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सपादक

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इतिहास विभाग,

अलिगढ़ मुस्लिम विश्वविद्यालय, अलीगढ़

प्रबन्धक सपादक

श्याम महर्षि



मरुभूमि शोध संस्थान

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**JOB LOSSES DUE TO COVID-19 AND ITS' IMPACT ON HUMAN RESOURCE
DEVELOPMENT & BUSINESS SUSTAINABILITY**

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Abstract

The paper tried to gauge the impact of Covid-19 on the "Job loss of employee due to covid-19 and its impact on Human Resource Development and business Sustainability". The pandemic has created worldwide instability in all segment of life. Companies are facing problems and trying for amicable solution to reduce the losses in terms of job and business. Due to pandemic situation the HR manager in manufacturing sector, where work from home policy never thought of are facing challenges in managing work of their employee as well as safety of employee at workplace. Manufacturing sector seldom thought of this type of working situation till now, so sudden change in operation process attract many changes in policies and solution for the occurrence of unprecedented situation. They are trying to streamlining to how to assign work to employees on remote resources and maintain their maximum productivity, keep their moral high along with their mental stability to face the challenges. There are many organization successfully change their way and quickly acquainted with the new normal with small tweak in existing policy. But there are many companies and sectors has badly hit and seeing the huge impact of this pandemic and put a question on survival of many SME'S and MSME'S. There are few companies has led the example but they are certainly not in a big numbers. We have seen many well-known companies have done the downsizing of their employee strength to meet their sustainability. The attempt is made to find the extent of impact of Human Resource and Business sustainability during this pandemic.

Keywords: Job Loss, Sustainability, Human Resource Development

Introduction:

The sudden rise of this virus has completely jeopardized the world activities (Economic and Human) to very large extent. The covid-19 pandemic initiated from very small town but over the time it engrossed the complete world. In no given time the virus has seen the growth multifold in many countries with large number of fatality. Since there is no remedy in terms of vaccine or medicine countries left with no option but to put everybody under lockdown. We have seen no human movement, so no production activity. Not all countries had implemented stringent lockdown as India but it was a sizable days. Since India has huge population and constraint of medical facilities available government could not do much then to implement complete lockdown for 3 months and partial for almost 2 months to keep the virus under the check. As on today in spite of unlocking Inter State Buses, Airlines and Trains are not functional freely for passenger transport. This has completely paralyzed economic front of our economy. All sectors are facing various challenges to normalize their operations and sustain their business for longer period.

The pandemic has changed the equation of HR function completely. The health and safety of employee has become priority with maintaining the moral high. This has raised the emphasis on the "human relation" aspect of the HR operation. At the middle of a rapid huge health crisis, HR operation facing challenges in communicating SOP's for safety and secure protocols, hygiene practices, emergency time numbers, list of different hospitals(if required), guidelines and procedure for quarantining and isolating of employee if get affected, and much more. Many organizations tried to do their best by extending the help to their employees how to handle stress and insecurity by conducting digital sessions for their employees to improve wellness and motivation.

This situation has made situation more volatile and created the environment of uncertainty. Lack of demand has hampered the industrial production. Many SMSE either closed or on the verge of

closure as sustainability is a big challenge. Many big organizations declared the layoff for their employees. The situation is so grim we see in the news so many job losses or the business are shut down for uncertain period of time these results the huge downward fall of economic growth of the country, which obviously takes time to recover them or to generate again employment for the country.

This situation pushed the unemployment level at peak where decline of contractual employee, layoff, few permanent employee lost job, salary/pay cut, Retrenchment are the unwilling option for the organization to undertake to fulfill their variable cost of the business.

The Indian government takes initiatives toward different regulation and policies specially to boost up the Indian job market and to develop business of new as well as old business to keep them again on track by various policies like Atmanirbhar Bharat, Decrease dependence on Import and Increase Export to other countries.

For organization employee safety has been became prime concern now, and HR team with their other function here needs to define different method to ensuring safety of employees and social gap complication at factories, carry on to function. Concern part for Regular disinfection of working place, premises, offices, transportation and colonies which has become a crucial component of keeping employees securely. The purchases of masks, hand washer, and sanitizers procure from the market should be mandatory to make safe their employee.

Challenges of HR Department during covid-19 pandemic

Binding respect and trust between organization and employee will be a chief concern for HR today. Here are some points that justify the statement are as below:-

1. Employee Engagement

The final goal of company is the productivity from their employees. Today's challenging task to keep the employees engaged when employee are working remotely, due to crisis. The task of HR goes harder to keeping every employee on the same place which might be tough. With remote working (digitally), it is harder to follow a routine and even except a systematic workflow. It became difficult to contact which are teams cross-functional, they have less power to manage them properly.

