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## **TO STUDY ON CHALLENGES FACED BY HUMAN RESOURCE DEPARTMENT DURING COVID-19 PANDEMIC**

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### **ABSTRACT**

In the following pages is given a study on “challenges faced by human resource department during covid-19 pandemic” which researcher has conducted in many organizations at Vadodara, Palej Gujarat. This study has been discussed studies about the different types of challenges faced by human resources department during pandemic.

This study aims to examine the challenges and opportunities during the (COVID-19) pandemic situation. In this study, we give a different view that shows how this Corona virus affects our personal and professional lives, and how HRM (human resource management) helps their employees during this complete lockdown situation.

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### **INTRODUCTION**

A company's human resource department is responsible for properly managing the company's human resources, which are its personnel. The human resource department of a company is responsible for the training and development of its employees, who are regarded some of the firm's most valuable assets. The objective of the human resource department, sometimes known as human resources (HR), is to ensure that the company's personnel are properly managed, paid, and trained. The department is also in charge of recruiting, hiring, firing, and benefit administration.

COVID-19 is projected to have a significant influence on human resource management techniques since it directly interacts with people in the workplace. When there is a scarcity of people in a company, for example, employee recruiting and selection is always done. However, during a crisis like this, many companies' activities slow down, so instead of hiring, they usually

choose for layoff techniques. It should be mentioned that social or physical distance is recommended, and meetings are discouraged, in order to prevent the sickness from spreading. Employee recruitment and selection has always necessitated employers or recruiters meeting with potential workers to appraise them.

From the perspective of human resource management, there is a strong need to understand the impact of Coronavirus illness on employees. Furthermore, there is an intellectual challenge to solve in order to determine how the Coronavirus sickness affects personnel in a business. This research aims to investigate and describe what Coronavirus sickness is, what it is like, and how it affects employees, particularly those who are at higher risk.

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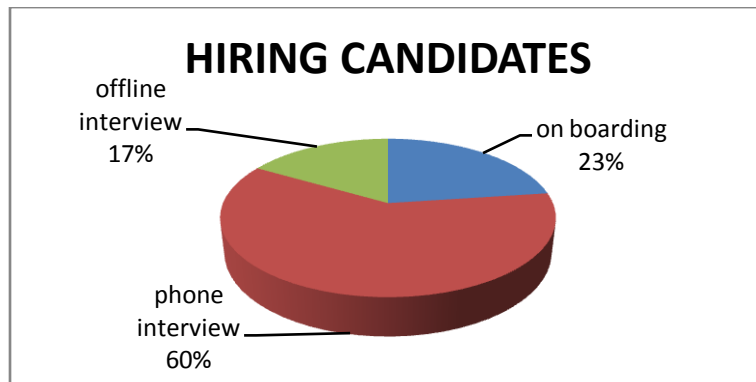
## REVIEW OF LITERATURE

- **Mohammed Salman Salim (2019).** The study focuses on identifying and resolving Covid-19 issues experienced by human resource management (HRM) in organised retail businesses while managing staff. Data for this study was gathered from a review of secondary sources, which provided practical insights into Covid-19 challenges and suggested concrete solutions to address them as soon as possible in order to ensure successful retail operations and avoid the unexpected chaos caused by the Covid-19 pandemic.
- **Salima Hamouche (2021).** The COVID-19 has shattered all organisations, creating a complex and challenging environment for managers and human resource management (HRM) practitioners who must devise innovative solutions to ensure the survival of their businesses and assist their employees in dealing with this unprecedented crisis. There are few studies on how this crisis has affected HRM.
- **Mohammed Reza Azizi (2021).** In all companies, the proliferation of COVID-19 causes disruption, uncertainty, complexity, and ambiguity. Any organization's most valuable asset is its people, who help it realise its objectives. As a result, the organisational strategy review is an acceptable reply for managing human resources sustainably.
- **Neelam Meena.** In a company, a successful on boarding procedure is a critical facilitator of the socialising process. It guarantees that the shared values, beliefs, traditions, and methods of doing things that impact how organisational members behave and differentiate the organisation from others are learnt during the first joining time. The current research provides a thorough examination of the industry's on boarding practises and sheds light on how they have changed since the COVID-19 epidemic. The impact of

the on boarding procedure on employee engagement levels was investigated by the researchers. They polled HR professionals and workers to see if there was a substantial difference between online and offline introduction sessions.

