

A STUDY ON REDEFINING HUMAN RESOURCES POLICIES DURING COVID-19

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Abstract

The global economies impact of the coronavirus (covid-19) is significant. The increasing in government- direct lock down regulation since the world health organization declared the novel coronavirus outbreak a pandemic has companies scrambling to responds strategically. Many organizations are relying on their human resource team to help them navigate the changes in companies and redefine its human resource policies. The purpose of the study is to understand the concept and redefining the various policies along with the determining the current the current human resource policies adopted by the organizations with reference of few companies. Descriptive research study has been conducted with the help of secondary and primary data source. The study has the scope of understanding of redefining organization performance and employees well-being. Finding of the study reveal that organizations should carefully relook and redefine their human resource policies and during covid-19 period in which it was found that the organization are taking initiative to flexi innovative steps to keep their workforce encouraged, stress free and motivate. The study also helps in highlighting the various transparent human resource policies with proper guideline. which impart information on acceptable norms of behaviour, work schedules, health and safety measures, employment laws, conflict resolution and disciplinary measures.

Key words: COVID-19, Redefining Human Resource Management Policies.



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Introduction:

Human resource management policies and procedures are guidelines supervisors and managers to use as a reference for managing staff. The organization state what employees can and cannot do. They're set by you, the owner or management, and these policies and procedures are governed by federal, state and regional employment laws. For each key area the organizations state what your policies are. Then add procedures for workers to follow the policies, and what

happens if the procedures are broken. A good set of HRM policies and procedures are living document. It should be the ongoing definitive guide for your company. Policies serve the aim of achieving organizational goals in successful manner. HR policies constitute the support for sound HRM practices. Moreover, policies are the yardstick by which accomplishment of programmes measured. In the wake of a global pandemic, companies everywhere have had no choice but to regulate their current business strategies to control the interior and exterior ramifications brought on by the novel coronavirus. Some organizations have found more success than others when it comes to take out their “normal” business day while simultaneously keeping their employees healthy, happy, and motivated during a time of crisis. Nevertheless, it’s critical that HR leaders and workforce management carry on to evolve their business practices with the COVID-19 landscape to safeguard the well-being of their staff, company and as an entire. Doing this may be challenging, but by reconsidering a few HR policies. The organizations be able to build up the foundation of your company, develop interpersonal relations with your team, and further instil the core values in and outside of your organization.

Recruitment is undergoing a revolution, and this revolution is being junction rectifier by technology and automation. If you rent at scale, you're sure to run into challenges like talent sourcing and screening. The growing needs of the recruitment industry has fuelled the popularity of Artificial Intelligence (AI), Through automation, interview scheduling can be done in a jiffy. It has made it easy for recruiters to invite candidates to find a slot and schedule an interview on their calendar. Now, recruiters can focus their energies on the actual interview, rather than the scheduling. For organizations that hope to optimise their achievement method, technology is proving to possess a three-fold profit. Firstly, it's a large time and labour saver. whereas the AI sifts through candidates, more revenue-generating tasks are often completed. Secondly, it's increasing hiring accuracy, which means that a candidate chosen this manner is probably going to be an improved suited the work. And third, it's serving to scale back bias and error in human judgement within the hiring method. Ultimately, each the leader and also the new recruit stand to profit greatly from automation.

Review of Literature:

Mangipudi Mruthyanjaya Rao (2020) The authors proposed a phase-wise post Covid-19 work plan with reference Agricultural Research Sector, Hyderabad. The manuscript studied the aspects of employee well-being, remote working, prevention of the infection, flexibility, and suggested a framework on back to figure plan with phased approach, which is effective and

cause minimal disturbance in carrying our routine activities within the sector. The author also recommended the new Human Resource model considering employee psychological wellbeing, anxiety, job security and remote working that are required to tackle the similar situation in future.

Rochelle kopp (1994) The author compared international human resource policies and practices in Japanese, European, and u. s. multinational companies. The survey focused on the utilization of expatriates over local nationals in overseas management positions, adoption of nonethnocentric policies, and incidence of international human resource management problems.

Amba-Rao (1994) carried on a study to explore the HRM policies and practices during a small group of firms and industries within the Indian context. Semi-structured interviews were conducted with HRM executives and general managers in ten firms within the Hyderabad metropolitan area in India, to look at their HRM practices.