2. Rapid policy change

There is urgent need to address immediate change in policy to address issues related to COVID-19 or pandemic. During this period the communication channel should be fast enough to convey their staff when there are any significant policy changes done (Lockdown and Unlock Guidelines) as per government guidelines. HR should take initiative to engage its employees in various in-house and external webinars to keep their mental health positive during this period. It is also necessary for HR to interact with employees and guide them on with advice and the tools necessary to get through the business disruption that they are experiencing and reduce the fear of uncertainty.

3. Temporary Employees Management:-

During such situation an effective tool of the companies is to reduce the temporary or contract employment, which they cut across variety of segments of manpower. Companies where they need low-skill or manual job this temporary employment pattern is used, contrary professional staffing used for high skills jobs. In slow down the first hit is faced by Temporary or contract employees.

4. Layoff Leave & working Compensatory:-

In down turn of business companies use the layoff leave as a tool where companies notify employees to go for compulsory leave without pay instead to retrench or permanent layoff them. Employees are called back on payroll later as per business viability.

Some companies are planning to have compensatory working for the lock down days as there was a large backlog of work pending to be completed post-lock-down aligning with permissible limit of the employee as per the unlock guidelines of the government.

5. Hold on Performance Pay / Bonus:

Many companies have hold back, postponed or ruled out the fringe benefits such as performance pay and bonuses except benefits mandatory by the law.

6. Retrenchment and Termination:

Organizations periodically/occasionally mark their employees and grade them in several categories for the purpose of promotions and increments. The company gets an opportunity to take action on low performers/ non-performers by sending them on voluntary detachment rather than termination.

In such downturn scenario, such activities across the line might be accidently accelerate. Some businesses may like to shut down their non-core/ non-performing segments of offices or divisions. Many companies after evaluating the consequences of the pandemic took the decision to close the branches post-lock-down. Many mid-sized companies who have poor cash-flows or bleak economic outcome are already resorting to this means.

7. Re-location and Career transitioning:-

Few companies though carried out down-sizing drive given all possible help to set of 'would be left-out' employees by adopting relocation or career transitioning opportunities. They have given consultants support to the employees through counseling, identifying career opportunities to them in the better possible manner while the fee or payment is paid through the company itself.

8. Temporary Shutdown/Suspension of Operations:

Big companies have their multiple manufacturing plants location around the world. There is a complete possibility that to reduce the operational or variable cost they may opt for temporary shutdown or suspension of operations to one or more than one plants to minimize their variables and manpower cost, as subject to the local laws in the respective country.

9. Employee Communications:

Human Resources plays vital role in every organization. But during such critical conditions role of HR becomes extremely important as they are mediator in communication tough decisions to the employees. Any such decisions mentioned above could impact employee morale and shake the confidence on management. Therefore there is a need to take employees into confidence and after proper counseling reach to final decision otherwise, any it may backfire. Hence, two way good communication plays vital role in such phase.

10. Manual of HR Policies and Procedure:

This situation one of its' kind has surfaced suddenly when all the people are off guard. This has compelled all companies to re-look on their HR policies and evaluate the points to be incorporated to face such challenges in the future. HR needs include the provision of WFH, Covid policy and new safety and security norms during pandemic in new HR policy. IT sector has WFH but manufacturing and other sectors never thought of this before.

Is it time for the collaboration of humans and technology?

Service Now's response fell into three urgent areas:

1. Communication
2. Remote work and
3. Reporting.
4. Mental health, resilience, family support, and dealing with uncertainty.

Only 5% of HR Professionals expected their organization to increase its workforce during the time of COVID. They also want supporting resources such as laptops for work, a steady internet connection, printers and headset etc., to complete their day-to-day tasks and assignments. A report by a leading financial newspaper said India's IT services could freeze pay hikes and cut bonuses to cope with the losses it bears due to the Covid-19 pandemic.

EXAMPLE:-

Like Google has decided to confirmation late or delaying employee performance reviews and promotions reason behind this the corona virus pandemic.

Apollo Tyres announced that their top management will going to take a cut in compensation, the range of 15% to 25%.

State-run Air India has announced that they decided to reduce the employee allowances.

With the current disturbance in the industrial work, traditional ways of working has become story of the past. The present and future of IT companies committed for remote working with minimum investment save the infrastructural cost. It is significant for HR to reconstruct the policies and processes taking into consideration the new normal.

Flexible working management required like Location, working hour, employee productivity and efficiency. All organizations integral part of organization is the remote working.

This situation may give rise to more numbers of contractual jobs. On other side organizational workforce should think that they got an opportunity to upgrade oneself and work on their own capability enhancement to remain competitive.

- There is necessity to more focus on learning and development of employee to make them future-ready.

