



The Erratic and Unmethodical Paradigm of Professional Analogy During National Lockdown

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ABSTRACT

The world has changed dramatically over the past few months owing to the impact of the novel COVID-19 virus. This unprecedented and sudden turn of events in the form of the pandemic has shaken the economy and disrupted the way business works. Leaders are bending over backward to manage the situation. With the changing landscape of business, the leaders are searching for ways to maintain business continuity. Organizations have adopted a number of changes including the increasing use of technology to face the crisis. These undergoing changes and business transformations have also a significant impact on the business relations of which the employer-employee relationship is not an exception. The employer-employee relationship is constantly undergoing rapid translation. With the employers anxious about their jobs, research suggests that people are working harder on their workplace relationships. The increased and constant use of technology, sustainability, bottleneck competition, and changing economic norms can be some of the attributes which have defined these dynamic relationships. In the face of these radical changes, the two entities have come closer to each than before.

There is an urgent need to develop a system that considers employees as partners for growth. The human resource systems and practices need to be strategically integrated and HR strategy requires being flexible enough and reflective of changes corresponding to business dynamics. The HR systems should facilitate enabling environment leading to enhanced employee engagement, cost competitiveness, higher retention, and enhanced organizational effectiveness and profitability. The emerging trends in the employer-employee relationship need to be considered in totality and the organization needs to reinvent its people practices. This research paper tries to underline the changing dynamics of the employer-employee relationship amidst the covid-19 pandemic.

Keywords: COVID-19, lockdown, employer employee relationship

1. Introduction

The COVID-19 pandemic that originated in China on December, 19 has dramatically changed the world. At this moment the world has come to a standstill as the entire human race gets gripped by a pandemic. In the range of a couple of months, residents are mentioned to limit themselves at home to forestall the quick spread of the COVID-19 infection. In just cheeks, individuals and businesses are compelled to grapple with the basic question of survival. Associations are out of nowhere expected to scramble for ways of keeping up with business progression despite such a hazardous emergency. However, these are also testing times for everyone on how quickly we can adapt, and how differently we can think and plan which will determine how strongly we emerge from this adversity. Emergency the board and functional congruity are two similarly significant undertakings that should be in balance. This ability to quickly adapt is a fundamental trait company to remain competitive in an increasingly tumultuous environment and that extends well beyond COVID-19.

COVID 19 has brought to a fore a critical issue of managing the most critical assets of the organization- the employees. This crisis has forced business leaders to rethink their organizational models and place humans at the center. Leaders are navigating a broad range of interrelated issues that span from keeping their employees safe, reorienting operations, and integrating technologies for ensuring business continuity. Most companies aim to focus on two things first ensuring safety and second maintaining an appropriate level of operational continuity, with other actions following from this. However, this crisis time has dramatically stretched the role of an employer bringing themes more closely to their employee than ever before. The current affairs allow managers at mid and senior levels to display then leadership and decision-making skills in new ways. An employer's action in supporting well-being is critical to building and sustaining workforce resiliency. New norms about working from home are changing the ways employers and employees interact- which for many is a source of potential concern about what business as usual will look like in the future. Employers and employees need to work together to survive against all odds.

2. Research Methodology

Research Objectives

The primary objective of the research is to study and understand the changing shift in the employer-employee relationship under the impact of COVID 19. However to support the above-mentioned objective some secondary objectives were also formulated, which may be listed as:-

- Highlight the critical role played by the employer-employee relationship in business continuity and its survival.
- Assess the nature of the relationship between employer and employee.
- Study the importance of the employer-employee relationship.
- Determine how the employers are assisting their employees during this tough time.
- Analyze the role played by the employees in supporting the employers.

Research Design

The researcher intends to study the changing paradigm of the employer-employee relationship during COVID 19 and its impact on the organization.

Data collection

The data was collected primarily from the secondary sources of data such as internet, reports and related articles from journals and magazines.

3. Role of the employers

Employers have a big responsibility on their shoulders. With no clear vision strategies to move ahead, the employees are looking to their business leaders for ensuring success in sailing through the crisis. "Individuals generally recall how you affect them". This quote seems to be absolutely true with respect to employers. During this tough time, the employer should act as a backbone to cope with the technological and behavioral challenges of implementing seamless business continuity. Employers have the opportunity to keep the employees navigating this unnerving terrain through sound employee relations practices. Some of the practices adopted by the employers may be discussed under the following heads.

3.1 Effective Employee Communication

Even during this time when many businesses have ground to halt, it is critical to ensure that lines of communication between employers and employees remain open. With the diminished in-person contact that employers now have with their workforce, it is vital to have a system in the workplace that ensures staffs are equipped with the right information in order to stay safe, remain engaged with their companies, and be prepared for the work to resume. Companies need to prioritize keeping employees informed of how the business has been impacted and whether their remuneration will be affected. On one hand, transparent communication builds trust while on the other hand, it helps to target unfounded fears and address those that truly need to be confronted. However, those organizations which cannot assure the future of the company should ensure at least open and rampart communication to keep their employees informed about the company's present position and the road ahead. The right communication plan during a crisis is invaluable in avoiding any undue panic and can help to build a more engaged workforce in the long run.

