

Employee Fine-Tuning & Contentment in The Era of Covid-19: A Study of Impact of Covid-19 of Human Resource Management in Education Sector

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Abstract: The COVID-19 pandemic disrupted daily home life as well as functioning life globally during 2020. The World Health Organization confirmed the corona virus (COVID-19) outbreak as a pandemic on March 11, 2020. With almost all aspects of the economy affected, the movement of individuals was limited, educational institutions were closed, social and religious activities were restricted, and offices were closed. The pandemic's short-term magnitudes were impulsive and often horrifying: many people were laid off or lost their jobs due to the virus, and others adjusted to work from home as all offices were closed. This lockdown has given an enormous boost to domestic work in the Indian economy almost overnight and has provided a great prospect to understand how work from home in such a situation is affecting people's mindsets and attitudes towards work from home. Work from home manipulating it, in a better way to have different limits and approaches and have had a remarkable impression on both organizations and individuals. This brought many challenges to the work of Human resource practitioners. Human resource professionals, as key individuals in considered human resource management, have faced many challenges, such as enlightening employees' work elasticity and meritoriously addressing the influence of work from home. The objective of this research paper is to analyse new challenges to employee work styles, proficiency enhancement, work-household equilibrium, work anxiety, and human resource management due to the impact of work-from-home work patterns in educational institutions throughout the COVID-19 crisis.

Keywords — HR, HRM, Technology, Work from Home, Covid-19, Pandemic, Employee, Lockdown, Organisation

I. INTRODUCTION

In the latter part of the year 2019, there was an outbreak of the human corona virus disease (COVID-19), which originated in Wuhan, China, one of the most densely populated cities with a population of more than eleven million [1], [2]. The recent rapid spread of a corona virus infection (COVID-19 virus) around the world has led to a severe global economic slowdown. Governments imposed a complete lockdown, banning non-essential travel and requiring the closure of all non-essential activities. The COVID-19 health crisis is an unprecedented blow to the world that is transforming the lives and livelihoods of all individuals around the world. Initially, its effect seemed to be in the short term, which later increased in the medium term and also in the long term. The severe health effects have been matched by a sharp decline in economic activity and turmoil in labour markets. Preliminary evidence suggests that the COVID-19 crisis is much deeper than the 2008 global financial crisis (for example, the OECD (2020) [3]. According to UNESCO, at the end of April

2020, educational institutions shut down in 186 countries, affecting approximately 74% of total rolled learners on the planet [4]. Strict government control measures created many uncomfortable working conditions. Be it workers or owners, teachers or students, all faced serious challenges regarding their traditional ways of doing things. This had a huge impact on the company's performance, large industries, education, and healthcare sectors. Many companies have opted for flexible work practices, such as working from home, to reduce the spread and harm of disease. The combination of fear of infection, government public guidelines and great uncertainty led to a sharp contraction in all workshop activities and disrupted the educational sector as well. In addition, the state-imposed lockdown and the closure of colleges and schools have had a very significant impact on flexible work practises such as work from home, to reduce the spread and harm of disease.

The combination of fear of infection, government public guidelines, and great uncertainty led to a sharp contraction in all workshop activities and disrupted the educational

sector as well. In addition, the state-imposed lockdown and the closure of colleges and schools have had a very significant impact. Organizations are faced with increasing uncertainty as they navigate today's "grand challenges," or highly significant problems not typically confined to national, economic, or societal borders[5], [6]. The COVID-19 pandemic has made human resource management particularly challenging. First, in contrast to bypassing the traditional office model, work from home requires people to learn new online office skills along with virtual work communication skills. In addition, data protection and work from home to prevent leakage of data require attention to the privacy of office data. With all the offices adapting to the environment, there was an increased need to train and strengthen the skills of the employees to work from home.

