

COVID-19 and changes or response of Human resources policies and functions of HR

Abstract

The world has witnessed a huge economic shock due to the COVID-19 pandemic. A majority of countries has adopted different form of a lockdown for social activity. No any HR polices considering this types of situation i.e. COVID, Require to study component of disaster related issues (require to studies if any) in HR policies Changes in the function of HR due to COVID-19 people ask to work from home so how HR policies looking performance analysis of employee where working from home.

Is any changes in policies for Allocation of works after COVID-19. If the company working with unorganized worker or daily worker how they operate and function during lockdown condition.

How impact on the campus placement and how they manage to appointment of newly campus placement people. How ensure the operation as per zone wise (Red, green, orange) is different strategies as per zone for operation. This research study will guide to develop HR policies and intervention for the betterment of the employees.

Introduction of the proposed study

The pandemic, COVID 19 has severely affected the businesses in our country, that include the employers, employees and all other associated stakeholders. To contain the speed of the spread of COVID-19, we are in 'lockdown' for a substantial period of time across the states. This has forced a major portion of the blue collar workers to Work From Home (WFH), a section of employees to stay put at the premises of the business and those who are with essential services to travel and attend

the work. Most of the informal and migrant workers who are associated these businesses are out of their jobs. They earn their wages daily and do not have a safety net. As many of them reside in overcrowded homes and that makes more vulnerable to the COVID 19 pandemic.

In this context, HR policies and practices should focus on evolving safe work practices after assessing the risks in the work environments that increase exposure to COVID 19 and putting in place the control measures. HR needs to address the challenges around high rate of absence, managing and motivating employees who are working from home.

It is important to understand how HR policies and HR practices in organisations have to be evolved in this context to focus on both business and human dimensions. The study uses the Organisational Effectiveness framework and a sector wise focus is given for this research to propose relevant guidelines for policy making in Human Resources area.

Major Research Works reviewed

The COVID-19 pandemic is impacting not only food trade, food supply chains and markets but also people's lives, livelihoods and nutrition. The collection of policy is presented a qualitative and quantitative assessment of the pandemic's impacts on these areas.

Various recommendations are structured around need to manage on a day-to-day basis,: strategic management and partnerships to leverage collective support; management of financial resources on a daily, weekly and monthly basis; human resources, to get the job done; addresses how to communicates with its customers during the crisis(6th May 2020, FAO). Financial planning and performance management under this unprecedented period of turmoil requires a new, systematic approach, one that will allow the CFO and finance team to quickly alert the company to

options emerging as a result of the coronavirus. The role of HR policies is very important to an organization the policies guide to organization to develop as well as taking consideration of the betterment of the employee, contract labour and daily wage earner. When one business organization not operating due to COVID than it will directly affect the people who are working but indirectly they affect to other people also so HR policies in very important in this situation.

Statement of research problem

In this context, HR policies and practices should focus on evolving safe work practices after assessing the risks in the work environments that increase exposure to COVID 19 and putting in place the control measures. HR needs to address the challenges around high rate of absence, managing and motivating employees who are working from home.

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Objectives of the Proposed Study

Aims at (1) understanding the current experiences about the practices organisations have introduced to cope with after the COVID 19 (2) Understanding the learning from these practices (3) Analyse and understand the Organisational objectives to redesign jobs to make meaningful and worth pursuing (4) I identify safe work practices after assessing the risks and implementing control measures. Evolve all the

HR policies and practices through Cocreation and associated sensemaking of the management and the client system.

Framework and Methods proposed for research

This study would use the Organisational effectiveness frame work that focuses on both business and human elements. The emphasis will be on evolving work designs that gives more control for employees and developing policies and practices that foster safe work environments.

This research proposes cocreation for evolving policies and practices through studies by the management representatives and concerned employees to evolve relevant, feasible and effective policies and practices. This research will also use in-depth interviews, focus group discussions and workplace observation techniques.

Innovation/Path breaking Aspect of the Proposed Research

This research conceptualises the research problem holistically using the systems thinking approach. Uses the method cocreation for evolving relevant, feasible and innovative solutions and thereby contributing to organisational effectiveness.

The research will be done by data driven approach on these HR policies and finding out disparities by applying data analytics.. The study will also look at that about various organization for profit, not for profit and cooperative society.