

Libyan International University



Faculty of Business Administration



Contemporary issues

(The Impact of COVID-19 on HRM Practices)

How to Cite This Research Paper :

Emghieb Jasem, Elkrghli Sabri (2023), "The Impact of COVID-19 on HRM Practices", *Faculty Research Volume*, 1(12),pp. 1 -18.

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Introduction

Since COVID-19 was declared a global pandemic, most businesses have laid off staff and, as a result, lost clients, substantially reducing profitability levels due to a decrease in human resource efficiency and productivity. The primary challenges confronting most organizations today are fairly diverse, encompassing a wide variety of complex themes such as climate change, increased political instability in both developing and developed nations, and severe economic downturns. Many organizations in today's fast-paced world Marketing and human resource management issues have a significant impact on an organization's capacity to function strategically and achieve long-term success.

Definitions:

Human Resource Management (HRM): Human resource management is the process of organizing, coordinating, and managing personnel inside an organization in order to carry out the purpose, vision, and goals of that company. This involves personnel recruitment, hiring, training, compensation, retention, and motivation.

COVID_19: 'CO' stands for corona, 'VI' for a virus, and 'D' for disease. Formerly, this disease was referred to as '2019 novel coronavirus' or '2019-nCoV.' The COVID-19 virus is a new virus linked to the same family of viruses as severe acute respiratory syndrome (SARS) and some types of the common cold (Velavan & Meyer, 2020).

Research importance:

This study is extremely important to the topic of human resource management, particularly in terms of the existing and future well-being of these sectors. Due to COVID-19, the uncertainty of the human resource management department has grown, and the study results will present new ways and alternatives that can be utilized to deal with the department's "new normal". This study will also aid in predicting the future dynamics of the current COVID-19 scenario. It will also aid in understanding existing knowledge regarding the general influence of the coronavirus pandemic (COVID-19) on human resource management and marketing departments.

Theoretical Framework

Human resource management facing COVID-implications and challenges: Human resource management (HRM) is described as "the study of how people are employed, managed, and developed in businesses." COVID-19 has had a significant impact on it, creating significant challenges for managers and HRM practitioners. We'll look at the impact and difficulties of strategic HRM and working conditions, as well as HRM duties including staffing, performance management, training and development, pay management, safety and health management, and employee relations in this section. Each HRM feature is defined individually, although they may all be interrelated. This means that any change in one HRM function will have an effect on others.

Theoretical Framework

Work condition: Working conditions are critical for businesses, especially during times of crisis. For example, during the Corona virus outbreak, some organizations shut down, while others did not, including Google, which was not impacted, but rather a pandemic. He used masks and other disguises, and a Twitter firm advised its employees to work remotely. Each business has its own policy. Every action has repercussions. (Hamouchi, 2019.p31)

Literature Review

This section provides a review of previous material on HRM and COVID-19 gleaned from various peer-reviewed research or papers. The study of literature focuses primarily on the many HRM issues and possibilities related with the COVID-19 era.

According to the study conducted by ([Girma, 2021](#)) in Ethiopia in 2021 about understanding the impact of covid-19 on the practice of human resource management, as the result of the study [showed that COVID-19 led to a significant reduction in the number of recruitment and selection processes. To prevent individuals from contacting the disease, training and development programs were planned for them before the pandemic was cancelled.](#) The biggest option, online training, cannot be used by all companies due to the lack of infrastructure. Respondents questioned the effectiveness of e-learning compared to face-to-face education. Performance management has become more difficult.

Literature Review

Moreover , (Wamundila, Siakalima, Nkhowani, & Simui, 2022) According to their study about effecting the covid-19 on HRM The study's findings show that although all of the HRM functions examined, including organizational design and development, human resource management, performance management, training and development, reward management, and employee relations, reported being impacted, only two of these functions, training and development and performance management, scored significantly negatively (77% and 48%, respectively). The remaining functions, including Organization Design and Development, People Resourcing, Reward Management, and Employee Relations, received ratings of 35% or less, which show some resemblance of stability in their operations. These findings imply that HRM functions in Zambian firms may operate in a mostly stable environment and that their function within the organizations has remained steady despite ongoing problems by Covid-19.

Reflection

This research studies the impact of Covid on human resource management. 19 papers have been studied on the subject, among which were Primary data and the other Secondary data, and they were consist to qualitative and quantitative all were in the year of their study between 2020/2021/2022. And it was from different countries of the world, Including Bangladesh, Ethiopia, Slovakia and other countries. According to a study that took place In Ethiopia it appeared that showed that COVID-19 led to a significant reduction in the number of recruitment and selection processes. To prevent individuals from contacting the disease, training and development programs were planned for them before the pandemic was cancelled. In contrast to the study conducted in Slovakia According to researcher (Tomková 2021), HR processes and methods, like other human resource management sectors, are influenced by Covid-19. The influence of Covid-19 will also have an impact on the changing performance of tourist enterprises in Slovakia. According to these studies, there was a complete difference of opinion among researchers, as the study in Ethiopia was studying the concerns of the company's employees from external factors, whereas the study in Slovakia was studying how human resources and management should study the situation in order to continue working.

conclusion

During the Covid-19 period, the resource department recognized how to think about the future and how to deal with any future pandemics, how to make the customer conservative about work and how the company keeps the customer, studies such as safety and the surrounding environment that contribute significantly to increasing the company's continuity.

Methodology

This paper is planned to review the existing literature available on the impact of covid-19 on HRM practices. The paper is based on secondary data obtained through articles, journals, research papers, and various literature studies of different authors which can be further explored and furnished by primary data.

Implication and Recommendation

Libyan organizations may consider using electronic human resource management (e-HRM) to automate HR tasks such as employee recruitment and selection, employee training and development, employee compensation and reward, and performance assessment management, among others. This will aid in avoiding unwanted encounters that might lead to the transmission of COVID-19 or any other epidemics in the future.

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