

# IMPORTANCE OF HUMAN RESOURCES: CHALLENGES AND SOLUTIONS OF COVID-19

**Dr. Harishchandra M. Kamdi**

Head, Department of Commerce, Adarsh College of Arts and Commerce, Desaiganj (Wadsa) (M.S)

*Abstract - The management of human resources is an independent, distinct, distinctive and more important branch of industrial management. This discipline is related to the workforce working in the organization at the enterprise level, from the managing director to the simple novice workers. In order to achieve the objectives of the initiative, all types of individuals working in the organization come under the purview of this particular branch of knowledge. The contribution of the workforce should be maximum, the efficiency of the workforce should be excellent, the right people should be selected and given the opportunity to do the right thing, the working people should do their work promptly and faithfully, they should be paid their wages Not to be outdone, workers' grievances are addressed promptly. The concept of human resource management involves all the efforts made at various levels of management to ensure that all the management and workers remain friendly and constructive and that the progress of the industry, the prosperity of the industrialists and the welfare of all those working in the enterprise is achieved in a coordinated manner.*

**Keywords - Human Resources, Research, Global Epidemic, Covid-19, Remote Work, Corona Virus**

## **INTRODUCTION**

Human resource management is one of the most important branches in the 21st century. There is no doubt about this in modern times. Human resource management is the management of human resources. Human resources have an important place in all types of organization. In today's global epidemic situation of Kovid-19, the Department of Human Resources has made changes in human resources. The HR department needs to be extremely aware of human resource issues. Many services and facilities are provided to the employees by the HR department of the enterprise or company. The experience of many industries and employees is that the business in which HR operates and controls effectively does not have to look back. In the global epidemic of Covid-19, the HR department has become more important. Covid-19 is abbreviated as Corona virus disease (2019). Covid-19 is a contagious disease. Which is caused by Acute Respiratory Syndrome (SRS).

## **IMPORTANCE OF HUMAN RESOURCES**

### **1. The most important challenge for managers**

These machines do not work automatically, even if modern equipment is used in the production process. The productivity of the machine depends on the efficiency and skill of the workers operating the machine. The best quality raw material is required to produce the best quality product. But if this raw material falls into the hands of inefficient and irresponsible employees, the quality of the product will not remain unchanged. Even if the product has a wide and specific market, it will be sold only if it is available to the customers at the right time, in the right format, at the right price and in the right way. Otherwise there will be no sale. Management does not even realize the existence of human factors, but it is precisely this factor that is most important. No manufacturer, entrepreneur, professional or manager can succeed by ignoring the human factor. At present, in the event of an epidemic of Kovid-19, every worker or employee is fleeing to his village, in which case the management of the factory, industry or business is becoming more and more difficult due to the small number of workers.

## **2. The complex nature of the question of getting work done by employees**

Managers' success does not depend on the privileges they receive and the privileges they receive. So their success depends mainly on how they are managed by all the employees working in their enterprise. The physical, intellectual and mental differences between employees, the spread of education, the changing social environment, the growing power of trade unions, the intense awareness of self-identity in the minds of employees, the special importance of social and mental matters as well as human relationships, Due to the global epidemic of Covid-19, the issue of hiring workers is becoming more complicated than ever. Managers cannot fulfill their casual responsibilities without recognizing the importance of human factors or human resource management in the management process, planning and implementing policies accordingly, and implementing decisions accordingly.

## **3. Urgency to make proper use of manpower to increase the competitiveness of the enterprise:**

In modern times, even in developing countries, the rapid growth of industry and the rapid production of goods have created intense competition in the market. Although a factory may be more competitive than others due to its abundance of capital, up-to-date machinery and excellent raw materials, this situation cannot be sustained at all. Labor productivity is high if there are proper, efficient, skilled, responsible and satisfied employees. Not every factory owner and manager who aspires to be successful in business can ignore the proper use of human resources or manpower.

## **OBJECTIVES OF HUMAN RESOURCE MANAGEMENT**

### **1. Proper use of human resources**

Human resource management is primarily concerned with the human components of the enterprise. These factors are very different physically and mentally. Therefore, it is necessary to use the employees properly. A planned program is prepared for this.

### **2. Encouraging employees to express their own reaction**

Employees analyze every action in the business from their own point of view. Reacts on his own and urges other colleagues to do the same.