Armstrong (2000) explained HR policies as continuing guidelines vis-a-vis the approach which an organisation intended to adopt in managing its valued assets, i.e. the people. The HR policies dictate philosophies and values on how people should be treated.

Purcell et al. (2003) emphasized that it absolutely was not about having a spread of well-conceived Human Resource Policies and Practices but it had been about how these policies and practices were implemented. More purposely, Human Resource Strategies were concerned with the event of continuous improvement and customer relation policies.

Paula Caligiuri et al. (2020) Research has highlighted the difficulties presented by distance, in terms of employee selection, training, support, health and safety, furthermore as leadership and virtual collaboration. Much of this thinking is applicable to unravel pandemic-related distance challenges.

Ziad Alkalha et al. (2012) Research has conducted to estimate the effect of human resource policies (planning, recruitment & selection, training & development, job analysis & design, motivation, performance appraisal, and employee participation in decision making) on organizational performance, to verify if there's a positive and significant relationship between human resource policies and organizational performance, and to live the scope of application of human resource policies within the banks in Jordan.

Yusmani Mohd Yusoff et al. (2018) This study utilized a groundwork model examining the connection between green HRM practices (green recruitment and selection, green training and

development, green performance appraisal, and green compensation) and environmental performance in Malaysia’s hotel industry. Questionnaires were give out to human resource (HR) managers/ executives in 3, 4 and 5-star hotels in Malaysia. a complete of 206 hotels participated within the study.

Research Methodology:

Research objective:

The researcher has considered the following objective for the study

- ❖ To study the various human resource policies redefined During Covid-19
- ❖ To understand & analyse the HR policies during COVID-19 with the reference to selected companies

Table no: 1 Research Methodology

Research Design	Exploratory and Descriptive
Data Collection	Primary and Secondary
Sample size	Responses of 10 Organizations
Sample Category	Human Resource management

Research Design:

Research process:

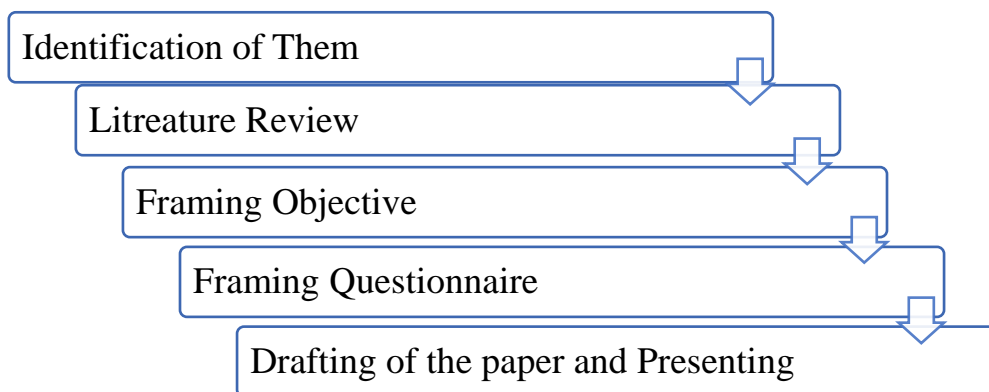


Figure:2 Research process Carried out for the study by the Author

Scope of the study:

- ❖ To study the Concept of Human resource policies during Covid-19
- ❖ To understand the redefining organization performance and employees well-being

Recruitment and interview: A worldwide outbreak are a good enough reason to hesitate. But understanding how the threat spreads and how people contract the virus can helps better to prepare organizations recruitment process. Chances are that they are sourcing candidates online. Whether using social media, online job portals, advanced ATS or recruitment software,

