



A Study on Perception of Employees on New HR Practices and Its Effect on New Employees on Post Covid Era

Ass. Prof. Nita Vaghela, Foram Kantariya

1. Ass. Prof., Parul Institute of social work, Vadodara, Gujarat, India
2. Student, Parul Institute of social work, Vadodara, Gujarat, India

ABSTRACT:

This research study has been done to study vary practices of human resource management and its awareness among employees of various organizations. HR practices are somethings which we can say as it is a very important part of any organization to work properly and to improve quality of work life of employees and provides better working environment

Key words: HR practices, Post covid era, perception

Introduction

This pandemic has affected all of us in such a manner that we would never be able to forget those terrifying memories, we all have lost something in some or in other way, some of has lost the things they used love and some of us have lost people we used to love but as we all no we have to move on with life and with all the bad vibes.

Covid19 made corporate sector change their policies and practices, people never thought that they would be working from their comfort zone and being scared of loosing their jobs to loosing people around them. So first let look at how and when covid19 started affecting our lives, it's impact on common man/life, impact on corporate life.

The coronavirus disease 19 (COVID-19) is a highly transmittable and pathogenic viral infection caused by severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2), which emerged in Wuhan, China and spread around the world.

Review Papers

The current crisis of the new coronavirus pandemic initiated dramatic changes around the world. In this context, both companies and customers switched instantly to digital models. The Covid19 has intensified digital transformation for companies, and many workers around the world need to have necessary skills to use technologies (Sheppard, 2020) in order to perform their jobs remotely. The digital technologies enable virtual work as well as to automate tasks and make decisions (Parry & Battista, 2019). The pandemic has made it visible that the most demanded skills for the employees are digital, but also collaborative (Sheppard, 2020).

Any problems happening in the interconnected world encourage organizations of any size to respond and adapt to the change, as well as manage their employees accordingly (Carnevale & Hatak, 2020). Recently, the Covid-19 pandemic has shaped extraordinary demanding conditions for human resource management. HR managers have to help their employees to handle with the rapid changes in both the workplace and the society (Carnevale & Hatak, 2020).

Moreover, Covid-19 will impact profoundly on the employment, and can cause career shock for people (Akkermans, Richardson, & Kraimer, 2020). HRM needs now to deal with the increasing stress of their workforce caused by remote working when work and family boundaries have blurred (Giurge & Bohns, 2020).

The large-scale research of 869 teams and 11,011 workers in 9 European countries confirms that remote working is not beneficial for all employees; especially team performance is reduced and sharing knowledge suffers when coworkers are working from home (Van der Lippe & Lippényi, 2019). However, job characteristics, satisfaction, and commitment are the factors that influence individual performance, while team performance declines when members work from home more than 8 hours per week (Van der Lippe & Lippényi, 2019). Agile teams, earlier confirmed to be effective with remote working, can be inefficient when working fully remotely (Comella-Dorda, Garg, Tharej, & Vasquez-McCall, 2020). These findings suggest that HR function should address those issues and accordingly organize flexible work.

While workplace stressors intrude into personal life disturbing mental health, the reverse dynamics are also noticed. The studies found that remote workplaces reduce boundaries

between work and personal life causing personal stress to spread to work, and ultimately resulting in burnout (Peasley, Hochstein, Britton, Srivastava, & Stewart, 2020). Peasley and colleagues (2020) indicate that although remote work has many advantages, employees experience "mix of business and

home life", which causes troubles for both managers and workers in terms of long-term wellbeing (Peasley, Hochstein, Britton, Srivastava, & Stewart, 2020). It is worth noting that wellbeing has impact on motivation and performance outcomes of employees.

The pandemic has centered the physiological and mental health of people in the organization as priorities (Spence, 2020). Since many employees will be happier to return to their offices while others prefer continue working remotely, companies reframing the workplaces should take into consideration these differences (Spence, 2020). Previous reports anticipated that the trends towards online workers and platform workforces increase, which presents reskilling needs from employers and workers (World Economic Forum, 2018). According to the Sheppard (2020), businesses should prepare to changes and turbulence in the future by introducing and adopting platform-based technologies, and develop business models accordingly (Sheppard, 2020).

