

CHALLENGES AND OPPORTUNITIES OF HUMAN RESOURCE PROFESSIONALS IN REMOTE WORKING SYSTEM

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ABSTRACT

I feel like it's almost over. The pandemic is beginning to show signs of decline because of all its strangeness and unpredictability. The normality we once knew may never return, but in reality, the worst part of this crisis seems to be behind us. This paper attempts to bring to the fore, the challenges and opportunities available for HR professionals in the new remote working norm. Secondary data is the resource for drawing up this paper.

Keywords: Challenges, HR Professionals, Opportunities, Post Pandemic, Remote working

INTRODUCTION

This time it has forever influenced our way of working and how we see how work fits into our rest of our lives. In the near future, organizations will seek foundations, establish new ways of working and new norms, and form a collective culture. In the process, there are various challenges to overcome. Here are a few of them along with relative opportunities:

1. Compliance to Govt SOPs

This is one of recruiters' top priorities. Compliance with government regulations. In the dynamic business world, change is the only thing that is immutable. Therefore, companies must fully adhere to it. Therefore, you should always adhere to these rules and ensure that your company follows them. Failure to comply will result in heavy fines and costs. Not only does this incur additional costs, but it also damages the company's reputation. This will later affect the employment and retention of workers.

2. Hiring

This is one of the first things that comes to mind when thinking about HR. Not only this, but it's definitely an

essential aspect of work. The success of a company depends heavily on its workforce. Therefore, in order to hire the best talent, it is important to have the best hiring strategy in the employment market. You can't just focus on your skills. There are many other things: cultural fitness, employee personality, career goals,

The HR manager has to be careful. Recruiting teams need to check a lot to find the right employees. Some of these are competence tests, previous work experience, candidate future goals, and employee personality. When it comes to implementation, recruitment tools can be very helpful in this issue. Also, due to the fast pace of business, it is not uncommon for HR teams to involve third parties in this process. These third parties are recruitment specialists who place temporary or permanent positions in the enterprise as needed.

3. Re-imagining Recruitment Processes

Whether you're connecting your work to a geographic location or changing the way you interview, screen, or screen, companies need to rethink their hiring process for a variety of reasons. First, adapt to the era of working from home and enable candidates to conduct virtual interviews in a smooth and transparent process as a signal of corporate culture and values. The second is a greater impetus for diversity. In order for companies to create a workforce that better reflects our society, we need to change our reliance on traditional recruitment, screening and validation tools such as resumes.

Virtual interviews and remote recruitment are essential for human resources (HR) teams. Although direct visits are important, the HR team and recruitment manager have found it possible to virtually evaluate prospects. One of the tools the recruiting team has found useful is asynchronous or on-demand video interviews. Interviews often forget important questions or change the wording, making it difficult to compare candidate answers. On-demand video interviews are

not only ideal for virtual recruitment, but also provide a more objective assessment of candidates. If the company opens its doors to remote workers, it opens the door to a very large pool of candidates because it is not tied to geographical boundaries. On-demand video interviews allow candidates to easily complete their assessments within their own time or across time zones. Asynchronous job interviews save time for HR teams who can also share video responses for group reviews.

4. Digitization Of The Recruitment Process

In addition to video interviews, the HR team needs to take additional steps to digitize the hiring process. Employers can no longer rely on reputation to attract the best candidates. Excellent human resources are always in demand. As competition for top performers intensifies, HR teams need to develop digital tools. This process includes digital copies of employee handbooks, benefits, personnel policies, procedures, policies, and training manuals. For virtual hires and remote workers, training videos and learning modules can facilitate fast and efficient onboarding when current employees are busy with time.

5. Employee Engagement

It's difficult to secure commitments when people work from home, because the physical workplace can't connect, focus, or build friendships. Dave Garrett, Chief Strategy Officer and Growth Officer of the Project Management Institute (PMI), said: HR can recommend engagement best practices through all sorts of creative approaches. HR can also capture engagement pulsations and provide a barometer of where leaders need to double down to maintain check-in, engagement, and employee participation through rapid voting and feedback loop creation will increase.

6. Employee Training

Employee training and development programs are an important part of staff management. Training is very important as it helps reduce the cost of hiring new specialists in all potential new positions. It also helps motivate employees. The most common issue associated with this aspect is the resources needed to train team members. Therefore, it is important to find the right course and the right people to teach the workforce. If you don't do this, it only pays you extra money without fruit. One of the easiest ways to avoid this HR challenge is to implement a mentoring program for seniors and juniors. It works by letting your leader guide your juniors, and it has two advantages. First, by coaching juniors, managers can improve their communication skills. This will help determine future leadership styles and skills. Second, juniors are mentored by industry experts in a cost-effective manner at almost no additional cost.