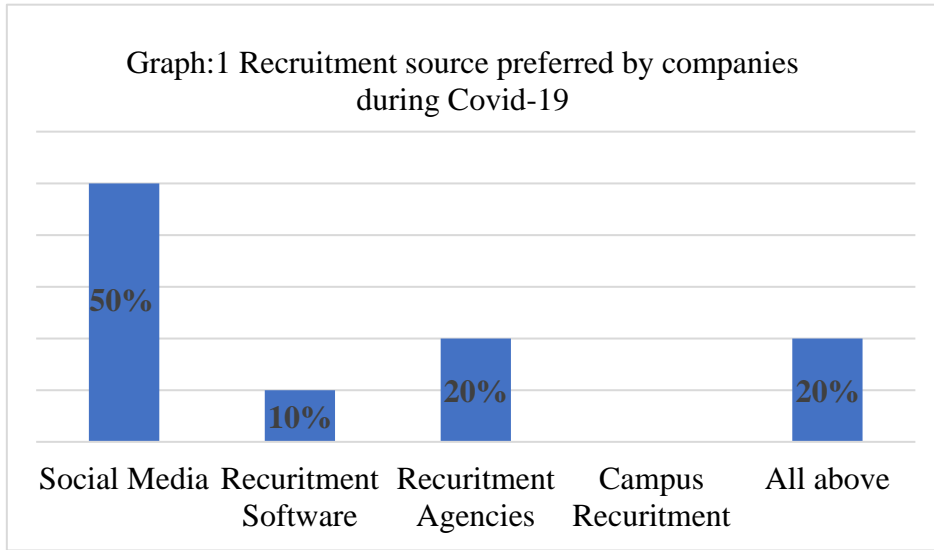
this phase of the process does not need to change. There's small contact with the candidate beyond phone calls and emails. Digital interviews are an absolute win during this situation. Not only protect the organizations but also to employees, applicant, and also provide the prospects with a measure of flexibility.

Training: Identify digital tools to impart training for employees-managers, mentors, and trainers. Specifically, revolving around the concept of working remotely. These programs will help them manage stress, build a positive outlook, and stay productive under the remote working model

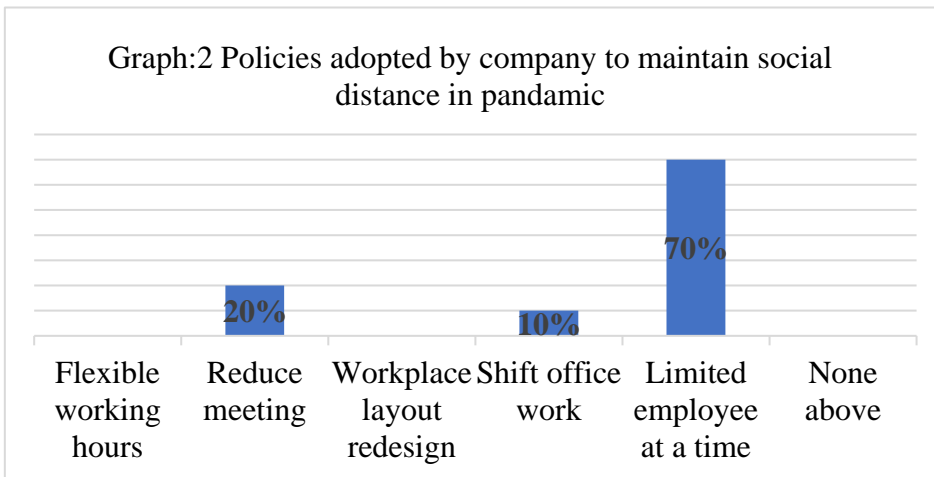
Leave Policy: As employers manage the impact of COVID-19 on employee well-being and leave policies, they are also re-evaluating benefit programmes to accommodate long-term changes to functions COVID-19 has magnified caregiver needs and solutions from the more atypical resources like employee assistance plans, back-up child and elder care, and discounts and subsidies to broader initiatives, including onsite tutoring, concierge and virtual/digital self-service options and also as special care, child and parental leave and allowances. Providing alternative scheduling and work hours has become a focus especially for those working remotely.

Health and Safety Policy: the HR team on a day-to-day basis does engagement and wellness programmes and emphasizes on staying motivated, safe, and healthy. While earlier only used to organize fun activities once a week, now the same is being organized more often to keep the employees more engaged. They have even organised webinars with a renowned psychologist, orthopedic, and fitness trainer in the recent past so that the employees could learn to keep themselves fit and motivated and also learn ways to tackle with anxiety, depression, and right postures while performing from home during lockdown.