Research Methodology

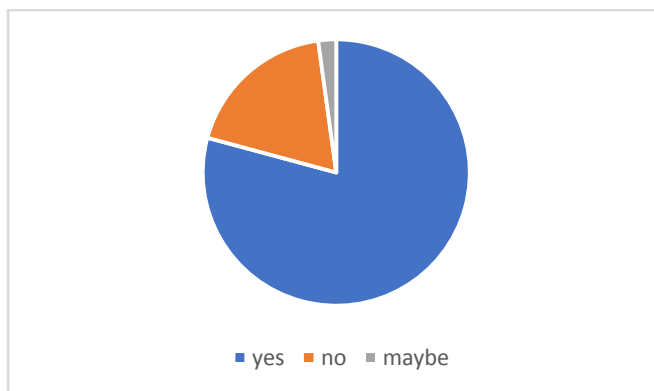
The universe considered for this study is the employees of different organizations of Vadodara city and its nearby areas. This study is exploratory in nature considering its objectives and scope of the study. Convenient sampling method is adopted in order to collect the data. Responses has been taken from 66 sample size from an organization. Primary and secondary tool of data collection have been used to collect the data for the study.

1. Division of respondents on the basis of awareness of HR practice

Table 1: Division of respondents on their awareness about HR practices

Options	Frequency	Percentage
Yes	51	77.27%
No	12	18.18%
Maybe	3	4.55%

Fig. 1- : Division of respondents on their awareness about HR practices

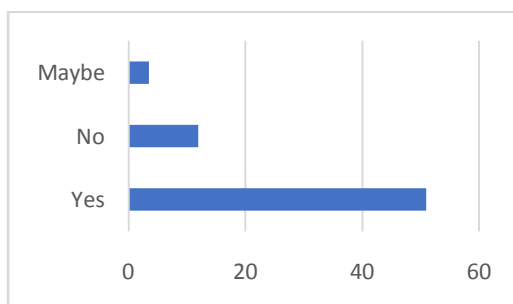


2. Division of respondents on the basis of their thoughts on does HR practices can help employees or not

Table 2: Opinion on does HR practices can help employees or not

Options	Frequency	Percentage
Yes	51	77.27%
No	12	18.18%
Maybe	4	4.55%

Fig. 2- Opinion on does HR practices can help employees or not

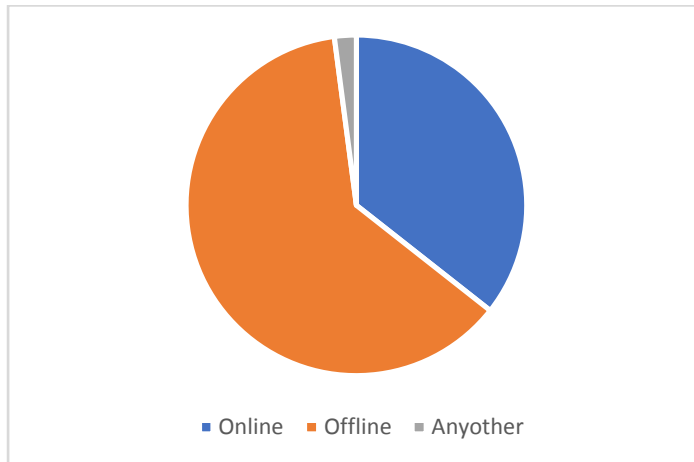


3. Division of respondents on the basis of their companies approach during pandemic

Table 3: : Division of respondents on the basis of their organization’s approach during pandemic

Options	Frequency	Percentage
Yes	24	36.36%
No	42	62.12%
Maybe	1	1.52%

Fig. 3- Division of respondents on the basis of their organization’s approach during pandemic