The COVID-19 pandemic posed many challenges, and no sector remained unaffected. Due to the COVID-19 pandemic in India, most sectors like agriculture, automobiles, aviation, textiles, food industry, retail service industry, etc. have been adversely affected. Similarly, the education system is also being affected [7]. The education system of any country is the backbone of its prosperity. No country can prosper without education. Education is a basic necessity for a developing and progressing society, without which it is impossible for society to achieve anything great. And so, with the closure of colleges and universities, no one could have imagined when they would work normally again. Studying and receiving education on the college campus itself is the best way to develop the skills and intelligence necessary for their proper development. But the biggest challenge in this pandemic was how to continue the education policy of the country smoothly at this time. How a student can take education by staying at home is that everything can be explained well to a student in the classroom, and his or her problems can be explained. At such a time, it had become a serious issue that, like work from home, education could also be provided at home. Would such distance learning be useful in schools? How will such distance learning enhance research and evidence efforts? But the COVID-19 pandemic has greatly affected the learning and process of new skills. Due to the COVID-19 pandemic, the government has closed schools and colleges across the country.

Due to rising cases of COVID-19, there was a tiny chance that schools and colleges would resurrect. In such times, almost all the educational institutions in the country immediately tried various low-cost or no-cost options to make the education system function smoothly. Digital platforms (GoogleMeet, Zoom, and video conferences) appeared to be a potential saviour or tool for addressing the educational imbalance. However; most higher education

institutions are neither well equipped nor well trained to handle this sudden change in education. Its design, practical-based activities, field data collection for research and social disconnect made it more difficult to quickly change the education system. There is a need to consider the challenges and gaps at various levels to make it functional to convert the traditional higher education system to a digital education system. However, educational institutions need to evaluate their institution's approach to digital education, identify education gaps (offline and online), and improve blended learning strategies. To transform today's education system into a more flexible, effective, and sustainable education, it is necessary to develop the core infrastructure to support digital education, which is essential for education during times of crisis like COVID-19 and other natural hazards. It will help with the change taking place and its continuation.

II. REVIEW OF LITERATURE

E-learning tools have played a crucial role during this pandemic, helping schools and universities facilitate student learning during the closure of universities and schools [8]. Online learning solutions have been proposed with COVID-19, and there are some challenges for all (teachers and students)—like going to college, having a friend's smart telephone or computer, and being great to play with. Partitioning from the telephone and Internet can cause complex difficulties. In addition, it was found very difficult to understand the lessons used in the online sessions or to make them practical for the teachers. On the other hand, it was very difficult for the teachers to reach the students, explain any subject to each student, and maintain harmony in the housework along with teaching. According to Fishbane & Tomar (2020) [9], through the COVID-19 pandemic, information technology is the only option for people (students, teachers, administrative staff and class IV people) who have close ties with the education industry? He also said that people are facing a big challenge in accessing e-learning and e-teaching methods due to poor networks and a lack of technical knowledge.

Despite all these challenges, EduSashbanal Institutional has redesigned online learning, which articulates the strategy of education or assessment goals for the students. Teaching goals focused on preparation for work and career, as well as personal development and success skills, these days, e-learning is playing a very important role in the field of education, which easily connects teachers and students through a single platform, i.e., an online learning method. According to Hameed et al. (2008) [10], e-learning is not a suitable platform for teaching students. Because explanation through e-learning is not as effective as provided by face-to-face interaction between teachers and students.

III. STATEMENT OF THE PROBLEM

The entire education system, including teachers, students, management, administration, and staff, faced a huge challenge in the situation that unfolded due to the COVID-19 pandemic. Schools, colleges, and universities are open in the present situation. But even today, teaching work is being done online in many schools, colleges, and universities. This circumstance has changed almost the entire education system of the country to online learning. The COVID-19 pandemic has greatly affected the entire functioning as well as the functioning of the education system, such as admissions, educational counseling, new admissions, assessment methodology, teaching methodology, student presentation, teaching them practical subjects, etc. Home-studying students and home-teaching teachers played an important role amid the COVID-19 pandemic. But in India, some students living in rural areas were not able to use online study methods due to shortcomings like poor network speed and lack of electronic gadgets like smart mobile phones, laptops, etc. As a result, schools and college located in rural areas are likely to stop teaching completely in the future due to a lack of access to e-learning and e-teaching methods. Therefore, considering all these problems as a major challenge, studies are being conducted to determine the impact of the COVID-19 pandemic on the education sector (students and teachers).