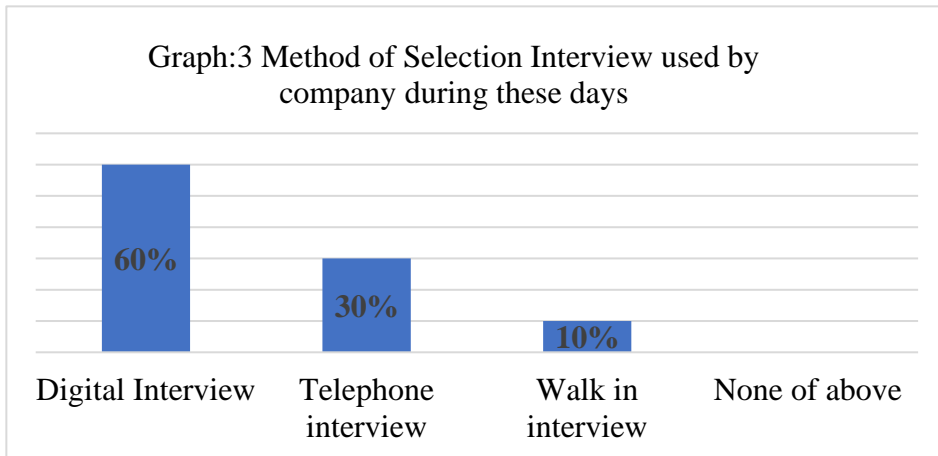
Data Analysis:



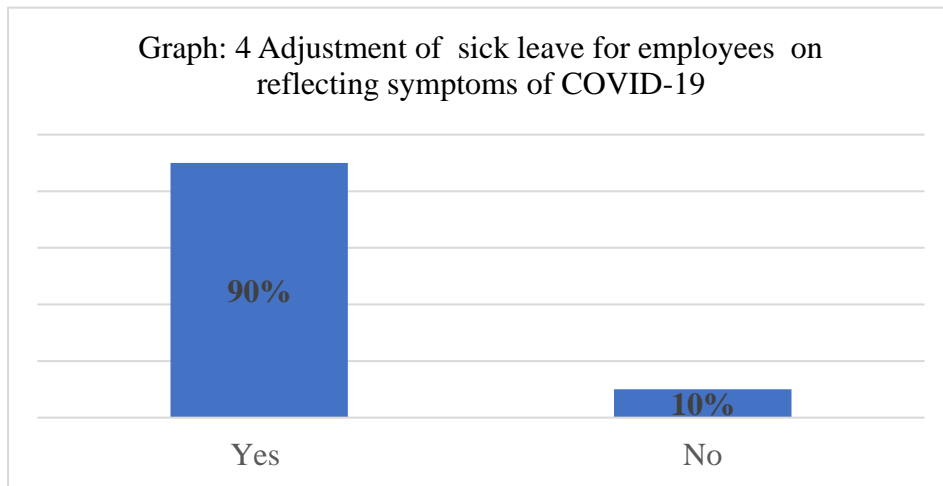
Source: Primary data collected through questionnaire