### **3. Creating commitment in the employees**

The main objective of human resource management is to show proper respect for each and every human component and their relationship so that their behavior will be properly assessed.

### **4. Treatment of Equality and Justice**

To treat all employees working at different levels of the enterprise equally. This will give equal justice to all employees.

### **5. Selection of employees**

Achieving business objectives requires getting the right quality staff in the right way, in sufficient numbers at the lowest possible cost.

### **6. Training of employees**

Training is related to employee development. Their skills can be developed through training. Knowledge can be increased and changes in attitudes can be made accordingly.

### **7. Creating effective organizational structure**

The objectives of building a strong industrial relationship are essential for the proper conduct of business. For this, in the industrial relations, there should be a harmonious relationship between the entrepreneurs, the employees, the workers' union government.

### **8. Employee Participation**

The spontaneous participation of the employees is required for all the activities and work in the business. So the business can survive.

### **Covid-19 results**

In the global epidemic of Covid-19, HR has become more important. Covid-19 is abbreviated as Corona virus disease (2019). Covid-19 is a contagious disease. Which is caused by Acute Respiratory Syndrome (SRS). In 2019, China spread the Covid-19 virus to the world, causing a disease called corona. As a result, the entire world was plunged into a catastrophic disease. The whole world stepped back to prevent such a deadly virus and took some measures to ban this corona. These were simple steps such as lockdown, physical distance and mouth masks to prevent the spread of the virus, frequent hand washing with soap in the workplace, sanitization, and social distance. As a result, it helped prevent the expansion of the corona. But at the same time, the country's economic situation is deteriorating day by day. Workers have become unemployed since the industry closed. The overall situation is extremely dire. Due to the Corona epidemic, the workers in the city have returned to their villages in fear. Many businesses are closed without workers.

### **Remedy for Covid-19**

1. If you want to restore your financial status, you need to start industrial production. Yield will not increase unless production is started. It is important to provide all the necessary services.
2. Many things are being made available for the small scale industry today. In particular, some amount of capital is being provided through banks. So the industry has got cushions. But for the industry to thrive, it needs to increase its production and market access.
3. The Prime Minister of our country is constantly challenging us to become self-reliant, a fact deeply rooted in it. It has created an atmosphere of boycott on China's goods. It is also necessary. Because, Chinese goods have captured our market.
4. We can be self-reliant in every area of the industry. This is very real. There is a need to create this awareness in our industry.
5. Cement paved roads are being built in our country today. Long-distance corridors have been created. It will benefit the passengers for a pleasant journey.
6. Many things have become self-reflective during the Corona epidemic. Let us consider this catastrophe for the world as an opportunity. It is in our best interests to turn this crisis into an opportunity.

### **SCOPE OF STUDY**

1. The study is limited for Objectives, Importance of HR & Solution of Covid-19 only.
2. Entire research is done based on secondary data.

### **RESEARCH METHODOLOGY**

The Research Methodology is based on the secondary data which include compilation of research articles of the expert in the field and reflection of the various books, publications and information available through the internet. The approach of research is exploratory in nature.

### **CONCLUSION**

The virus, which escaped from Wuhan in China in December 2019, is causing death threats all over the world today. In the West, coffins are scarce, and cemeteries are scarce. The whole world is trying to overcome this virus. This incinerator made by China is the cause of its total destruction today and has turned on it. The Corona poison gave a new dimension to human life. Now the rules of eating and drinking have changed, just like the way they behave. The wedding is taking place at low cost, in the presence of a few people. Innovative products that boost the immune system are on the market. Virtual classes of exercise have arrived. The restaurant now offers ayurvedic extracts instead of cold drinks. Even in five-star hotels, the menu has changed. Products like Turmeric Tea, Ova Tea, Herbal Tea, Anti Corona Tea, Chawanprash Ice Cream, Foods and Drinks are being provided.

The concept of work from home has come up in other industries. In many industries, employees are being given laptops to work in their homes. The situation created by the global epidemic of Covid-19 is

becoming more complicated than ever before due to a number of reasons. Managers cannot fulfill their casual responsibilities without recognizing the importance of human factors or human resource management in the management process, formulating policies, making decisions and implementing decisions accordingly. The global epidemic of Covid-19 has created instability in the world. It is unknown at this time what he will do after leaving the post. One thing is for sure, until the banned vaccines or drugs come on the market, you will have to live with Corona. Corona will have to make a living by planning her business and all her dealings.

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