➤ **What policy change does the company required to fulfill today's needs?**

While bringing changes one does not forget the humanity and their compassion towards employee while framing the policy. To handle unforeseen situations now HR must have following instruments ready with them such as:-

1. Maintain Quick Response Team (QRT):-

Any HR person needs the people which ensure the appropriate implementation of the framed policy by the seniors. For this you need a quick response team which helps you to categorically implement the guidelines prepared and gather all the important updates. It will also take care to inform and received from all staff their concern. This task force will get all the information about new developments in employment laws and benefits; details on revised policies; guidelines to manage remote workers; information on risks related to the crisis; and need to sure about maintaining values and equity while decision-making.

2. Ensure smooth flow of two-way communication to reduce problem:- Communication and the strategy of work you make should be thoughtful, clear, precise, accurate, consistent, and as much as transparent as possible, this type of communication may build trust in among employee and internal communication team.

- Communication here is that reporting of any employee get infected by corona they may come forward without any hesitation, inform to the organization and organization should also create awareness among employees who came into contact and help them to get treated. Try to extend helping hand to the family. This two way communication flow may reduce the stress of employee.
- Be proactive in certain actions. Try to make the communication channel specific and easier by which for employee consultation becomes easier and precise.
- Make a Frequently Asked Questions (FAQ) document which easily accessible. If any changes happened immediately inform to the employees regarding changes.

3. Small Initiative toward Employee Wellness and Safety:-

- Keep constant communication with your employee, make them feel secure physically and mentally to realize them more protective and supportive by their company leaders.
- Safety is basic and essential. Be active for hygiene and safety practices. Initiate sanitization process in regular interval to make the premises clean as per government guidelines.
- Social distancing is become new normal post Covid-19. Encourage and educate the staff by educating on avoiding of unnecessary travel and group gatherings. They also been told to avoid handshakes during meetings and physical interactions, hugs etc.
- Continuously inform staff about new plan added for their benefits.

- Update your Wellness Program for employees. Inform them the new initiatives added for their benefit.

4. Reconsider Policies and Leaves

- This situation is unprecedented therefore the modified policy must incorporate the new leave structure to address such situation. There is a need to pay attention on which types of leaves needed to be added and any help required in family.
- Define new policies and do control over it to make it more helpful and precise. Such situation needs to be freely and strong communication flow between staff to leaders and vice a versa.

5. Implement Remote Work Strategies

- Social distancing is current best option presently to reduce the spread of COVID-19. If working remotely works positively, company HR should consult to IT department to enable and ensure the smooth functioning of work from home scenario.
- Communication should be active like Phone tree; everyone should know the channels of communication if any emergency occurs.
- The companies adopted new version of operation of working remotely needs new guidelines and noddle person who will guide complete process of access or help employee to resolve any problem occurs. There is need to prepare a Supervisor Guide for Managing Remote Employees and an Employee Guide for Remote Working.

6. Avoid Discrimination, Biasness and Exclusion:

- This extraordinary situation required extraordinary methods of handling it. People on job are from different caste, religion, geographic region so we need to ensure that infected employees should not feel left out and all should be treated equally. In challenging times all need to show the respect towards each other and encourage them to come forward to HR and help them to fight against such unprecedented situation. Control the spreading of virus at the premises by self-declaration and contact tracing if required to save the life of others. HR should make sure all will get support irrespective of their pay and positions.

Current Challenges of Business Due to Covid-19:-

- DO Share strategies on how to stay psychologically resilient and stable in this difficult times. But still many business uncertainties and many social and economic impacts due to this pandemic will leave long lasting effects.
- The pressure on fast pace of digital transformation, available infrastructure utilization and creation of new if required.
- Work from home process may give maximum output with some financial saving in some areas of company cost, but there are many challenges on other side WFH with some drawback i.e. the day care have been closed due to corona so parents are facing difficulty in managing their work with their young children at home. During corona banking and financial institutions were open and which are sensitive and critical in nature. Hence, personal management policy should draft considering all aspects.
- With the current disturbance in the industry working, traditional ways of working has become story of the past. The current and upcoming IT companies committed for remote working with minimum investment save the infrastructural cost and even manufacturing sector has create such infrastructure.
- It is significant for HR to reconstruct the policies and processes considering to the new normal.
- Flexibility required for working management like Locations, working hour, to be more productive and efficient.

- Make Remote working as integral part of organization.
- Organization can explore at some places employing more numbers of contractual jobs to grow and develop.
- Workforce of organization need to constantly upgrade on capability enhancement and perform their work to remain competitive.
- Such time employee focus on learning and development must be increase to make them future-ready.