IV. THREE PHASE OF COVID-19

4.1. Beginning of phase one: At the end of March 2020, when the world was facing the challenges posed by COVID-19, a lockdown was announced in India as well, which we all thought might last only a few weeks. But it was not. As COVID-19 started spreading, virtually all countries around the world put in place containment and mitigation strategies involving restrictions on the movement and travel of individuals; the closure of schools and other educational institutions; the closure of non-essential activities; and the postponement of non-essential medical procedures [11]. Although the exact nature, timing, scope, and intensity of responses varied substantially across countries and, in certain cases, also within countries (Hale et al., 2020), these measures had, inevitably, a profound impact on labour markets [12].

The government was not fully prepared to deal with this challenge. Due to this sudden change, the education system came to a standstill because when the lockdown was announced, the educational government had to face many challenges. Such as, the first challenge was how to continue the education of the students because they What ever he had learned and studied, his memory was getting blurred and there was no hope of the opening of the

educational institution. The parents of the students were worried about the future of their children, and they were repeatedly asking the educational administration for suggestions on this. So at such a time, there was a very difficult situation in front of the government. In the time of this epidemic, many different digital platforms were tested on how to create student-teacher coordination and to some extent facilitate the work, conduct examinations, adapt to teaching students, and create student-teacher synergy. It was a stressful situation even for HR, and educational institute, to prepare all the teachers to learn new techniques, create digital content for new equipment, and teach students who were not physically in front of them. On top of that, teachers work from home;

Initially, most of the teachers found it very difficult to adapt, creating a home environment for home teaching, distractions from other family members, and network issues, all this was difficult to manage with HR in the beginning. But after a few weeks of great effort, everything went well and everyone got acquainted with this new technology and the teaching method started coming back at its own pace.

Network issues and infrastructure were other constraints for most of the institutions, especially for rural areas. Nevertheless, recording lectures, and sharing digital content helped in this situation.

4.2. Intermediate of phase two: As the time of the COVID-19 pandemic passed, all HR managers, teachers, and students became familiar with this online teaching. And during this time, there came a time when the government partially allowed schools and colleges. But despite the spread of the COVID-19 virus being under control, there was a fear of its spread, and hence it also became a challenge to open schools and colleges following the guidelines of COVID-19. A major challenge is to make all students and teachers work in the institute and keep it safe while the virus has not completely disappeared from the external environment. There is a great need to follow the direction of COVID-19 during the reopening of the institutes, despite this, there were many such places where the place was locked due to the cases of COVID-19, and the movement of the people in that particular place was banned, and the students who stayed in the hostel of the institute were studying. He used to study, but he was in danger of getting infected again by coming to the college hostel and coming into contact with other local students, so managing all this was a different kind of challenge.

And now, when the education system is trying to get back on track, in such a situation, all these challenges were to sanitise the institute, follow social distancing among the students, and apply masks. Technology is playing a great

role in supporting people working from home and students studying from home amid the COVID-19 Pandemic [13], [14], [15]. Almost all the education patterns in online studies were changed, and now this changed pattern has to be brought back to the old Gaya exam pattern since most of the institutes cancelled the exams and promoted the students to the next class, reducing the practical exams. Instead, the oral examinations were conducted online, according to the same marks, and light paper sets were also prepared. And now it was a new challenge to bring all these things back to the old traditional way. The biggest challenge in this was to bring all the online education modes back to the old traditional way of knowledge, and everyone had to follow it seriously and seriously before that. Again, the challenge was accepted, and physical education reopened with restrictions. There was tension, but the main challenge was to provide a better education to all.