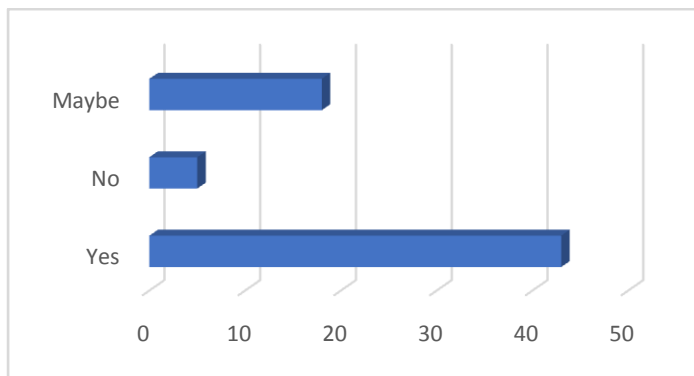


1. Division of respondents on the basis of their thoughts on should every organization follow HR practices or not

Table 4- Opinion on should organizations follow HR practices or not

Options	Frequency	Percentage
Yes	24	36.36%
No	42	62.12%
Maybe	1	1.52%

Fig. 4- Opinion on should organizations follow HR practices or not

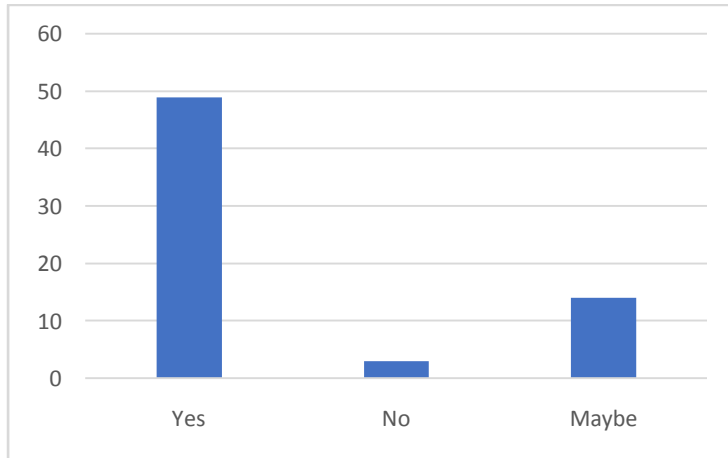


2. . Division of respondents on the basis of their thoughts on does HR practices helps organization to provide better working condition

Table 5- Opinion on does HR practices helps organizations to provide better working condition or not

Options	Frequency	Percentage
Yes	49	74.24%
No	3	4.55%
Maybe	14	21.21%

Fig.5- Opinion on does HR practices helps organizations to provide better working condition or not

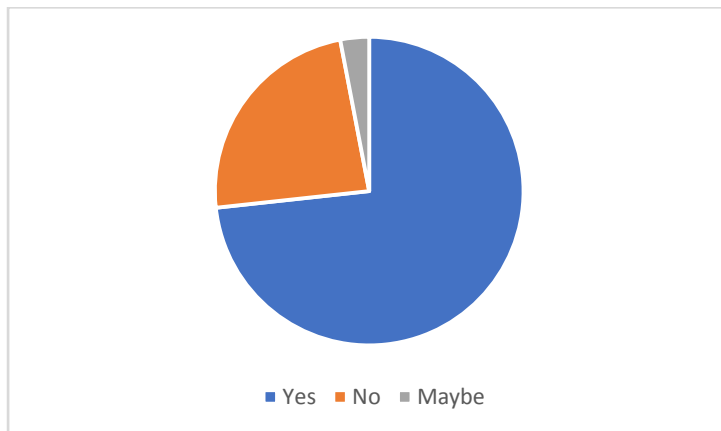


3. Division of respondents on the basis of their thoughts on does HR practices provide neutral working environment or not

Table 6- Opinion on does HR practices provides neutral working environment or not