Current pressure on HR Department on following aspects:-

- Challenges related to productivity or profitability, demand-supply disruption.
- The decision on employees who are on bench and new recruitments.
- New practices and method for the Virtual work zones and bringing them onboard
- Policy formulation and culture management which generate productivity in the light of the current scenario.
- Promoting e-learning is the key tool for development and new way learning in organization.
- Enable the effective tool or mechanism required to manage employee capturing time and powering virtual workplace.
- There is a need to engage current technology for fast communication which will ensure efficient implementation of practices and enhance the collaborative workspace.
- Though the situation is challenging the silver lining is that organizations quickly responded and dealt with the unprecedented fallout. Many companies had initiated work from home, implemented travel restrictions, and formed crisis management teams, which helped them, continue their operations cohesively.
- We can observe that government has initiated bail out packages wherever it was required to face current industry and economic challenges due Covid-19 pandemic.
- The most challenging part is how to maintain hormonal employee relation, keep their morale uplifted. As without physical proximity HR need to conduct activities to keep them stress free through various online team events or open discussions sessions with their senior leaders, even online counseling session to handle the emotional stability.
- The business activity has come to standstill and it is difficult for businesses to meet their cash-flow. During initial when severity was not known company has paid the salaries to the employee but over the period they started facing issues to generate money due to non-operative period. This hit harshly to SME's and MSME's in terms of business which apparently extended to employees. Many companies who are unable to manage funds decided to rationalize/reducing compensation on temporary basis. As lockdown extended even big businesses decided for restructuring of compensation where fixed component has minimum share & maximum share has converted to variable. The variable pay has connected to productivity and performance parameters. This has eased some burden of the fixed cost; this will help them in achieving their desired productivity and targets.

THE COMPANIES SUCESSFULLY MANAGED THEIR BUSINESS AND CHANGES IN POLICIES:-

1. -DHL Freight (France): protection, Anticipation, and communication.

The key priority of HR DHL Freight France has been safety and protection of their employee and their loved ones as they carried their work. This priority of policy has been given via plan which divided into three threads are:-

- **Anticipation:**

DHL Freight Management, consistently monitoring the development and growth of COVID-19. Employees have been announced to apply "barrier & distances" to prevent the spread of a corona virus. Traveling guidelines & policies have been issued to control risk. IT teams have been anticipated the introduction for telephonic working for all "at-risk" employees with. In addition, an emergency team made up of among all members of Executive Management they met daily to discuss and then adopt the necessary measures by them.

- **Protection:**

Telephonic working has been systematically, organized introduced for protection of employees. For employees who might not able to telework due to their duties, DHL Freight introduced additional hygiene measures for guarantee safety.

- **Communication:**

A communication plan during COVID-19 pandemic has been set up, with all usable and up dated information which circulated to employees. An email address created for employee questions had set up to ensure all concern had answered.

2. Coca-Cola: Information, support and aid

The COVID-19 outcome has had an important impact on employees at The Coca-Cola Company manage their work as well as life in a every situation. The HR teams focused on the following areas for action are as follow:

Employee should well inform and aligned from the business point of view the regular conversations with managers, virtual team or cloud meetings, "Town Hall" meetings and Q&A sessions with different leaders. This has shared special videos, newsletters and based content in an intranet and actively used those, internal communications as well as social media and learned employees that how to use them.

Help for flexible times

The Coca-Cola Employee own Disaster Relief Fund was created before several years ago, so the employees might help other employees who would suffering by the pandemic. This type of fund is a simple way for employees to help each other by individual donations.

3. Infosys (Switzerland): Wellbeing, continuity and community action

Infosys' HR response toward COVID-19 has been focus prior on the safety of their employees worldwide and the group they live and work in. Their actionable plans are:

- Staff well-being and Employee safety.
- All restriction like non-essential traveling, near by 70% of employees enabled and adopted work from home and maintain their social distancing.
- Important business continuity plans
- Crucial steps to ensure operational functioning, taking permit and guidance from local governments, observation and monitoring the evolving or situation changes in 24*7 and informing daily brief information to the CEO.
- Expanding support to group through the Infosys Foundation, Let's take an example in future they have started learning platforms in the US for teachers to restart schooling for students from home. In India, they get partnered with the Government to help for medical facility also.

4. Covestro (China): Timeliness, agility and empowerment

HR priorities of Covestro China had all around timeliness, agility and empowerment. A huge set of loss and crisis management procedures are proper at place and due to this have enabled the company for better decisions in this difficult situation.

As early mid of January, Covestro which had provided timely updates about the corona virus and self-prevention, safety measures for their employees on Chinese New Year.

The organization had set-up of China Crisis Management Team who had agility and activeness for continuous and strong collaboration for better efficiency and reactive speed.

The company empowered their employees, through collecting their ideas by sharing short questionnaires on digital platform like We Chat, Corporate Channel. Which covered topics such as health conditions near you and possible contact with infected patients? These analytics will help in support for evolution of the perfect time for the safe and secure resumption of work.

5. Takeda (Brazil): Understanding productivity, limiting stress

The HR team at Takeda's offices which is in Brazil has been prioritizing the mental health level of their workforce, with experienced leaders as mentor to interact and consult effectively with its teams during socially isolation.

Engaging the employees to make them understand how to be productive during the situation:-

Availability of set up for work from home, in terms of routine, breaks, organization and how and when to handle virtual meetings and action on that.