4.3. The present phase three: The lockdown was announced again in the country after about one and a half years. Now, in September-October 2021, we were again in the same situation where the situation was getting worse than before, in many areas due to COVID-19. We were facing the third wave of the pandemic. Several international organizations, including the World Health Organization (WHO) and the Centers for Disease Control and Prevention (CDC), have issued advisory guidelines to reduce the rate of spread. They suggest restricting travel to high-risk areas, interaction with symptomatic people, and topping the intake of meat from regions with a confirmed outbreak of COVID-19 [16]. Hand washing, sanitizer use, and the use of face masks are all strongly advised [17], [18], [19]. Earlier in the month of March, many states went through lockdown and a second wave of COVID was going on. The second wave hit or affected more than 18 age groups. The educational institutions were now closed again, and now HR was again faced with the challenge of creating the giddiness of COVID-19 between the student and the teacher by physically calling the institute was done in the first wave of COVID-19. One good thing here is that HR as well as all the fraternities associated with teaching has faced this challenge in the same way as in the earlier situation, so they were fully ready to take up the challenge.

Two vaccines have been approved for emergency use only, and other vaccine trials are going on, which is a sign of positive outcome. But the stress was being felt by everyone because health-related problems were becoming a matter of more concern. After all, health is everything that would become it has always been unknown when institutions will reopen, whether they may close due to any pandemic or whether they will be normal again. Nevertheless, various initiatives have been taken in this area by the Ministry of Education and the Government of

India, and various portals of education have been provided so that no one is deprived of education. For instance, the US National Education Association argues that elementary school children need classroom experience as they are significantly more likely to communicate with their peers or teachers through face-to-face contact compared to online [20].

V. RELATIONSHIP BETWEEN HUMAN RESOURCES PRACTICES AND THE TEACHING FACULTY PROGRAM

The main goal of human resource management in the field of education is to develop workers and contribute to achieving their goals. The relative success of work from home is one of the world's achievements in this disaster. During the COVID-19 pandemic, both teachers and lecturers delivered lectures through technology. Technology itself has provided the flexibility to complete the work from home is doing today in many places, and this saves time. Even if there is a factor of stress, the faculty can easily find comfort in their home environment, thus increasing productivity. And it becomes the duty of HR to maintain balance equally amongst all within the institutions. Therefore; it was the responsibility of one hour at the time of COVID-19 to provide holistic knowledge of modern technology to all the teachers and students. If anyone could connect the link between students and teachers, well, it was HR. His policies were his strategy. When HR represents a significant investment in educational activities, it results in good productivity. And when all is managed well, HR can be a source of competitive strength for education. Strategically, HR should be a good monitor in any organisation in terms of technical, management, and other resources alike.

Thus, when HR stands by to solve every problem and give guidance to everyone from time to time, it brings job satisfaction, which increases honesty and loyalty towards the organisation for the faculty. On the other hand, the loss of motivation to work from home can have a serious mental and physical impact on the performance of the faculty. Human resource management, in this role, plays a major role in equal employment opportunities and compliance with labour laws such that applicants must be oriented to organizations, supervisors must be trained, or wages and salaries must be administered. Hence, HR plays a vital role in building a healthy relationship with the people in the organization. It is also up to HR to make an employee's home a workplace option. HR is responsible for motivating, training, and developing people to work efficiently and manage work relationships according to the changing times and normalising the use of technology, which HR has done well in the time of COVID-19, also played with it. Also, they efficiently executed a wide range of activities usually associated with the day-to-day

management of people provided by laws and regulations.