7. Employees Want Remote Work

Many people find them to like it because more people have the opportunity to work remotely. According to PwC, 22% of employees are considering or planning to relocate more than 50 miles from their current workplace, and 40% of dismissed employees are also planning to relocate. .. Organizations need to evaluate remote working policies to determine what is acceptable in the future. Employees working remotely during a pandemic may be dissatisfied or seek other employment opportunities when recalled to the office. According to a

survey, just over one-third of current home workers want to quit rather than return to the office full-time. When it comes to hiring, companies need to be more open to remote work. Permanent remote work requires different skill sets, so you need to make sure your pre-hire assessment screenings are adequate to assess fitness for remote work.

8. Emphasis On Internal Hiring

Another trend we are seeing is the focus on in-house promotion. LinkedIn data shows a 20% increase in internal mobility since Covid 19. By creating opportunities to reuse in-house employees with the right skills, you can increase the retention rate of talented people. According to the same LinkedIn report, employees stay in companies with high internal mobility for almost twice as long.

9. Staying Flexible

Organizations need to be actively involved in workplace policy and cultural issues in order to remain flexible and keep employees attractive. Flexibility is no longer just a luxury perk that employers use to seduce millennials in the guise of a balance between work and life, but a need and expectation for workers of all ages and backgrounds. For working parents, flexibility is rapidly becoming an important factor in how they can adapt their work to their lives, and the support they get from the organizations they work for is these people.

10. Remaining Focused on Wellness

Wellness, and mainly intellectual fitness, has grown to be a key precedence for employers with inside the ultimate year. As we slowly shift right into a post-pandemic international, it is going to be vital to preserve a near on well-being as personnel address but some other change. There is still a top notch deal of uncertainty for lots personnel in terms of the fitness of cherished ones, their activity protection for the destiny and excessive ranges of preferred tension surrounding international events.

The demanding situations that each employers and personnel have confronted for the duration of the pandemic have highlighted the significance of worker fitness and well-being. They have additionally emphasised the fee of cultivating a fantastic worker revel in that allows you to keep expertise and construct a place of work tradition wherein personnel can thrive.

With the growing reputation of far flung and hybrid paintings models, greater attention has been located on locating a healthful paintings-existence balance. Employers have additionally observed the direct impact of pressure and tension on productiveness ranges. If personnel are healthful, satisfied and motivated, they're a ways much more likely to be efficient individuals of your team. If your personnel paintings from home, ensure they have got the proper tools, support, and sources to carry out to the first-rate in their abilities. Make certain your managers are privy to the risks of pressure and burnout. And, maximum importantly, tune worker hours and ensure your staff is taking the downtime it wishes to relaxation and recharge.

11. Diversity, Equity, Inclusion, and Belonging

Diversity, equity and inclusion (DEI & B) will continue to be the top trends for HR leaders in 2022. The goal is to ensure that all employees feel that they belong and are valued by the company. The best way to achieve this goal is to focus on

creating a work environment that benefits all employees, regardless of gender, race, and socio-economic background, mental or physical ability.

Here, it is important not only to speak, but to walk the road beyond rhetoric. You need to create measurable KPIs to track diversity, fairness, and inclusion in the workplace. To do this, you need reliable data. Run the report to measure the retention of previously excluded groups. Examine recruitment, promotion, and development indicators to see if you can find potential biases in your process. You also need to talk to your employees to see how they perceive you're DE & I level. And once that's all done, we'll provide training to raise awareness about the value of a comprehensive workforce..

12. Remote / Hybrid Workplace Culture

Of all the top priorities for HR leaders next year, this could be one of the biggest challenges. Many companies continue to offer temporary or permanent remote or hybrid working models, creating an environment where all employees feel connected and some of the team can be difficult.

How do you create a sense of unity when all your employees work in different locations? How do you make people feel connected to corporate culture in the absence of face-to-face events, team building exercises, or room conversations? The important thing is to align your vision with the culture of your workplace. Find different ways to connect your team so that everyone feels united no matter where they work from. Promote engagement and support self-development and freedom. Reinforce common goals and remind each employee that what they do is important to the success of the company as a whole. Create as many online communication channels as possible and hold regular online meetings and events. And most importantly, make sure all employees know that you are there and always available when you need help.

13. Change Management

Another major goal for HR leaders this year is to improve change management. It is important for HR managers to be aware of the impact of organizational changes on their employees. For one thing, it caused some stress, malaise, and burnout. Therefore, as a leader, it is important to do everything you can to support your employees as they adapt to new ways of working.

Perhaps the most effective strategy for doing this is based on the principle of positive change. Focus on what works well and how changes in the work environment can benefit employees at the individual level. When everyone embraces these changes, they develop an exciting vision of how wonderful they will be. Create a positive change experience. And most importantly, focus on building trust and team cohesion.

14. Developing Critical Skills

The final goal for HR leaders in 2022 is to develop critical skills. Due to organizational changes, the labour gap is widening. It is becoming increasingly important for employees to continue their education in various areas. The more skills they have, the more equipped they are to fill the gaps in the skills that can occur. HR leaders need to take a dynamic approach to re-skill their talents. This helps companies keep up with the new normal conditions and improve operational excellence.