- Employee well-being during this time specially working from home. Through providing guidelines and counseling to employees for how they could take care of themselves. Those includes employee encouraging, motivating them to use a Desk Yogi. These platform was introduced by Takeda and links for online training connected to well-being, how to deal with stress and anxiety and related issues.

6. BAT (France): Communicating early, often, and informally

BAT France's HR team had focused on early, regular and future communication with their employees.

- A communication plan had been set up in January, just before the starting or arrival of the corona virus in France. When this epidemic came in Europe, BAT France quickly communicated health messages and the government announcements to employees.
- Early action after France known about the first cases in its territory, BAT France strictly advised to their employees to work from home as much as possible from the starting of March. They scheduled every week video conference interaction was introduced, which bringing together the management and all employees.
- The HR team dedicated ensured to provide employee daily update through internal communications losses evolved. Managers were instructed to help in slightly formal ways. That means creating more closeness to their teams and flexible and easy in managing working time schedule, especially for employees who have their young children.
- **Impact on Employee across the Sector Due to COVID-19 Pandemic:**

Introduction

The pandemic has put the world into uncharted territory. Experts believe that Covid-19 may put significant impact on revenue around USD 180 billion on Indian IT sector. The silver lining is that they are expected it to be a short-term challenge for the IT industry. Though they believe that IT spending will dip initially in 2020 but IT companies will gradually see a rise in market opportunities, especially the product companies. The demand for remote working would grow the demand for automation and collaboration tools and increase the shift to cloud computing. It is imperative to keep employees motivated and enthused to achieve this future together. In these times, human resources (HR) department is tasked with ensuring adequate enablement and engagement of teams while also preparing for some hard decisions.

The organizations which were prepared for the work from home were better equipped to deal with the nationwide situation without any significant impact on productivity.

Manufacturing industry has been hit in many ways due to the Corona effect. To begin with, lower production, due to lower off take.

➤ **The COVID-19 : Lockdown and the Indian Manufacturing Industry**

(A) Manufacturing Sector:-

The country's manufacturing sector activity recorded another sharp decline in business operations during May as flow of new orders placed with producers continued to fall after

April's record contraction, leading firms to cut jobs at the quickest pace on record, mentioned in monthly industrial survey conducted during pandemic.

Going ahead, Indian manufacturers remained optimistic towards the one-year business outlook in May.

- Due COVID-19 in factories has suspended the collective bargaining agreements and cancellation of wage increases, manufacturing sector for worker.
- Two months of lockdown have severely hit the demand and a components industry has initiated deep salary cuts and a majority of temporary workers have been laid off from their job.

1. Automobile sector

Auto component sector may see worst hit in terms of huge job losses if the automotive sector continues to face headwinds due to sharp slide in demand amid corona virus pandemic. With slash in demand and already build excess capacities will severely hit the sector. The auto component makers would have to cut down on their workforce in order to keep their businesses afloat.

The estimated figures are:

- ❖ In automobile sector 3.5 lakh job losses.
- ❖ Number of employee layoff 20-30lakh.
- ❖ 50% work from home
- ❖ Opportunities during time are Domestic Sourcing infrastructure, Digital & Drone connect.

S. No.	Numbers of employee Layoff	Employee job loss	New Method of working	Employee salary loss/Pay cut	Opportunity
1.	20-30Lakh	3.5lakh	50 % work from home	-	Domestic Sourcing infrastructure , Digital & Drone connect

COMPANIES NAME:-

S. NO.	Name of company	NO. of employee Layoff /Retrenchment	Employee job loss/Job cut	Method of working	Employee Salary loss /pay cut	Opportunity
1.	Maruti Suzuki	Temporary cut 6% workforce.	Temporary 3000 job cut , 10,000 losing job.	Work from home	-	Strong scope of EV'S
2.	FORD	-	7000 job cut 20% senior manager	WFH	10% global salaried cut workforce	Price Diesel powered vehicles
3.	RENAULT INDIA	No layoff	No job loss	WFH	-	Digital & drone connect
4.	MAHINDRA	-	1500 job cutting	WFH	-	Price Diesel powered vehicles
5.	TATA Motors	May planning for layoff may not be.	1100 job cut (Jaguar)	WFH	20% pay cut	Strong scope of EV'S

- There is no cut down in production at Ford plant in Chennai and employee are working under strict safety and hygiene guidelines," in automobile sector.

2. Textile Industry:-

There could be as many as 1 crore job cuts in the textiles sector, which has been severely hit by the ongoing lockdown, if there is no support and revival package from the government, according textile industry body Clothing Manufacturers Association of India.

S. NO.	Number of employee Layoff	Employee job loss/job cut	New Method of working	Employee salary loss/Pay cut	Opportunity
1.	31% layoff	1crore job cut	No export of fabrics, shutdown of factory	-	Hydrophilic, Anti-Odour, Anti sweating, Oil release.