VI. SOME IMPORTANT FUNCTIONS OF HR IN EDUCATION

In addition to strategic and operational roles, HR also has a set of practises and methods for integrating and retaining teaching staff in a school or university. The strategic role of HR professionals in the education sector is enormous. The staffs in this sector are responsible for providing quality educational services to the students. These functions should be performed to ensure maximum output and to better achieve the goals of education. Teachers play a multifaceted role in education, which includes teaching, caring, listening, learning, problem-solving, advising, and much more. How efficiently these duties are handled is directly related to how well teachers are looked after at work. When teachers are excited, content, and happy, they can create an environment for students to learn positive skills. It improves learning outcomes and your organization's reputation. One way to create a better work environment for teachers is to implement a Human Resource Management System (HRMS). It takes care of all HR processes and makes them very simple for your organisation and employees. Here are some of the ways HRMS improves employee management for the education sector: HR functions in the education sector are described as follows:

6.1 Staff maintenance: To make the work environment conducive and healthy for the teachers and staff. To distribute the work among the employees of all the departments and to keep them all up to date, there should be no shortage in any department in any way. The employees are available for all the tasks and their relevant practises include promotion, motivation, and safety of the employees, including safety and health services.

6.2 Staff relations: Helps HR to build a good communication network at school or university so that workers can be constantly informed about their progress. Good relationships with everyone keep HR informed and, as a result, this encouragement is ensured by considering the feelings, interests, needs, and feelings of the workers and treating them with fairness and respect. HRMS improves the effective communication between teachers and the workplace environment and also helps them to stay updated on all the important announcements to pass on to their students.

6.3 Improves staff learning and development: The education system is always evolving, and teachers must keep up with the changes. Following the ever-changing technology in the world, there is a constant need to change, improve, and enhance capability through training. Therefore, HR should diligently provide training,

conferences, workshops, and seminars from time to time. A Learning Management System (LMS), one of the key features of an HRMS, streamlines employee learning and development. This allows employees to know the latest technology and choose the most appropriate learning style for themselves. With features like e-learning and mobile learning, teachers can take training from anywhere and refer to the learning material whenever they need it. It suggests the right syllabus for the teachers, keeping in view the role, designation, and job description of the teachers.

6.4 Procurement of staff: The function is concerned with acquiring people with the appropriate and necessary skills, qualifications, knowledge, and experience to fill vacant teaching positions in schools or universities. So that the right person can be selected for the right job and no work of an organisation is pending. And with smooth work, the work of the institute continued smoothly.

6.5 Helps employees perform better and job performance incentive: Good performance of employees is essential in the field of education, as teachers are directly involved in shaping the minds of the younger generation. With the Performance Management System in HRMS, you can have all the appraisal tools you need to improve your employee's performance. Continuous performance reviews may be conducted to help employees understand the contribution they have made and work towards your organization's goals and objectives. The 360-degree feedback system allows each employee to share their feedback about a co-worker's performance. After the review is over, employees can also share their feedback about the review system to help you understand their points of view. Employee performance reports may be collected to understand skills that require further training. In the educational sector, HR will be responsible for designing and administering rewards for the work done by the staff.

6.6 It provides easy access to documents: Being in the education sector, your employees have to deal with a whole lot of documents, including lecture notes, lesson plans, and textbook PDFs, question papers, student attendance records, and more. Using a document management system, your employees can organise everything in a central repository and access it on the go. All the documents are just a click away, which saves a substantial amount of time and improves employee productivity. The documents can also be shared online for approval and reference. As an HR manager in the education sector, you have to manage your employees efficiently as they are in charge of teaching students. With HRMS, every single HR operation in your institution can be simplified and automated. Employees can manage their attendance, apply for time off, take up courses, access documents, and more from wherever they are. Zoho People, our HRMS, takes care of every one of

your HR operations and provides a great experience for your employees. It gives employees complete control over their administrative tasks, which helps to boost employee morale and satisfaction.