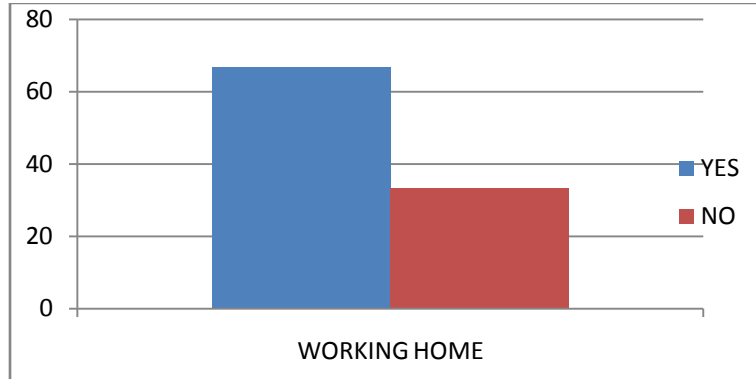
### 1. Methods used for hiring candidates at the time of covid-19.

	PARTICULARS	FREQUENCY	PERCENTAGE
	on boarding	11	22.9%
	Phone interview	29	60.4%
	Offline interview	8	16.7%
	TOTAL	48	100



### 2. Does your organization follow the work from home during pandemic?

SR.NO	PERTICULAR	FREQUENCY	PERCENTAGE
1	YES	32	66.7%
2	NO	16	33.3%
3	TOTAL	48	100



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## RESEARCH METHODOLOGY

### OBJECTIVES

- To assess the impact of Covid-19 on productivity of employees.
- To understand the challenges of employee productivity and job assurance.
- To know the health socio economic political and psychological and personal challenges faced by human resource department.

### RESEARCH DESIGN

Descriptive design because this could give detailed and explained reasons for the research problems.

### SAMPLING SIZE

The sampling size which will be selected for this research study can be around 40 employees working in an industry.

### SOURCES OF THE STUDY

Primary source and secondary source

Primary Source: Primary data collected through a questionnaire by asking closed and open ended questions.

Secondary source: It will be obtained from Articles, Journal, books, internet etc.

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## **TOOLS FOR DATA COLLECTION**

A structured questionnaire will be used for data collection which comprises both closed and open ended questions.

## **TOOLS FOR RESEARCH:**

The tools which will be used in this research are Google forms, Google docs and Microsoft word

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## **FINDINGS, SUGGESTIONS AND CONCLUSION**

### **FINDINGS**

- Majority of the respondents say that the method used for hiring at the time of Covid-19 was through phone interview.
- Majority of the respondents say that their organization follows the work from home method during pandemic.
- Majority of the respondents say that their organization follows the downsizing the time during pandemic
- Majority of the respondents say that the recruitment increased at the time of Covid-19.
- Majority of the respondents say that their organization giving training and development facility during pandemic.
- Majority of the respondents say that their organization proved helpful in diminishing the risk of the employer in this pandemic.

### **CONCLUSION**

Most industries' growth paths have come to a halt as a result of COVID-19. Despite the fact that the IT industry is maintaining with efficiency and increased stock, the accompanying complexity in functioning and reliance on other team members have led to complexities in the management process. HR managers must also develop highly integrated solutions to close loopholes in remote working and establish a welcoming, dynamic, and productive platform for controlling employee productivity.

### **SUGGESTIONS**

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- The prevalent demand for extra distant work was noted during the COVID-19 pandemic crisis, due to the fact that the potential for Covid-19 infection is heightened in work environments with a high degree of closeness and extended contacts.
  - In terms of ability-improvement procedures, it has been noticed that, in the current crisis, the system in some organisations (social and health services) might be pushed to its limits by the requirement to enhance operational capacity.
  - As far as budgetary constraints allow, HRM must collaborate with top management to continue the effort in areas like as salary, incentives, recognition, stability, and benefits.
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