Options	Frequency	Percentage
Yes	49	74.24%
No	3	4.55%
Maybe	14	21.21%

Fig 6-Opinion on does HR practices provides neutral working environment or not

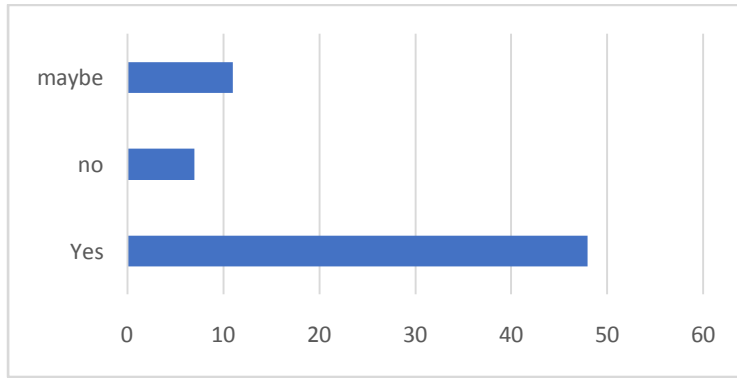


4. Division of respondents on the basis of their thoughts on did pandemic affected working condition of employees

Table 7-Views on did pandemic affected working condition of employees

Options	Frequency	Percentage
Yes	48	72.73%
No	7	10.61%
Maybe	11	16.67%

Fig. 7- Views on did pandemic affected working condition of employees

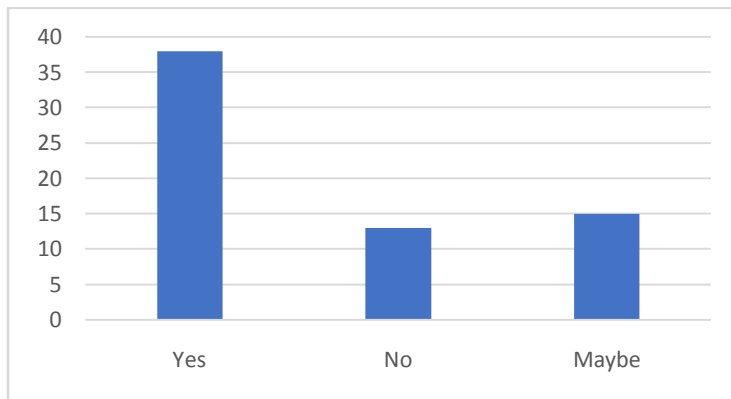


5. Division of respondents on the basis of have they seen any kind of changes in HR practices after pandemic

Table 8- Have they seen any kind of changes in HR practices after pandemic

Options	Frequency	Percentage
Yes	31	57.58%
No	38	19.07%
Maybe	15	22.73%

Fig 8 -Have they seen any kind of changes in HR practices after pandemic

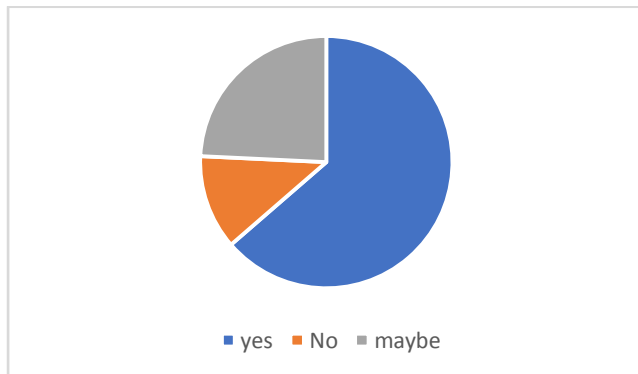


6. Division of respondents on the basis of have they seen changes in their productivity

Table 9: Have they seen any kind of change in their productivity or not

Options	Frequency	Percentage
Yes	42	63.64%
No	8	12.12%
Maybe	16	24.24%

Fig 9- Have they seen any kind of change in their productivity or not



10. Division of respondents on the basis of their opinion on did pandemic affected hiring of new employees

Table 10-Views on did pandemic affected hiring of new employees or not

Options	Frequency	Percentage
Yes	42	63.64%
No	10	15.15%
Maybe	14	21.21%

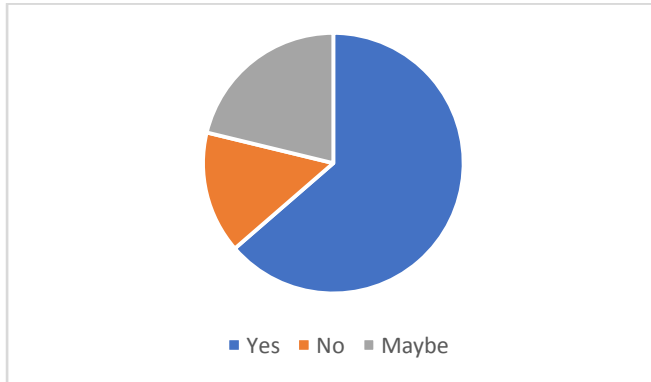
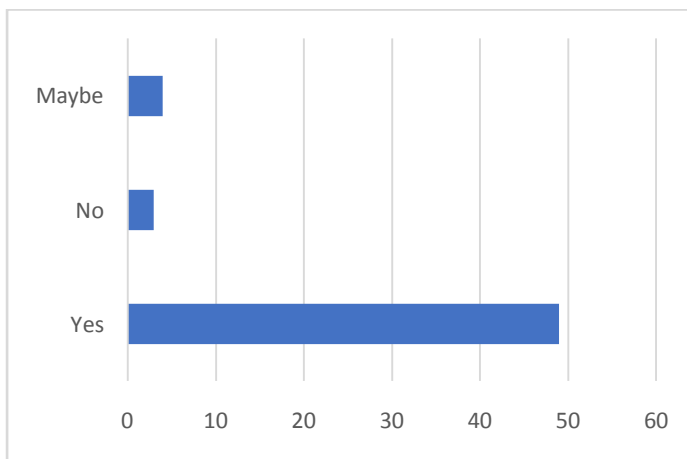
Fig 10- Views on did pandemic affected hiring of new employees or not**11. Division of respondents on the basis of their opinion on did pandemic affected the quality of newly hired or not**

Table 11- Views on did pandemic affected the quality of newly hired or not

Options	Frequency	Percentage
Yes	49	74.24%
No	3	4.55%
Maybe	4	21.21%

Fig 11- Views on did pandemic affected the quality of newly hired or not**Results and conclusion:****Result:**