VII. TOP CHALLENGING FACTORS FACED BY THE HR IN THE EDUCATION SECTOR

7.1 Guidelines for teachers and students for working from home during the pandemic: selecting and accommodating a network for teachers working from remote locations or for working from home during the pandemic, which is easily and readily available to teachers as well as students. The problem or challenge was to set standards for work-from-home teachers, similarly for students, and to implement a defined remote work policy. The biggest problem was establishing communication between students and teachers, ensuring a time when both were available and could communicate. The most important thing was to accommodate all the employees in their new lifestyle as well as give them a new responsibility because at this time, everyone was trying to adapt themselves according to the environment of this epidemic. They were now being treated traditionally. Work could not or could not be assigned. The people couldn't get to work and get things done according to normal business hours. It was also a very complex challenge to prepare myself mentally for the pandemic and manage myself to work with all the family members at home. So this is the time to create such giddiness and a healthy network that is comfortable for both teachers and students. This could have helped everyone to create their own schedule and determine when and how they had to work. Which network did they have to use? Which platform would be suitable for them? This helped in becoming a better communication channel between teachers and students. And the education went well.

7.2 Changing Rules and Regulations of working hours: The COVID-19 pandemic has put flexible work arrangements, especially for remote workers, in the limelight. Several states issued stay-at-home orders and allowed only very essential businesses to keep their physical locations open. As a result, they strengthened work-from-home options. It was also a challenge to keep the employees working from home well and effectively, because an employee had to work by his arrival time, departure time, his working hours, and office working. The policy was all planned ahead of time, but everyone was forced to work from home, and Ace needed to introduce new rules and regulations for employees; rules that are flexible for both teachers working from home and students studying. All teachers, having programmes relevant to the actual needs and wants of the students, focusing on teaching without indulging in unequal behaviour or

unequal influence discrimination during e-learning, control over all students in online mode. Interaction with everyone remains intact. Maintaining contact with students living in remote areas; occasionally working on the scheduling of classes, exams, and seminars; and ensuring the safety and security of personnel and data.

7.3 Choosing a common working platform: On the other hand, while the crisis of the COVID-19 pandemic gave rise to another new opportunity, on the other hand, it also exposed many of our weaknesses. It taught everyone one thing very well: how prepared we are for such epidemics to happen in the future. When everything else was locked down and everything was closed, it also became a challenge for HR to find a good tool for such e-learning. And learn to learn with this e-learning platform and explain it to the employees right now. In online learning, choosing a network that is simple and easy for everyone is important because not all teachers and students have modern technological gadgets. The Internet's online education applications and platforms played an important role during the lockdown, as people across the world were confined to their homes. In the era of the Covid-19 pandemic, the use of the Internet emerged in new ways, such as e-learning, with the development of e-business. Because there was no better option than this for educational learning. These e-learning tools were very important for all the teachers and students, especially those students and teachers who lived in remote areas of the country. It was also very easy to provide data on these platforms after a little difficulty, but how reliable it is to share data and maintain its confidentiality on these online e-learning sites is still a matter of concern.

7.4 Lack of awareness of e-learning platforms: Online education enables students to access and engage in quality educational content from the comfort and convenience of their home. However, it was not long after the easing of restrictions related to COVID-19 began that the epidemic subsided and vaccination rates began to increase. However, during the COVID period, it was extremely difficult to reach quality education students, and it did not appear that everything would now be oriented toward digitization. E-learning helped make education accessible to everyone sitting at home in COVID-19. Earlier, not everyone was aware of the precautions to be taken when using the online platform. Reaching the information of all this to all the teachers and students was also no less than a challenge, as not everyone had an electronic device from which to take advantage of a platform. And on the contrary, some students and teachers who lived in rural areas far away from the city were facing problems like connecting to the online platform due to network problems, in such a way that providing education to all the students, in general,

remained a fundamental problem.

