



Covid -19 and its impact on human resource management practices

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Abstract -: The COVID-19 crisis has badly affected all organizations over the world. Human resource management practices are key point to manage any crisis; good HRM can control any crisis smoothly. Covid- 19 created complex and challenging environment for managers and human resource management (HRM) practitioners, who need to find running solutions to ensure the continuity of their companies and to help their employees to cope with this extraordinary crisis. Successful management of human resources are based on every aspects of (PORDCORB) planning to budgeting, this pandemic created disturbance on every spare of HRM practices due to this nation stop productions and gradually demand generation stooped. This article will explore impact of COVID-19 on HRM. Researcher find that good management and practice of HR positively controlled situations all over the world but bad management created pandemic. It identifies the main challenges and opportunities that have arisen from covid 19 and it offers insights for managers and HRM practitioners into possible future organizational directions that might arise from these opportunities. If we will point out HR point of view, for most of the organisations and institutions, staff cost is the biggest problem as return of investment because some employees are unproductive.

Keywords:- COVID-19, human resource management (HRM).

Introduction -:

“Running businesses today while facing the global pandemic of COVID-19 is quite challenging. More than 200 countries around the world have experienced a major impact on their economies and societies due to the pandemic.” (www.ft.lk)

COVID-19 is an unprecedented health crisis that has strongly shaken the whole world, it created great fear and uncertainty. It has heavily impacted economies, societies, employees, and organizations. “This crisis has started first in the city of Wuhan (China), which has witnessed in December 2019. covid 19 has known a fast spread propelling its status to a global pandemic on March 11, 2020, by the World Health Organization (WHO). rapid spread of the COVID-19 virus, firstly world have implemented several non-pharmaceutical measures like social distancing ,Lockdown measures to reduce its spread due to this measure

people were quarantined; “In covid pandemic period schools, universities, nonessential businesses, and non-governmental organizations have been temporarily closed; travels were restricted; flights were canceled; and mass public gathering as well as social events have been prohibited” (Brodeur, Gray, Islam, & Bhuiyan, 2020; Gourinchas, 2020).

Some reviews are-:

1. the COVID-19 outbreak had led to a significant slowdown in the world economic activities (Brodeur et al., 2020; Gourinchas, 2020), “that led to the increase in the unemployment rate in many countries”.
2. The ‘Current G7 jobless totals vary widely, from 30 million in the United States to 1.76 million in Japan’ (Kretchmer, 2020).
3. According to Gourinchas (2020), COVID-19 has generated a situation where in a short period 50 percent or more of the workforce might not be able to work.
4. Trying to recover from this economic shock, companies have started reopening (Major & Machin, 2020),
5. in the mid of this ongoing pandemic, under extraordinary rules and a new functioning (e.g., physical distancing in the workplace) (Shaw, Main, Findley, Collie, Kristman, & Gross, 2020)
6. In fact, organizations are generally not sufficiently prepared to deal with crises when they occur (Wang, Hutchins, & Garavan, 2009).

COVID-19 and HRM

Main researches for HRM practices are-:

1. Its main purpose is to effectively utilize the human resources to serve the strategic needs of the organization (Chapman, & al 2019).
2. Organizations need to be able to prepare and allocate their resources; to coordinate the needed mechanism; and to properly use the organizational resources and knowledge (Liu, 2020).
3. In this context, the novelty and the complexity of the COVID-19 represent a significant challenge that might compromise the achievement of organizational goals. According to Baert, 2020
4. This might suggest that making predictions related to the company's business, e.g., the preparation and the allocation of resources might be a complex exercise. In fact, COVID-19 has generated uncertainty. Some authors go so far as to predict the COVID-19 endemic (Regmi 2020)
5. many economists predict the outcomes of this pandemic will remain until 2021 (Akkermans 2020).
6. no one knows when this virus will end and if its consequences on the work patterns in organizations will be temporary or permanent (Bartik, 2020)
7. Thus, performing strategic planning or implementing the initial one can be challenging for managers and HRM practitioners. In this case, most organizations were not able to provide their employees enough information about their management plan or their intended reactions toward the pandemic (Elsafty 2020),
8. having clear workplace guidelines during hard times helps to reduce employees’ stress and to increase their motivation and confidence (Wong, 2020)

9. challenging, enhancing organizational resilience is crucial to ensure the sustainability of the organization in the COVID-19 era (Ngoc 2021)
10. the uncertainty generated by this pandemic, organizations need to develop ingenious practices that can help absorb and face disturbance that threatens their survival (Ngoc 2021)

Discussion and conclusion-:

COVID-19 has proved to be the big game-changer and a breaker across the global economy. As HR function across organisations revisits priorities to leap out of the current crisis, it will need to ensure a robust performance management system in place, which manages and evaluates employee performance in a remote and virtual working environment effectively. (yourstory.com)

1. The insights provided in this paper into the future directions in HRM should help organizations and peoples to develop an intervention to the needs of their organizations and employees.
2. Developing and maintaining a cohesive culture that supports employees' connections and interactions is required (Lund 2021),
3. To encourage social support and collaboration among employees, particularly those working remotely. In fact, virtual interactions might affect the socialization process, the acquisition of tacit knowledge related to the organizational culture (Asatiani 2021).
4. This led some authors to recommend the development and implementation of a digital organizational culture handbook, which should be made available to employees working remotely through the organization's intranet, to provide toolkits that support and vehicles symbolic aspects of the organizational culture, such as values (Asatiani 2021).

Conclusion-:

The COVID-19 crisis has badly affected all organizations over the world. Human resource management practices are key point to manage any crisis; good HRM can control any crisis smoothly. Covid- 19 created complex and challenging environment for managers and human resource management (HRM) practitioners, who need to find running solutions to ensure the continuity of their companies and to help their employees to cope with this extraordinary crisis. The COVID-19 crisis has drastically altered working conditions in organizations. Indeed, to ensure their business continuity, most organizations have moved to remote working, requiring their employees to work from home this system affected salary and production both. During covid period initiation of new projects stopped that why new employment generation also stopped, it affected planning organising staffing directing co-ordinating reporting and budgeting of HRM.

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