- Number of employee layoff is 31% in textile industry.
- There could be as many as 1crore job cuts in the textiles sector.
- No export of fabrics, shutdown of factory.
- Opportunities are Hydrophilic, Anti-odour, Anti sweating, oil release.

Companies name:-

S. NO.	Name of company	NO. of employee Layoff /Retrenchment	Employee job loss/Job cut	Method of working	Employee Salary loss /pay cut	Opportunity
1.	Raymond Ltd.	1100 employee retrenchment claimed.	-	-	65% Salary cut	-
2.	Trident Ltd.	35000 layoff	-	Emergency production, WFH	-	Makes Mask, Patient Bad sheet, Towel.
3.	KPR Mill Ltd.	Nearly 2000 layoff	25% job loss	Emergency production, WFH	-	Cotton fabrics & Yarn Market will increase 20%.

3. PHARMACEUTICAL COMPANIES:-

Edelweiss Securities says the novel corona virus, or COVID-19, pandemic has caused severe supply-side disruptions in various sectors, earnings will be cut by 10-15%. Pharma as a sector has emerged as a strong contender to drive the next leg of rally, whenever it comes. In anticipation, pharma stocks have seen a huge run up in the last 10 days. This is not just true for India, but globally too pharma companies have performed well. While in the short term, most companies will bounce back from the last 5 year of underperformance, this time around, the leader will be different.

S. NO.	NO. of employee Layoff /Retrenchment	Employee job loss/Job cut	Method of working	Employee Salary loss /pay cut	Opportunity
1.	57% temporary layoff, 21% permanent for 2 year	136 jobs are at risks,32% Job cuts	WFH	-	Skype, Digitalization, evolutionary phase.

- 57% temporary layoff, 21% permanent for 2 year.
- 136 jobs are at risk, 32% job cut.
- Work from home.
- Opportunities are Skype, Digitalization, and Evolutionary phase.

Companies' Names:-

S. NO.	Name of company	NO. of employee Layoff /Retrenchment	Employee job loss/Job cut	Method of working	Employee Salary loss /pay cut	Opportunity
1.	Sun Pharma	-	350 job cut	WFH	4 million Job loss	-
2.	Cipla	Not to layoff	15200 job loss included 1300 managers	WFM	-	-
3.	Dr. Reddy's Laboratories	Retrenched 100 employee	30,000 job loss	WFH	-	Medicines, Drugs for Covid-19 infections.

4. Electronic Companies:-

Massive unemployment had started hitting urban India. For many sectors, the worst is yet to come. Thousands of young Indians are losing jobs, most with minimal notice, in a country without formal safety net. Here's the data that frames this economic and social crisis. Total Manpower in the telecom sector is approximately 20 lakhs.

- Some factories have been closed down, the important electronics production hubs where 13,000 workers have been laid off. Many of these workers didn't receive the severance pay as mandated by law.
- India: Factory threatens non-payment of wages to electronics' workers not returning to work despite unsafe working conditions.

S. NO.	NO. of employee Layoff/Retrenchment	Employee job loss/Job cut	Method of working	Employee Salary loss /pay cut	Opportunity
1.	1200 layoff jobs	9 million job loss	WFH	No job cut	-

- 1200 layoff jobs in electronic sectors.
- 9 million job loss due to corona lockdown
- Medium of work is work from home.
- There is no job cut in electronic sector.

> Companies Name:-

S. NO.	Name of company	NO. of employee Layoff /Retrenchment	Employee job loss/Job cut	Method of working	Employee Salary loss /pay cut	Opportunity
1.	Bajaj Electronic	-	No job cut	WFH	10% wage cut	Launched social media campaign.
2.	Bharat Electronic Ltd.	-	25 million job loss	Emergent work	-	12000 manufacturing of ventilation, 1800 more.

5. Construction Industry:-

The overall impact of the novel corona virus, or COVID-19, on the construction sector in India has been estimated at Rs. 30,000 crore per day, an analysis by KPMG revealed. The pandemic is also likely to reduce investment in construction-related projects by 13 to 30 percent, which is likely to impact the Gross Value Added and employment.

S. NO.	NO. of employee Layoff /Retrenchment	Employee job loss/Job cut	Method of working	Employee - Salary loss /pay cut	Opportunity
1.	400 layoff	12.2crore job loss(20 Lakh from Mumbai go back to their home)	-	-	-

- 400 number of employee layoff in construction sector.
- 12.2crore job loss, 20 lakh from Mumbai goes back to their home.