3.2 Employee Assistance Program

Although the new generation has adapted to digital transformation as a mode of working, employers should look in preventing potential burnout and isolation. Unexpected business translations and the new mode of working from home may be difficult for those employees who stick to the same routine they did before work from home mandates were enacted. Employees working from home may be more susceptible to working for longer hours and at an intense phase. Coupled with the current state of crisis in the world, this routine could become very stressful. The uncertain deadlines, unsystematic, unorganized, and unprioritized way of working remotely may leave employees more anxious, frustrated, and stressed than ever before. The employees are struggling with the issues of formation of trust, connection, and mutual purpose. In times like this ensuring the physical and emotional health of the employees is very much important and forms the primary responsibility of the employer. To secure the well-being of the workforce and their state of mind, many organizations have come up with the Employee Assistant Program (EAP) which has proved to be a powerful tool in healing the employees' mental health and overcoming their anxiety. It provides the employees and their immediate family members with access to professional counseling and support services. Traditionally these EAP have assisted employers with issues like alcohol, behavior changes, interpersonal relationships, legal problems, financial difficulties, and work-life issues. It's high time for employers to continue to communicate the support available through an EAP or other emotional wellbeing programs like telemedicine. In addition to this, the employers are also seeking regular feedback so that employees' responses and challenges can be gauged on a regular basis.

3.3 Financial support

The COVID-19 pandemic is now no longer only a global health crisis but it is also a major labor market and economic crisis that is having a huge impact on people. Employers are facing unique challenges as they must balance their need for financial solvency while addressing the issues challenging their

employees. To address these adverse times, the Government of India has been preparing various strategies and action plans and has released notifications/ amendments/ circulars highlighting measures to improve the business environment in India. The central government has directed all states to mandate that employers in all industries, shops, and establishments must pay their workers without any deduction during the period of lockdown. Besides this, companies around the world across multiple sectors are providing financial aid, giving bonuses, and paid leaves, and employers are stretching themselves by not drawing salaries for the coming months. To help alleviate some of the stress, many large companies are also offering employee cash bonuses and are paying dividends in terms of employee retention and engagement. In addition to the above-mentioned measures, the employers are also providing employee's access to qualified financial planners that may assist employees with information and counsel on managing their finances.

3.4 Focusing on learning and development

Learning is a continuous process. This downtime can be seen as an opportunity for employees to learn and upgrade their skills. Employers are encouraging their employees to involve themselves in some learning programs which will leave them in a win-win situation. On one hand, the new skills will help the employees to prepare for the changes in the business speculum while on the other hand; it will enhance the productivity of the employees. Learning and development programs can also increase employee engagement and retention.

3.5 Decision Making

The emerging situation demands quick decision-making from the employers' end. However, employers need to ensure that they are not making these decisions in isolation. Involving employees in decision-making help to gain a professional and personal stake in the organization. Employers and employees must discuss in good faith the implications of COVID-19 on their working environment. Any changes made need to be agreed to by both parties. Employers and employees should collectively discuss changes that may range from workplace closing to a reduction in working hours. While this improves the relationship between employer and employee, it also encourages a strong sense of teamwork among workers.

4. Role the employees

Securing and maintaining business continuity is the collaborative responsibility of both the employer and the employee. The employer himself cannot be held accountable for ensuring success in sailing through the crisis. Thus, the employees should also recognize their responsibilities from their side of the desk. At the very outset, the employees should know about the ground rules and should have appropriate access to the resources required. The employees should be clear in their minds about the level of performance that an employer is expecting from them. Employees should be self-driven with a willingness to embrace change because change often builds a plethora of opportunities Employees should lend themselves available as team players and help others to succeed. Being a team player also help the employees to grow as an individual by sharing information and cross-training each other. It helps to discover new concepts from colleagues with different experiences.

5. Conclusion

The swift change brought about by the global pandemic is unsettling but it has also represented a valuable opportunity. Relationships are thriving- in both professional and personal spheres. It is the obligation of every individual from every association to place in their most extreme and keep up with smooth business relations. Employers should continue to monitor the situation as it develops and prepare their business by reviewing their policies and procedures and ensuring that they have a contingency plan in place. The businesses are more straightforward with their group obviously imparting how the techniques will be carried out, and how every laborer will be moved so they have a good sense of reassurance, they feel prepared and consistently went with and part of the organization. Although employers are trying hard to consider employees as partners for growth and assist them in all aspects still many employers are caught at a crossroads. While many recognize the importance of employee benefits during the uncertain environment caused by the pandemic, some feel the financial strain of the pandemic is left considering cutting expenditures such as benefits.

Enterprises that have been hit hard by Covid are searching for each mean conceivable to remain above water. In any case, managers that are making interests in benefits right currently are helping workers as well as situating themselves as a business of decision. T hats are an investment that's likely to build employee loyalty, raise engagement and enhance future productivity. While specific worries may at first stoppage progress, consistent and positive correspondence from all gatherings will assist with keeping up with everybody's spirit and watch out for worker relations as the world travels through this test.

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