7.5 Training and Development: This pandemic not only affected businesses and faculties but also affected students, academic activities, and examinations in various private and public universities and colleges. For them, the administration was facing a different type of challenge in training and development. COVID-19 the sudden onset of the COVID-19 global health pandemic has disrupted the work patterns of educational institutions around the world. New learning and employee development are two of the most affected work areas. There was a huge challenge in teaching an employee a new method and developing his learning. To make employees aware of new technology to work from home and to provide them with classroom-based skill training, I found that training on that technology was very challenging, even with remote technology. The pandemic had a great impact on employee training programs. All education and work were done through online mode, which gave a boost to digitization and has increased the demand for digital skill training. Work-from-home policies were being implemented to slow the spread of COVID-19. And so there was the challenging task of making all teachers and students aware of online learning technology and providing them with training to use it. Physical classroom skill training programmes for teachers and students were shifted to online programs. Until recently, it was a very difficult task to measure the work performance of the employees. The results show that after some time, when proper guidance or training is provided to all, it has not had any adverse effect on the quality of the skill of the employee.

7.6 Mental health and managing work from home: The outbreak of the corona virus has affected almost all individuals, and this has given rise to a high demand for mental health support. Between seeing the death toll due to COVID-19 in the news constantly, the government's policies of social distancing, and the limits of public guidelines, it has been very stressful to do the work while maintaining a balance and in the arise of COVID-19 cases again, this has greatly increased the level of stress and anxiety. From all office closures to social restrictions, remote working has become the "new normal" for most businesses amid government policy amid the COVID-19 outbreak. In this, the field of education could also not remain untouched. All the educational institutions shifted from offline mode to online mode and prepared themselves mentally for this so that they could do work from home and there is no movement and infection of COVID-19. On the other hand, education, on the other hand, has faced challenges with this sudden shift in operations from offline mode to online and in the work field, creating workload pressure and impatience. With the limited resources

available, it was nearly impossible for employees to maintain a healthy work-life balance. Since everyone had to work from home, they had no choice but to merge their work-life with their home-life.

7.7 Keep teachers and students safe by following COVID-19 guidelines and creating a healthy work environment: The COVID-19 pandemic has created many new challenges, especially for owners who wanted to open the organisation again. While managers and employees may feel a sense of urgency to return to normalcy as soon as possible, new safe guidelines and revised practises have been put in place by the government to be followed to allow for safe, stable returns. should be done for Re-opening an organisation requires several key steps to keep in mind, such as having your campus fully sanitized, social distancing being followed, keeping a close eye on everyone's health, etc. Important safety guidelines to be followed and safe operation. There was a need to put in place a better and more robust system for all teachers, students, and other staff to return to work and cope with the new realities, challenges, and work presented by the COVID-19 pandemic. Create a plan for a safe work environment that protects all teachers, students, and other employees alike from the risks associated with COVID-19, with no risk of infection and smooth learning. To implement the guidelines given by the government, such as washing your hands, wearing a face mask, cleaning and disinfecting, covering your mouth and nose, practising social and physical distancing, getting vaccinated, maintaining healthy habits, all these are prominently displayed in the institute. By following all these guidelines, you were able to reopen your institute, and it is the responsibility of HR to ensure that your organisation is completely clean, disinfected, and fully prepared to maintain safe conditions.

VIII. SUGGESTIONS

In order to improve the day-to-day functioning of human resources, it is first suggested that HR should be aware that they are an integral part of the organisation and that their behaviour affects organisational performance. Hence, their best practises are expected. Especially now, when an epidemic like COVID-19 has swept the country. There is a need to provide all the necessary resources for the employees to work from home so that the daily work of the organisation continues smoothly without any delays. Organizations should make their work less stressful.

As a result, they must provide all of their employees with proper knowledge of all modern communication technologies and keep themselves up-to-date with time. Provide flexibility for employees to try out new work tasks so that they can discover their own inner interests.

