

**A STUDY ON EMPLOYMENT TRENDS POST COVID-19**

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**ABSTRACT**

COVID 19 is unquestionably one of the deadliest diseases that world has ever gotten. It continues to affect the survives and income of people dreadfully across the world. Companies are adapting to this change and bringing the new policies on employment side.

Working from home before pandemic was a policy of few handful organizations. But now we can see every kind of organization have adopted it. Pandemic has given rise exponentially the use of technology. During this time every person is using the technology for work, education, groceries, banking services etc. irrespective of class and locality.

This research is trying to analyze and find out the various changing trends in employment of people and what can be possible policies and practices by organization.

**“A Study on Employment Trends Post Covid-19”**

There is no doubt that the recession caused due to the Covid-19 crisis caused immense pain, but it is also acting as a catalyst to bring about various changes in industries. In the post Covid-19 world, as most jobs have become work-from-home and as digital adoption increases, companies are modifying their policies and seeking skills that are more suited to the post-COVID-19 era ( Dahiya, 2020). As a result, employment trends are witnessing significant changes.

**JOBS HAVE TO BE DONE REMOTELY**

In the past, not many companies encouraged remote working. However, when the pandemic was at its peak, companies did not have any other option but to work from home (Gartner, 2020). Now, with many employees working from home for over a year, more companies are now convinced that remote working can work.

Many organizations are now looking at the cost-benefits and are consciously thinking of factoring in remote working in its business model. It means businesses are now likely to change their policies to allow work-from-home, while some may adopt a hybrid working model - a mix of online and offline work.

**PERMANENT JOBS MAY GET CONVERTED INTO SHORT-TERM WORK OR GIGS**

Similar to the Corona virus, even jobs are likely to mutate and transform. There could be fewer permanent jobs but more short-term contracts, freelance work, projects / gigs ( Pushkarna, 2020). It's also seen that some professionals who work on complex tasks that does not need much human interaction turn out to be more productive when working remotely (Allen, Cho, & Meier, 2014). So, a lot of companies are also planning to adopt a model in future wherein they will have fewer full-time employees in the organization and have more contractors working remotely, all connected using recent digital technologies ( Spreitzer, Cameron & Garrett, 2017).

**JOBS WILL REQUIRE BASIC DIGITAL SKILLS**

In the post-Covid19 world, the importance of technology has increased manifold. Earlier, many organizations were not IT/data-enabled, but today, there is no excuse, every business needs to have the adequate tech infrastructure. Today, almost all jobs require a laptop and internet connection, and people are expected to have basic digital knowledge so that they can carry out at least some part of their work using the digital medium (Ludwig, 2020). There is now an increased dependence on digital tools such as video communication software for conducting “virtual meetings” ( Pushkarna, 2020), and on tools that will measure productivity of the staff.

Marketing people, on the other hand, will need to acquire the ability to give product demos over the digital medium and even learn to organize virtual events. So, it's very likely that companies may expect new job seekers to have a wide range of digital skills ( Pushkarna, 2020).

### **JOBS MAY NOT FEEL THE SAME**

A motivated workforce helps an organization move towards its desired goals faster; motivated staff give their best and work hard for the organization (Buchanan and Huczynski, 2016). That is why organizations strive to keep their employees motivated by offering more remuneration, bonuses, better role and/or projects, better learning and development opportunities, better work life balance, and so on.

However, companies are struggling with more basic things right now, such as how to measure productivity more efficiently, how to engage their staff better, how to give them more face time, how to improve communication within teams and organizations, and so on. So, many companies are still figuring out the best ways to keep their staff motivated.

Because there are distractions when working from home, organizations are encouraging their staff to setup workspaces at home in order to increase their productivity, and are willing to offer a stipend for the same (MacArthur, 2020). It means the work-environment will not feel the same as it was in the past. Even the way performance management happens, and the rewarding mechanisms are likely to change. For a lot of freshers, Jobs may not turn out to be like the “job” that their seniors had or aspired for.

### **EMOTIONAL INTELLIGENCE WILL BE VALUED**

Studies show that the social interactions in office, the small talks, the informal chats actually contribute to the mental health of the employees, and because these things are no longer possible, it is causing an impact on the mental and physical health of people (Brooks et al., 2020). Because more people are working remotely now, it means companies will need to be more mindful about the physical and mental well-being of its staff.

Emotional intelligence and social skills will be valued more as there is a need to remain human in tech-driven world. Managers in all departments will require emotional intelligence and social skills to manage people remotely, without being bossy and without resorting to micro-managing the staff as it could annoy or stress the staff.

### **JOBS REQUIRE NEW SKILLS**

Most jobs will expect the employees to be more organized and productive than ever before. Besides being competent digitally, the staff will be expected to be better organized, digitally as well physically. These are the skills that employees should acquire from here on. Because a lot of face to meeting is not happening, employees especially the sales people will need to get their work done by relying on the digital medium. It could mean convincing the client about certain thing by showing a demo online and then closing the deal. So, jobs will require people to be good at soft skills to be able to convince buyers using the digital medium ( Pushkarna, 2020).

In the past, people would be judged by their seating locations, their cabin size, the way they dressed, the car they drove in to the office, but now all one gets to see are head shots of individuals on the computer screens. Now, the way one speaks and presents in online meetings and on telephone calls will make an impression. So, one needs to brush up on their communication skills.

### **REMOTE WORKING CAN MAKE IT A LEVEL PLAYING FIELD FOR WOMEN**

In the past, many women felt that their work place was gender biased and did not offer a level playing field to women. Even in most societies, it is expected that women would make sacrifices and look for the family, if the need arises. Now, with both men and women working from home, it's not easy for the men to shy away from the household chores or looking after the kids, and they are now sharing these responsibilities of domestic work with the women in the house. As such, the changed working culture provides a level playing field for the women (Ainsworth, 2020).

### **BUSINESS FOCUS MAY SHIFT FROM EFFICIENCY TO RESILIENCE**

Of the several business objectives that businesses pursue, one of them usually happens to be cost-cutting. In the past, a lot of organizations gave a lot of importance to cost-cutting and adopting a lean operating model which focused on minimizing waste. However, the issue with such a model became apparent during the pandemic when supply chains were disrupted causing several products to go off the shelves. Businesses are now closely looking at their businesses and planning to add more robustness to the systems, even if it means it is not very lean (McKenna, 2020).

This would mean diversifying operations across geographical locations to reduce dependency on one particular location, taking production closer to where the real consumption happens, etc. This means jobs / roles could become more adaptive and flexible, and employees could be expected to acquire cross-functional knowledge and training.

## **CONCLUSION**

To sum it up, Covid-19 is causing some fundamental changes in the way businesses function and manage their resources, and in the way people work. With remote working an important part of the work culture and with organizations looking for more flexibility in their operations, lot of jobs are expected to undergo changes or could be phased out. Also, as remote working has worked successfully for many, organizations are likely to adopt a model where they will have fewer full-time employees and more contractors, and short-term gigs are likely to increase. Work-from home will be more widespread and staff will need to depend on technology to do most of their work and to interact with others, and they will also have to be comfortable with the fact that tools will monitor them and also measure their productivity as they work remotely. Managers on the other hand will be expected to show their emotional side and provide all the support to their teams in order to reduce their stress levels and anxiety, and to provide them with the necessary support to be more productive. People, in general, will need to brush up on their communication and soft skills that will help them make an impact while using the digital medium. Employers, on their part, will need to address the necessary skill gaps through training.

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