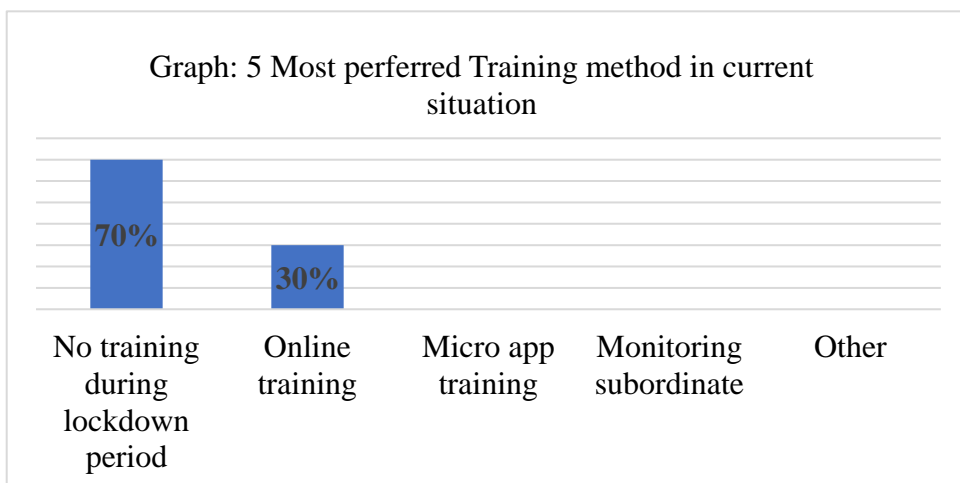
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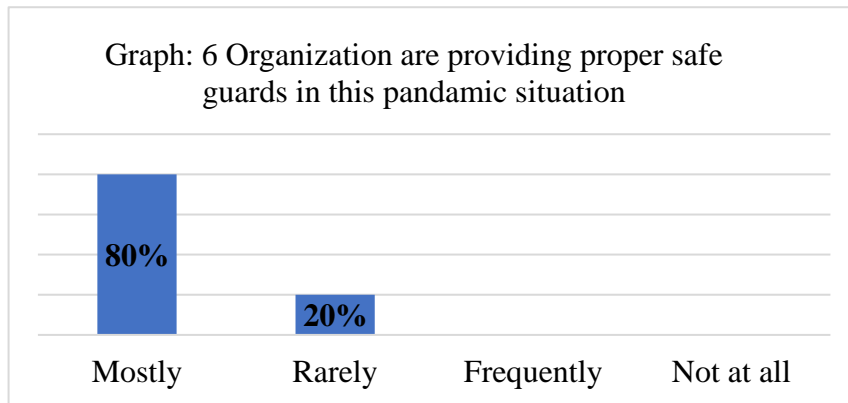
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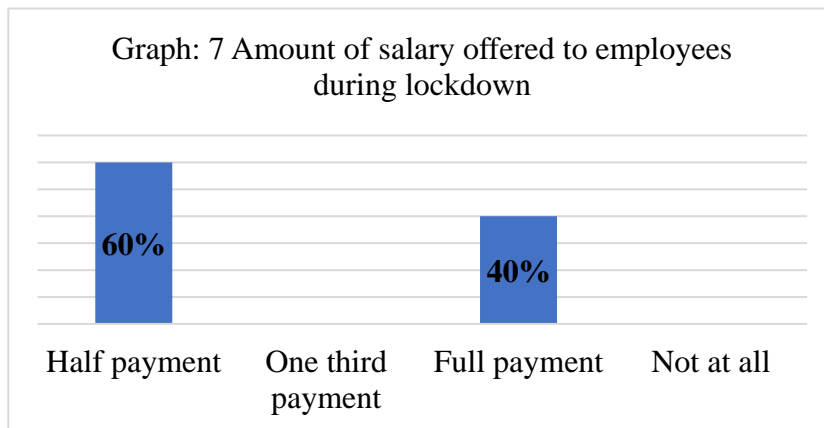
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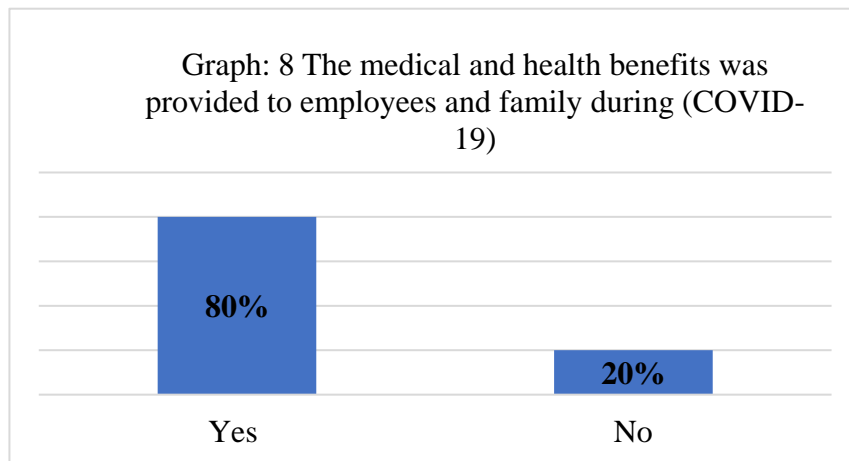
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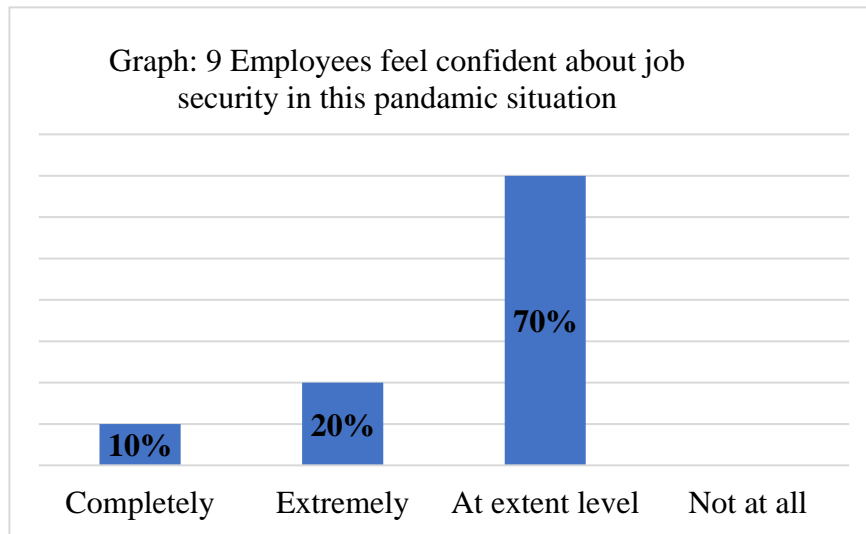
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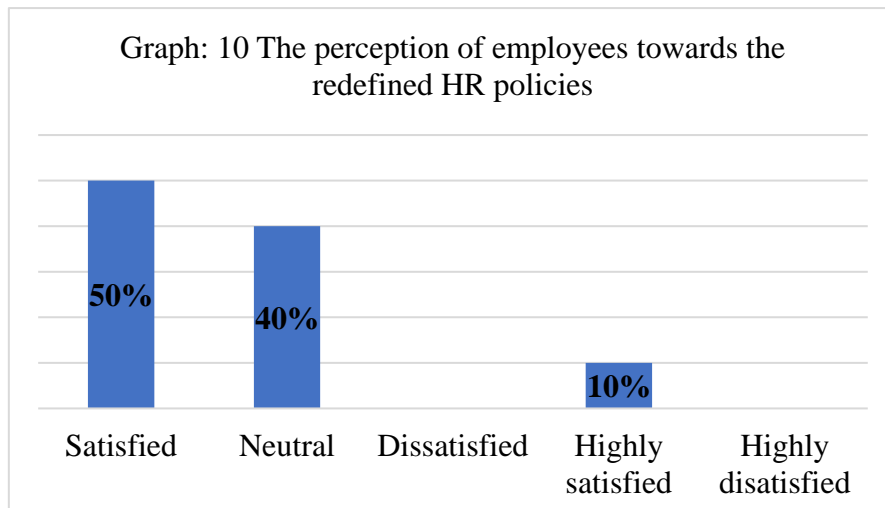
Source: Primary data collection through questionnaire