> COMPANIES NAME :-

S. NO.	Name of company	NO. of employee Layoff /Retrenchment	Employee job loss/Job cut	Method of working	Employee Salary loss /pay cut	Opportunity
1.	Hindustan construction company	-	1581 job loss	-	Staff cut 10%	-
2.	Reliance Infrastructure Ltd.	-	200 Staff job cut in non-production.	-	-	-

(B) Service sector:-

Service sector is India's largest contributor of GDP. The key employment growth engine before the crisis hit, with the sector even outperforming agriculture and industrial expansion when the economy was slowing last year. The lockdown though has forced businesses offering services like ride-hailing, food delivery, hotel bookings and real estate to cut jobs in recent weeks. As per data about 122 million people were out of jobs in April alone, according to estimates by the Center for Monitoring Indian Economy Pvt.

The pandemic poses a challenge for companies such as Infosys Ltd. and Tata Consultancy Services Ltd., who are part of India's \$181-billion IT services industry that builds software and provides services to some of the world's biggest banks and retailers. While Infosys and smaller rival Wipro Ltd. refrained from projecting full-year revenue, TCS reported a 1% slip in quarterly profit.

- Number of employee layoff are 68% in service sector.
- Employee job losses are 122 Million.
- Method of working from home.
- Salary cut 73% in service.

1. Travel and Transportation:-

The travel and tourism is one of the lucrative industry in recent years which witnessed around 20 lakh people gone out of the job and an equal number are staring at job losses as many are depending on private bus and tourist taxi operators have been hit hard by the corona virus lockdown, according to the Bus & Car Operators Confederation of India (BOCI).

S. NO.	Type of company	NO. of employee Layoff /Retrenchment	Employee job loss/Job cut	Method of working	Employee Salary loss /pay cut	Opportunity
1.	Transportation	-	20lakh job loss, 4-5 crore job cut, Uber 23 % cut the job.	-	-	-
2.	OLA CAB	1400 Lay off	5000 job loss	-	50 % Pay cut	-
3.	Travel		35-40 million job cut, 15 million job loss.	-	15% without pay	-
4.	Retail Trade	Reduction in workforce.	-	-	-	-

2. IT sectors:-

In-spite of the prosperous sector it is witness that due COVID-19 pandemic has led to about 30,000 jobs being lost in the IT and BPO sectors in India, with 60,000 being sent on leave without pay (or furloughs), conversations with a number of stakeholders reveal.

The estimated number of job losses translates to about 0.68 percent of the 43.6 lakh employed by the Indian IT and BPO sectors.

But what's worse is that the conversations – with sources in NASSCOM, HR consulting firms, employee associations and IT/BPO companies – reveal that the second quarter could lead to more job losses.

S. NO.	NO. of employee Layoff /Retrenchment	Employee job loss/Job cut	Method of working	Employee Salary loss /pay cut	Opportunity
1.	1000 layoff	Linked in cut 960 jobs, 1.5lakh job loss	WFH	-	-

- Number of employee layoff is 1000 layoff in IT sector.
- Linked.in cut 960 jobs, 1.5lakh job loss.
- Method of work is from home.

Companies' Names:-

S. NO.	Name of company	NO. of employee Layoff /Retrenchment	Employee job loss/Job cut	Method of working	Employee Salary loss /pay cut	Opportunity
1.	TCS	Not layoff	No job loss	WFH	No salary cut only (15-20 cut of top management)	Discard old & leapfrog new mode of working.
2.	INFOSYS	NO layoff	No job loss	50% WFH	No salary cut	-
3.	HCL	No mass layoff	No job cut	50% WFH	No pay cut	-

4.	WIPRO	No layoff, No Retrenchment	No job cutting	WFH	No salary cut	-
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3. Banking and Financial Institution:-

Banks has played great role in light of the novel corona virus outbreak (COVID-19). They were working day and night to help people. Borrowers and businesses face job losses, slowed sales, and declining profits as the virus continues to spread around the world. Banking customers are likely to start seeking financial relief, and most of the country's central bank has come forward to help in terms of moratorium and bail out packages.

In addition to managing the direct economic impact of the corona virus, banks need to have a plan in place to protect employees and customers associated. Many banks are already starting to encourage remote working of some employees.

S. NO.	Name of company	NO. of employee Layoff /Retrenchment	Employee job loss/Job cut	Method of working	Employee Salary loss /pay cut	Opportunity
1.	HDFC Bank	Lay off 150 after performance review.	-	WFM	Pay cut may be in future	-
2.	Kodak Mahindra Bank	-	No job cut	WFH	Cut 15% Pay, cuts 10% CTC of staff.	-
3.	AXIS Bank	1800 Employee Layoff lay off	15000 Employee leave the job.	WFH	-	-
4.	India bulls housing Finance	More than 2000 Employee laid off	-	WFH	35% Pay cut	-
5.	YES Bank	392 Lays off temporary	-	WFH	30% Voluntary restriction for compensation.	-
6.	IDFC First Bank	-	-	WFH	10% Voluntary salary cut for senior Management.	-

4. Telecom Sector:-

As the global economy continues to reel from the shock and the lasting impact of the novel corona virus (COVID-19) outbreak, "work from home" and "social distancing" have become the buzzwords in today's business landscape, with the telecom sector being the invisible hand driving this shift. Remote working, video conferencing, and telecommunications technology have quickly emerged as key enablers for business operations during this lockdown, and streaming services such as Netflix have become the go to source for entertainment, putting the telecom sector in the spotlight today.