- Out of all 51(77.27%) respondents are aware about HR practices
- Most of the respondents 51(77.27%) respondents thinks that HR practices can help employees
- 42(62.12%) respondents has offline working approach at their organizations
- Out of all 53(65.15%) respondents thinks that every organization should follow HR practices
- 49(74.24%) respondents thinks that HR practices can help organizations to provide better working environment
- Out of all 51.52% respondents thinks that HR practices provides neutral working environment in organization.

- 72.73% respondents think that pandemic has affected working condition of employees
- 57.58% respondents think that they have seen some kind of changes in HR practices after the pandemic
- Out of 63.64% respondents thinks that they have seen changes in their productivity post pandemic
- 63.64% respondents think that pandemic has affected hiring of new employees.
- Out of all 74.24% respondents thinks that pandemic has affected quality of newly hired employees
- 54.55% respondents think that pandemic has affected working environment at the organization

Conclusion:

The purpose of this qualitative study was to get an idea about how aware employees are about HR practices, how it can be helpful to them and to the organization, what are the different types of HR practices are there. Changes in working situation after pandemic has been really difficult to adapt for all of us by this study researcher got to know about how different employees and organization have been dealing with such situations and at the last by asking for their suggestion's researcher got to know about their point of view on this particular topic. Asking for suggestions from respondents helps researcher to get idea about their research study where they were missing something, where they should have added something and to make research more perfect in professional manner.

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