Source: Primary data collection through questionnaire



Source: Primary data collection through questionnaire



Source: Primary data collection through questionnaire

Findings:

1. According to the response collected from company's HR they preferred maximum recruitment from social media as a source of human Resource.
2. During the COVID-19 HR defined limited Policies to maintain social distance in the pandemic situation
3. The various HR prefer Interview and selection of a recruited employees through digital interview.
4. According to the HR the maximum companies Workers use accrued paid sick leave if they feel ill or experiencing symptoms that may be (COVID-19).

5. As per the research in current scenario the maximum of HR Considering No training during lockdown period.
6. As per the research mostly Organisation are providing proper safe guard in the pandemic situation
7. As per the responses collected from HR maximum of the companies provides half payment salary to the employees during lockdown period.
8. The maximum of companies provides medical and health benefits are provided to employees and family during (COVID-19).
9. As per the responses of HR the maximum of Employees feels confident about job security at extent level in the pandemic situation.
10. As per the responses of HR the perception of employees towards the redefining policies is satisfied up to maximum level

Conclusion:

The current human resource policies adopted by the organizations during covid-19 period in which it was found that the organization are taking initiative to flexi innovative steps to keep their workforce encouraged, stress free and motivate. which impart information on acceptable norms of behaviour, work schedules, health and safety measures, employment laws, conflict resolution and disciplinary measures. For HR managers this is the time for them to play a defining role in shaping the future of organization.

Future Scope:

The study is descriptive in nature and the inferences are collected with the help of primary and secondary data. The study was primarily attempted to understand and determined the human resource policies during COVID-19. The future scope of the study can be analyse the redefined HR policies during the COVID-19 across the Indian organization.

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