Furthermore, the company's reputation and familiarity will improve at any level of marketing. Though the company spend more for the formal expenditure, the contents sharing on LinkedIn will be assured standard marketing for the company,

Table 1 Well-known with the concept of Employee Advocacy

	Percentage	Value
Very familiar	30	3
Somewhat familiar	50	2
Not familiar	20	1

Source: Primary data

Mean: 2.1, Standard Deviation:0.7

Table 1 shows that employee awareness is moderate, with some employees being unaware. Furthermore, staff training is required. Mena 2.10 reflects the employees' rudimentary awareness. The standard deviation of 0.70 indicates that this small group had relatively little familiarity. Implement introductory seminars or explainer materials to ensure that everyone is on the same page.

Table 2: Representing your organization on LinkedIn

	Percentage	Value
Yes	60	3
Somewhat familiar	30	2
Not familiar	10	1

Source: Primary data

Mean: 2.5 , Standard deviation: 0.66

Table 2 demonstrates that 40% of employees are uncertain. They believed that further clarification was required. Employees are aware of LinkedIn at an average level. The mean rating of 2.50 indicates that employees have a decent comprehension of LinkedIn. The standard deviation of 0.66 is relatively low, indicating that the responses were fairly consistent. It should include examples or best practices to demonstrate how the company is represented. The way a company is represented is much more important for capturing the market.

Table 3: Post-professional training or guidance for our organization.

	percentage	value
yes	40	2
No	60	1

Source: Primary data

Mean:1.4, Standard deviation: 0.49

In Table 3, the low mean suggests a lack of systematic training and communication. The majority of the respondents had not received training or instruction on how to post professionally about the organization on LinkedIn. The standard deviation of 0.49 indicates a continual lack of support. Therefore, we need to develop a formal advocacy training package or fast-start guide for both new and existing staff.

Table 4: Frequent use of LinkedIn

	Percentage	Value
Frequently	25	4
Weekly	35	3
Monthly	25	2
Rarely/Never	15	1

Source: Primary data

Mean:2.7 , Standard deviation: 1.02

Table 4 illustrates that some employees use both daily and weekly schedules to manage their time. The others are passive, as evidenced by the substantial standard deviation. The mean value of 2.70 suggests a moderate use of all available choices. The standard deviation of 1.02 demonstrates that usage differs greatly among employees; therefore, they must tailor advocacy efforts to different user levels—for example, “beginner” vs. “active” LinkedIn members.

Table 5: Have you ever posted company material (articles, blogs, events) on LinkedIn?

	Percentage	Value
Frequently	20	4
Occasionally	30	3
Rarely	30	2
Never	20	1

Source: Primary data

Mean: 2.5, Standard deviation: 1.05

Table 5 reveals that employees are fairly involved in sharing content. However, their sharing was not entirely consistent. 20% were shared as required. Simultaneously, personnel at the same level never share information with each other. Overall, moderate-level employees can distribute the company's content. The average score of 2.50 indicates that employees are moderately engaged in sharing their company's materials. The standard deviation of 1.05 indicates that the employees' signals varied in nature. Some employees actively lobby, whereas others do not. Therefore, organizations must encourage their staff to use employee spotlights and content templates to stimulate sharing, particularly among inactive LinkedIn members.

Table 6: The type of content typically engages

	Percentage of Respondents
Industry News	65
Company updates	55
Job postings	40
Personal career achievement	70
Thought leadership	45

Table 6 demonstrates that 70% of employees share their career accomplishments. This is useful for followers who want to advance in their jobs. 65% of employees are willing to share industry news. Employees use this posting to advocate for their firms. 55% of employees are currently posting corporate updates. It provides the public with information about the company's present position and the extent to which it is being updated. Forty percent of employees are interested in job-related content. Overall, most employees are interested in reporting their career achievements.