S. NO.	NO. of employee Layoff /Retrenchment	Employee job loss/Job cut	Method of working	Employee Salary loss /pay cut	Opportunity
1.	-	75000 job loses	WFH	-	-

- ICT EE workers in telecommunication, energy and healthcare divisions report a higher workload than usual due to infection of corona.

- Employee job loss is 75000 in Telecommunication sector.
- Method of working is work from home.

Companies Name:-

S. NO.	Name of company	NO. of employee Layoff /Retrenchment	Employee job loss/Job cut	Method of working	Employee Salary loss /pay cut	Opportunity
1.	Reliance Jio	5000 Layoff	5000 job cut	WFH	10-50% salary cut	-
2.	BSNL	Layoff 54000	31% job loss	WFH	-	-

- > **BSNL:-** Layoff 54000 of employee, 31% job loss, Work from home.
- > **Reliance Jio:-** Lay off 5000, Job loss 5000, Work from home, 10-15% salary cut of employee.

5. Hotel and Restaurant:-

The impact of the virus is worst hit this Industry. As all transaction was stand still due to lock down and people were not allowed to travel, sit and eat at restaurants the financial loss to this industry is long lasting. Though the reopening of activity started still this sector is not gear up in full swing due to virus is not yet off the screen. The impact of this situation is likely to erode the blended nationwide occupancy (in calendar year 2020) by about 18% to 20%, while the blended nationwide ADR may see a drop of 12% to 14% this year, the report states.

S. NO.	NO. of employee Layoff /Retrenchment	Employee job loss/Job cut	Method of working	Employee Salary loss /pay cut	Opportunity
1.	80% Retrenchment	4Crore Job loss	WFH	50% Pay cut	-

- Retrenchment 80% in the hotel & Restaurant.
- Employee job losses are 4crore.
- Work from home method.
- 50% pay cut in Restaurant.

Companies Name :-

S. NO.	Name of company	NO. of employee Layoff /Retrenchment	Employee job loss/Job cut	Method of working	Employee Salary loss /pay cut	Opportunity
1.	ZOMATO	500 layoff	150 job loss	-	50% Pay cut	-
2.	UBER	600 layoff	3700 Job cut	-	50% Pay cut	-
3.	OYO	3000 Layoff	360 Employee job loss	-	50% Pay cut	-
4.	Book My Show	270 layoff	-	-	18% of its staff pay cut	-
5.	Restaurant	-	20lakh job loss	-	-	-

Conclusion

The world-wide the virus has devastating foot print, but it is evident that business leaders and HR at their best able to adapt to the massive new challenges of COVID-19. They are already demonstrating great HR practices in every aspect they did before and after the pandemic processes. Over the years ahead, organizations are set to extend their priorities on how they have addressed the challenges of this crisis.

We have seen the way employers are extending their people strategies supportive to employees during pandemic. They ensure to address career and professional issues for their employees

remains a core HR focus but still is not enough. Connect to each individual's needs in during the pandemic moment that has gain more attention, such as family needs, health and mental support. Many companies set an example by caring for society at a large. This covers not only the employee but also contractors, clients, suppliers, shareholders and the broader community. COVID-19 has accelerated the path of change for HR. It has been impressive to see response by some top management across the world in attempts to safeguard their employees as they go for everyday working. These best practices demonstrated their willingness to share those ideals in solidarity and to serve society.

Other important areas of concern are connected to maintaining healthy employee relation, uplift their morale. The challenge was when they are without physical proximity the option available to carry online activities conducted like team events or open discussions with their senior leaders and counselor.

- The situation sees more companies are planning for rationalize/reducing compensation for temporary basis. Certainly observed more companies are trying for restructuring compensation to such a way which has minimum low fixed pay share & maximum share of variable pay share. The variable pay is mostly connected to productivity and performance parameters. It is expected that this will help in reducing the fixed cost which is burden of the organizations and possible for them to save cost and improve the productivity and targets.
 - India faces a huge economy down break due to corona virus pandemic.
 - Due to lockdown the unorganized sector work go back to their home.
 - Might the situation take time to get improved till then the industries have to face several problems.
 - Unemployment grab back to Indian job market due to covid-19
 - Employers are cutting the jobs of employee to manage their cost.
 - Workers are getting afraid of the situation and get concern for their future work for the unexpected period of time.
 - Employer due to the lockdown trying to cutting the pay/salary of employee to get rid of loss in the year 2020.
 - Imbalance work has been taken off due to corona time.
 - There are companies who are changing their policies according to the demand of situation.

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