Continue to support mental health and wellbeing. Organizations need to effectively maintain company culture even as they are operating virtually. To increase employee engagement, there is a need to improve the organisational feedback system and make all employees aware of modern technology so that if an epidemic like COVID comes in the future, it can be easily combated and can contribute to the progress of the institute.

IX. CONCLUSION

This paper does not include any statistical analysis of the impact of Kovid-19 on educational institutions, HR practitioners, and policies, though statistical research in this area can be studied in depth as well. The purpose of this paper is only educational and that was to analyse the effects of COVID-19 on working personnel. The main focus of this study was to look at the impact of the COVID-19 pandemic on human resources in educational institutions. The impact of COVID-19 on the HR policies of the education sector is significant as they enable their teachers and students to study through modern technology and overcome many challenges like assigning new assignments, finding them, informing them about the new job, getting the exam done correctly, and maintaining a balance between all of them in the online mode. The pandemic has not only affected the HR practitioners of educational institutions and their teaching staff, but also the students as well as the impact of their traditional learning if not all aspects are continuously scrutinised by HR in this field. So this causes a lot of distraction for the teachers and the children and their parents. It also ultimately affects the quality of teaching as students are not able to acquire complete knowledge through online mediums. In my opinion, we should now consider designing HR strategies that motivate and empower the teaching staff, as they are the main asset and resource for education. Their effectiveness can lead to the overall effectiveness of schools and their performance. Such epidemics can be avoided in the future only with modern smart policies.

COVID-19 has affected all areas of work and employees are facing various problems ranging from salary cuts to layoffs, but most organisations have successfully countered the impact of COVID-19 by facilitating employees to work from home. The study suggests that factors such as work nature, communication, leadership and teamwork, work-life balance, career growth and development, safety and security contribute to employee engagement levels when employees are exposed to COVID-19. All of them experienced a miraculous transformation. Current research has found various factors that have hindered the performance of employees during the pandemic, but these have been reduced to a great extent after the organisation

adopted modern working practices. As a result, along with educational institutions, all organisations must keep up with changing times by making all of their employees aware of new communication technology and providing them with all of their accurate training.

Combining modern technological practises with traditional working methods will lead to better accessibility and increased flexibility in the field of education. Because if such a situation arises in the future, then this form of education system (online/virtual) can be a parallel system of education. Hence, over time, there is a need to change technology as well as human resource policies so that they meet the educational demands of teachers and students, and there is a need to provide proper knowledge of modern educational service platforms to all educational institutions.

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- [3] Sample sizes differ greatly across countries. In particular, for the period between 1 January and 28 November, the full sample for Australia comprises 3 466 780 job postings; Canada comprises 7 519 644 job postings; New Zealand 928 024; the United Kingdom 26 760 364; & the United States 171 027 748. For information on the different representativeness of the data see Box 1.
- [4] <https://en.unesco.org/covid19/educationresponse>.
- [5] Real time data can be found at <https://en.unesco.org/covid19/educationresponse>.
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- [11] These ranged from stronger efforts to detect cases early on and trace contact with other people to severe physical-distancing measures, including full national lockdowns and the shutdown of the economy, except for a number of “essential activities”. Common measures include school closings, travel restrictions, bans on public gatherings, emergency investments in healthcare facilities, new forms of social welfare provision, contact tracing and other interventions to contain the spread of the virus, augment health systems, and manage the economic consequences of these actions (Hale et al., 2020[13]).
- [12] In order to benchmark the evolution of job postings, values are expressed using the following formula $[-(1 - \frac{\text{ratio of the number of job postings observed in a particular week to the number of job postings observed in a pre-crisis period (January and February, 2020)}{\text{average of the weeks starting from 19 January to 29 February, 2020}})]$. Robustness checks comparing the evolution in job postings in 2020 to the previous year show that these fluctuations are not the result of seasonality in hiring. Result are not shown but are available upon request.
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