Table 7: Motivators for Sharing the Content

Motivator	Percentage
Personal Branding	68
Support for the company	62
Recognition	40
Networking	55
Career advancement	35

Source: Primary data

Table 7 shows that 68% of employees are driven by their brand. They have not only familiarized themselves with their brands but also popularized their businesses. Sixty-two percent of employees were motivated to assist the company. This reflects employees' attitudes towards the company's goodwill. 55% of employees are motivated to network, whereas 40% are engaged in recognition work. The remaining 35% of employees are motivated by career progression. Overall, all the motivators focused on improving the company.

Table 8 Challenges of Posting or Engaging More on LinkedIn

Barrier	Percentage
Lack of time	60
Don't know what to post	55
Fear of saying the wrong thing	40
Not sure if I am allowed to post	35
Not interest	25

Table 8 illustrates that 60% of employees do not have enough time to post their stuff as usual. Posting on LinkedIn is an ongoing effort. Therefore, it takes some time

regularly. However, most respondents reported having less leisure time. Therefore, they used that time for personal work. 55% of the staff had no idea what content was to be posted. They were unaware of the LinkedIn posts. Forty% of employees are fearful of saying the incorrect thing. This results in the absence of blogs. Of the employees, 25% were not interested in posting content. Overall, the timing element dominated the LinkedIn poster.

Table 9: Interest in Content Support

	Percentage	Value
Yes	65	3
May be	25	2
No	10	1

Table 9 shows that 65% of employees are very interested in organized support or assistance for their children. A total of 25% of employees exhibited moderate levels of interest and content support. Ten% of employees had no assistance in posting. The mean value of 2.66 demonstrates the employees' positive interest in content support. The standard deviation of 0.66 implies that employees' demand for assistance with content production is usually steady. As a result, the employer distributes pre-written posts, photos, and post ideas via a centralized library (or advocacy site)

Table 10: Resources for Becoming a More Active Advocate.

Sources	Percentage
Social media guidelines	65
Pre-approved content	50
Training/workshops	45
Recognition or incentives	30
One-on-one coaching	25

Source: primary data

Table 10 illustrates that social media standards increased employee engagement by 65%. Additionally, 50% of employees preferred approved content. 45% of employees are motivated by employee-provided training and company-sponsored courses. Employees become more engaged when they are recognized and rewarded. One-on-one coaching was preferred by 25% of the workforce.

DISCUSSION

Introductory seminars or explainer materials should be implemented to ensure that everyone is on the same page; these should include examples or best practices to demonstrate how the company is represented. It should include examples or best practices to demonstrate how the company is represented. Employees must tailor their advocacy efforts to different user levels—for example, “beginner” vs. “active” LinkedIn members. Organizations must encourage their staff to use employee spotlights and content templates to stimulate sharing, particularly among inactive LinkedIn members. Overall, most employees were interested in reporting their career achievements. As a result, the employer distributes pre-written posts, photos, and post ideas via a centralized library (or advocacy site). Employees become more engaged when they are recognized and rewarded. One-on-one coaching was preferred by 25% of the workforce. Create introductory resources (e.g., movies, infographics) that explain what employee advocacy is and how it may help both employees and the organization. Organize workshops or webinars to raise awareness. Organizations should identify and enable early adopters to

serve as employee advocacy ambassadors, share their experiences, create and distribute social media policies or best practices that outline how employees should represent the firm online, and organize workshops on personal branding and aligning postings with business principles.

CONCLUSION

Organizations that apply these guidelines can build a more effective employee advocacy program on this platform. The goal is to create an environment in which workers feel empowered and equipped to provide information that supports their branding aspirations while also promoting the company's values. This results in a win-win situation that promotes both individual success and organizational development. Employee advocacy on LinkedIn is a powerful strategy that enables organizations to amplify their brand voice, foster trust, and increase engagement by empowering employees to actively promote company values, achievements, and culture; it not only enhances the company's credibility but also strengthens their personal brands. As the world becomes more socially connected, leveraging LinkedIn for employee advocacy is no longer optional; it is a strategic imperative. By encouraging, training, and recognizing employee advocates, companies can unlock a valuable network of influence that drives business growth, improves recruitment, and builds lasting brand loyalty.

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