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Research Article

The Impact of Human Resources Management Practice amidst COVID-19

Froilan D. Mobo

Department of Research and Development, Philippine Merchant Marine Academy, San Narciso, Zambales, Philippines

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*Corresponding author:

E-mail:

froilanmobo@gmail.com

ABSTRACT

The Novel Corona Virus COVID-19 made a huge impact in most private and government institutions with regards to their Human Resource Management Practices, especially in terms of how employees will work during the time of the pandemic. As per the Inter-Agency Task Force on COVID-19 Philippines there is a need to observe Social Distance and proper quarantine protocol to avoid from the infections of the widespread virus. The Civil Service Commission Philippines and the other government agencies release a memorandum on the operational process of manpower during the pandemic situations. As a result of their discussion they have come-up with a new approach with regards to operational procedures on Human Resources. Most of the Human Resource Management Officer arranged a Work From Home Scheme while others on a 50% capacity of manpower to report for work depending on the quarantine protocol set by regions or provinces. New Best Practices will be applied in the coming New Normal in terms of Human Resources Management Approach.

Keywords: Impact, COVID-19, Human resource management

Introduction

The Novel Corona Virus COVID-19 made a huge impact in most private and government institutions with regards to their Human Resource Management Practices, especially in terms of how employees will work during the time of the pandemic. However, Places with a higher share of employment in evidence work including management, professional and related occupations were more likely to shift toward working from home and lessen people laid off or furloughed. We find no considerable change in results between the two waves, suggesting that most changes to be isolated from

work manifested by early April. (Brynjolfsson et al., 2020). As per the Inter-Agency Task Force on COVID-19 Philippines there is a need to observe Social Distance and proper quarantine protocol to avoid from the infections of the widespread virus. The Civil Service Commission Philippines and the other government agencies release a memorandum on the operational process of manpower during the pandemic situations. There are more than one-third of firms that had employees which switches to remote work believe that it will remain more common at their company even after the COVID-19 crisis ends. (Bartik, Cullen,

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Glaeser, Luca, & Stanton, 2020). Other Institutions are doing skeletal force system just to comply with the quarantine protocol set by the Inter-Agency Task Force on Covid-19. As a result of their discussion they have come-up with a new approach with regards to operational procedures on Human Resources. employees who formerly spent their time working inside their institution’s working place now have to quickly adjust to work from home scheme or home based. Most of the Human Resource Management Officer arranged a Work From Home Scheme while others on a 50% capacity of manpower to report for work depending on the quarantine protocol set by regions or provinces. New Best Practices will be applied in the coming New Normal in terms of Human Resources Management Approach. Implementation of a system of about digital technology and Artificial intelligence to prepare our workforce to become more competent and brilliant by improving their proficiency. (Kaushik & Guleria, 2020)Possibly one of the most challenges preventing from the COVID-19 pandemic involves adjusting new and current employees to radically changed work conditions shifting to work from home environments or implementing new workplace policies and procedures to limit human contact in 50% depending on the quarantine set by the IATF in order employees do their work in safe situation. Work from home scheme is quite difficult tomorrow and even the submission of accomplishment report is difficult because you an evidence that you are really working from home. The Virtual Reality (VR) will be also handfull for many application and can be connected to all devices as a sign positive impact on Human Resources professional during the pandemic situation, (Koirala & Acharya, 2020). The solution to Human Resource Management practices during this time of pandemic is to have it digitize by using the online Google Platform such as Google Meet and Google Docs in a digital transformation cloud based application. The impacts of COVID-19 on the organization’s digital strategy as it pertains to work from home scheme. If there is anything that we have learned from current pandemic, let’s think of a strategy to work on it, (Waddill & Waddill, 2020).

The following are the specific objectives of the problem:

1. Determine the Digital Human Resource Management Strategy.
2. Determine the observations during the work from home scheme.
3. Determine its impact to the institution and the employee.

Methods

The Researcher will be using Descriptive Research Design and conduct a data gathering in different government and private institutions that practices the Human Resource Management with work from home scheme. There are 13 respondents who answered the online survey questionnaire using Google Form and the researcher will be using a quantitative method to tabulate and interpret the results.

Results and Discussion

What Digital Human Resource Management Strategy being used during Work From Home?

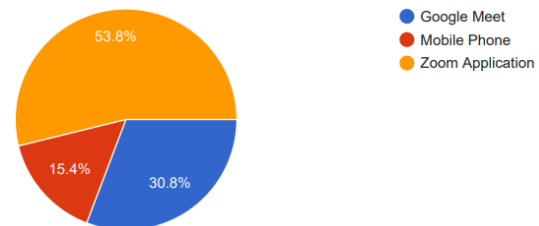


Figure 1. Shows the results of 13 respondents who answered the online survey questionnaire and generated the following results, 53.8% are using zoom application as part of their work from home arrangement then 30.8 % are using Google Meet and 15.4% are using Mobile Phone.

What are your observations during the work from home scheme?

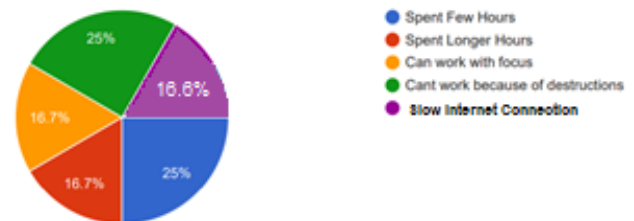


Figure 2. Shows the results of 13 respondents who answered the online survey questionnaire

and generated the following results, 25% Cannot work from home because of destructions; 25% Spent Few Hours, 16.7% Can Work with focus, 16.7% Spent Longer Hours and 16.6% has slow internet connection during work from home.

Its impact to the institution and the employee?

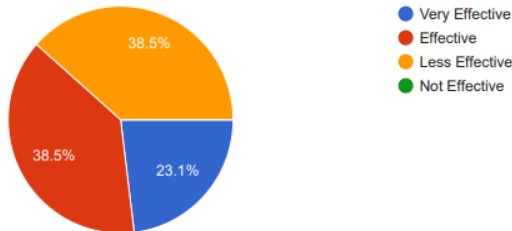


Figure 3. Shows the results of 13 respondents who answered the online survey questionnaire and generated the following results, 38.5% Says Effective, another 38.5% says Less Effective and 23.1% says Very Effective.

Conclusion

Results revealed that most of the employee are adjusting on their new digital human resource management using work from home scheme and majority says that they are at ease using the new system.

Recommendation

Further study will be conducted using the new human resource management systems.

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