

**INTERNATIONAL JOURNAL OF LAW
MANAGEMENT & HUMANITIES**
[ISSN 2581-5369]

Volume 3 | Issue 3

2020

© 2020 *International Journal of Law Management & Humanities*

Follow this and additional works at: <https://www.ijlmh.com/>

Under the aegis of VidhiAagaz – Inking Your Brain (<https://www.vidhiaagaz.com>)

This Article is brought to you for “free” and “open access” by the International Journal of Law Management & Humanities at VidhiAagaz. It has been accepted for inclusion in International Journal of Law Management & Humanities after due review.

In case of **any suggestion or complaint**, please contact Gyan@vidhiaagaz.com.

To submit your Manuscript for Publication at **International Journal of Law Management & Humanities**, kindly email your Manuscript at editor.ijlmh@gmail.com.

Impact of Covid-19 on the Corporate Workforce

CS MONICA SURI¹

ABSTRACT

The world is passing through most unprecedented times. It may perhaps never be the same again. Every aspect of life whether, business, Industry, society have been practically impaired. We need new ways and methods to reset, rebuild and revive ourselves and our economy all over again.

Through this article we are trying to suggest how changed times bring new innovative methods in our way to learn. The corporate workforce is the foundation on which the organization develops. They have to be duly governed for, and at the same time owe a collective responsibility to the Organization for its survival and growth.

It is the team that makes a management. It would also be apt to state that it is the team which helps the management plan appropriate policies, procedures and strategies at top level. If the functions are well performed at grass root level, the organization pyramid strengthens as well.

Our endeavor through this paper is to integrate and analyses the impact of Covid 19 Pandemic on the roles of human resource, per se and the workforce at all levels, and suggest probable measures and alternatives to deal with the situation. The paper highlights the management as well a legal perspective of the current situation.

In a nutshell, the current Pandemic is an unpredictable story. The economy is halted, depression and recession round the corner. One aspect which can change the profession, society and nation is the, initiative taken by the work force.

I. INTRODUCTION

Workforce has different connotations. Different school of thoughts have evolved different perspective. It is the indispensable resource for business growth. They are pivotal to the corporate foundation.

Workforce is an integral part of the human resource department and thus its management is a specialized and key function as different from others. Workforce Management implies the process of employing and training people, compensating them, and developing strategies and procedures for its implementation at various levels.

¹Author is an Asst. Professor at Amity Law School, Noida, Amity University UP, India.

Over the years this spectrum, has undergone several changes due to changes in the global spectrum and introduction of new ways in recruiting people. Changed businesses have given changed role in organizational structures.

In earlier days, taking care of them, broadly meant, birthday greetings, arranging company seminars and outstation trips, and other administrative jobs, but today it has gone through different ordeal.

Human resource today has synonym terms like, workforce, manpower etc. Every worker and employee today has individual and collective responsibility. The work of each is inter related and inter-dependent on the other. Although motivation, counselling, compensatory rewards, are handled at all levels, and thus are significant functions of management. ***But during the times of adversity, as witnessed now, in the Pandemic, individual responsibility of employees overpowers the collective. Since this is the probable way out to revive the impaired structures of corporates and Industry.***

II. IMPACT ON THE FUNCTIONS AND ALTERNATIVES

The foundation of Organization lies in implementation of the policies, procedures at all hierarchies. One school of thought also proficiencies that it's the inner conscience coupled with dedication and determination which leads to stupendous growth. Following are some of the key function areas, which have been impacted in present turbulent times. The impact analysis and probable alternatives of these roles are herein stated:

1. *Employees are the backbone* in any organization. Machines, tools, fixtures, furniture, plant etc. can be complimentary to effective performance but they cannot be adequate manpower substitutes. It has been rightly said: "Human is the life blood of the Management Foundation and there cannot be any substitute ever"²

Hence a major role to regulate manpower in any Industry is staffing. It becomes absolutely pertinent in changed scenarios of aligning the tasks from hiring, posting, negotiating, fixing salary and recruiting the personnel. To sum up the steps in staffing which is imperative irrespective of the normal or turbulent times:

- Planning the process of staffing
- Laying down the policies and procedures
- Laying the recruitment procedure

²What is Human Resources?, HUMAN RESOURCE MANAGEMENT BY UNIVERSITY OF MINNESOTA, (May 30, 2020, 8:10PM) <https://open.lib.umn.edu/humanresourcemanagement/chapter/1-1-what-is-human-resources/>.

- Developing the Selection process and criterion

The current situation of Covid 19, has changed the outlook for selection process. There is a constant fear and despair, whether the employees should be recruited or laid off to cut down the expenses. However, certain companies holding to their goodwill and credibility, have stuck on to the same above process, with slight modification in their procedures and policies, so that the process can be virtually conducted. There is a need to constantly upgrade our systems and methods, and recheck on our recruitment process in case the situation improves.

2. Drafting of policies and procedures, for effective control and supervision of the employees and workers is a very significant role. The documentation helps the employees to follow the by laws and guidelines.

In turbulent times this process becomes extremely difficult, since the entire scenario is unpredictable. The havoc for instance created because of the current Pandemic, has changed the assimilation of internal rules and regulations, Work from home has created a different mandate for rating employees and their contribution.

These policies and procedures need to be framed in consonance with other departments. It is generally realized that when the “Going” is well, the departments do not make many changes in tuning the Organizational cultures. It’s only in unprecedented situations, the policies and procedures tend to change. For instance, A department which has to monitor the working hours of the employees, will have to route their systems to an average or assumption based, as faced during lockdown under the Covid 19 situation.

3. *Compensation Management:* There goes a saying a “Good employer care for an employee”. When an employee is recruited, he not only needs, salary in the form of cash, but other perquisites, non-monetary and intangible are equally important for employee retention. Working for more than eight hours in a whole time employment requires, compensation in the form of belongingness and acceptance in the Organization. Small gestures of care and share may also be another way of additional benefits.

Besides, Compensation Management also entails that the Salary commensurate with the Industry Standards. Adequate Pay standards, time and date of fixation and separate cadres and grades based on experience and performance.

Such being the requirement, the possible solutions in times of adversity is the biggest

challenge the Companies face. In present times of Covid 19 , when there are Work from Home, guidelines, salary and related benefits become a question mark. The contribution per hours change to flexible hours and mode of performance to alternatives. MSME sectors may adopt a different way to handle their workforce, while big industrialists may have a different approach.

4. *Retaining Employees* is a challenge, irrespective of the type and size of business and Industry. Although Salary and perquisites are the main reasons of changing jobs coupled with defined job profile, yet, Research conducted in this area shows employees leave the Organization within few months of joining for following reasons.

- Job profile and description as given during the Interview time is totally different from what they are provided
- The differences between the line and staff hierarchy
- Working Environment is not conducive to decent standards.

Several school of thoughts proficiencies demotivation, lack of encouragement, to be added reasons for leaving the Organization.

In the current scenario, while the employees work from home, there are few unanswered questions faced by them. The Covid 19 challenge has changed the outlook of job profile. Retention of the employees is dependent on factors. The tasks, proportional output and reporting will be of prime importance.

5. *Training and development* are complimentary. Recruitment of the workforce is to be supplemented with the ‘training and development’ functions. Certain jobs which require contemporary updates, should be regularly facilitated with updated training programs. This also builds up confidence and motivation. Happiness is a big coefficient in upholding the current job. Some Organization who tends to have fewer salaries but take better care of their employees retains more employees.

Training accelerates performance and in turn productivity. Present turbulent times have led to unprecedented situation. Training of employees may be carried even during these times in the virtual mode. For instance certain Universities have been carrying on line training to their faculties in form faculty development programs. Similarly Companies use other tools to carry Management development Programs.

6. *Legislations* play a pivotal role in management of Human resource. Employees and workers need to be aware of the laws in force for employment. Some of the important

laws, which give a platform for employees rights and duties are --Workmen's Compensation Act, Maternity Act, Factories Act, Industrial Disputes Act, Minimum Wages Act, Bonus Act, 1965 . Employee welfare requires that management must keep track of changes and contemporary updates, notification, circulars issued by the Government from time to time. That further helps to keep the Management updated and informed of future actions.

Amid the growing Covid 19 challenges, it is the laws which will help rebuild the employees, companies and the economy. We are posed with major threats and challenges from all angles. With employees working from home, and following social distancing norms, new laws for rebuilding organizations and the economies will be required. Probably management can frame its own pandemic bye laws or alternatively amend its internal regulations with stakeholders consent. Changes in the Cyber legislations, especially, may help develop a new method for employee working and safety.

III. MEASURES FOR REVIVAL

The Lockdown and current Global crisis has reset the World norms all over. Today, the revival is not just at the behest of the organizations or the economy, but it is every employee's personal responsibility. The vacuum created can be filled when every small step contributes to big results.

1. Organizations can amend their articles of association or byelaws, and motivate employees to give proposal for a new startup, for the company. This may promote new idea for business or help them develop the existing business line... The MSME sectors may be funded by the Government.
2. An in-house competition for development of entrepreneurship and intrapreneurship can be created. The time today are moving from traditional work delegation to taking own initiatives.
3. New Innovation methods and techniques can be created. The Organizations may try to launch a competition or contest for innovation techniques. This will motivate the employees and at the same time, new concrete results may come forth.
4. Besides training and development by the companies, the employees should invest time in appropriately. They can hone their skills through online courses, research and other self-development methods.

5. Employee committees may be formed with specific objectives. Board members may be the Chair. This will give encouragement to employees to contribute more on the policies and procedures and help in developing a Plan of action.

IV. CONCLUSION

To conclude, the current Covid 19 Pandemic has changed life all over. The Global crisis has paved a way where the organizations may have to develop more democratic way of Leadership. Employee participation in management thinking, will better the options for comprehensive policies and procedures. If Employee workforce is the key to management foundation, NOW IS THE TIME, to involve them into decision making process more than execution process. Change is inevitable, and the current distress times demand a “changing paradigm”. Lets live with the hope that the “Initiative is the key to Reset, Rebuild and Revive the economy”. The corporate houses would bloom in the changed realm, and employees will do the deliverables. “. Let’s continue to pray together for a Better world for Generations to come!!

V. REFERENCES

1. <https://open.lib.umn.edu/humanresourcemanagement/chapter/1-1-what-is-human-resources/>
2. <https://www.forbesindia.com/article/coronavirus/human-resources-during-a-pandemic/59339/1>
3. <https://www.jagranjosh.com/general-knowledge/what-is-the-impact-of-coronavirus-on-indian-economy-1582870052-1>
4. <https://economictimes.indiatimes.com/news/company/corporate-trends/covid-19-impact-companies-looking-to-raise-variable-pay-component/articleshow/75457305.cms>