If we have learned in the last year, it's that resilience, adaptability, and self-reliant problem-solving are more important than ever. A recent LinkedIn study ranked adaptability as the most important skill required by recruiters and recruitment managers in the post-Covid 19 environment. As companies digitize more work processes and adopt new technologies, new opportunities and new fears arise. According to the World Economic Forum's Future of Jobs report, 43% of companies plan to reduce their workforce by replacing technology solutions. Both employers and employees recognize the need for agility because workers are afraid of unemployment. Employees need to improve their skills, and employers need to provide workers with the opportunity to learn and develop new skills.

15. Decreased Recruiting Budgets

Half of the HR managers expect further cuts in their hiring budget. There is increasing pressure to fill vacancies quickly and efficiently. The HR team needs a cost-effective solution that demonstrates a strong return on investment (ROI). As recruitment budgets shrink, it's more important than ever to find alternatives for HR to run a business and ensure that the new recruitment pipeline is solid. Technology provides a way to address these and future challenges, so don't be afraid to consider options. As Covid19 begins to decline, a well-integrated, analytics-driven HR technology stack will be essential for adaptation and evolution.

OPPORTUNITIES

1. Expanded data

According to Gartner analysis, 16% of employers use technology to virtually attend and leave work, track work computer usage, monitor employee email and internal communications / chat, and more. Tends to monitor employees in a way. Some companies track productivity, while others monitor employee involvement and well-being to better understand the employee's experience.

Even before the pandemic, companies were increasingly using non-traditional employee monitoring tools, but this HR trend is for new monitoring of remote workers and data on employee health and safety. Be sure to follow best practices to use employee information and analysis responsibly.

2. Rise of Gig Economy

Due to the economic uncertainties of the pandemic, many workers have lost their jobs and others have been exposed to atypical working models for the first time. Many organizations have responded to the economic impact of the pandemic by cutting contractor budgets, but have changed since then. According to Gartner's analysis, organizations continue to expand the use of dispatched workers to increase the flexibility of workforce management after COVID-19, adopting other job models such as part-time workers seen during the pandemic.

“Our research finds that 32% of organizations are replacing full-time employees with contingent workers as a cost-saving measure,” says Kropp, Distinguished Vice President, Gartner “While gig workers offer employers greater workforce management flexibility, HR leaders will need to evaluate how performance management systems apply to these workers and determine whether they will be eligible for the same benefits as their full-time peers.”

3. Expanded role of employer

The pandemic has improved the fashion of employers gambling an accelerated position of their personnel monetary, bodily and intellectual wellbeing. Support consists of stronger ill leave, monetary assistance, adjusted hours of operation and toddler care provisions. Some companies supported the network by, for instance, moving operations to production items or supplying offerings to assist fight the pandemic and presenting network alleviation budget and unfastened network offerings.

The modern monetary disaster has additionally driven the boundaries of ways employers view the worker experience. Personal elements instead of outside elements take priority over what subjects for companies and personnel alike. Employing such measures may be an powerful manner to sell bodily fitness and enhance the emotional wellbeing of personnel.

4. Separation of critical skills and roles

Prior to COVID19, key roles were considered roles with the key skills or abilities that an organization needed to achieve its strategic goals. Employers are now aware that there is another category of key roles, key roles in the success of key work processes. To build the workforce needed after a pandemic, instead of focusing on the role of grouping unrelated skills, the skills and advantages needed to drive the company's competitive advantage. Focus on the workflow you drive. Encourage employees to develop important skills that may open multiple paths for career development, rather than preparing for a specific next role. Providing more career development support for employees in critical positions who lack critical skills

5. (De-)Humanization of employees

Some organizations are aware of the humanitarian crisis of the pandemic and prioritize employee well-being as a worker over employees, while others are at higher risk by ignoring employees. Encourages employees to work in situations where they receive little support as a worker and then as a person. Think about your approach and how it affects the experience of sustainable employees. Dealing with fraud when remote and onsite employees are treated differently. Engage task workers in team culture and create a culture of inclusiveness.

6. Transition from designing for efficiency to designing for resilience

A 2019 Gartner organizational design study found that 55% of organizational transformations focused on streamlining roles, supply chains, and workflows for efficiency. While this approach has improved efficiency, it has also introduced vulnerabilities because the system is not flexible enough to handle the turmoil. Resilience organizations were able to respond more appropriately. If changes occur, you can quickly fix the course. To build a more responsive organization than the, design roles and structures based on the results, formalize how to increase agility and flexibility, and make processes flexible. It also provides employees with diverse, adaptable and flexible roles to enable them to acquire skills and training across departments. "Diversity leaders will need to be involved in role design and creation of flexible work systems to ensure that employees of all backgrounds and needs are considered when the organization designs new

workflows," said Ingrid Laman, Vice President, Advisory, Gartner.

7. Increase in organization complexity

After the global financial crisis, global M & A activities accelerated and many companies were nationalized to avoid collapse. As the pandemic subsides, M & A and nationalization of enterprises will accelerate as well. Companies focus on increasing geographic decentralization and investing in secondary markets to mitigate and manage risk in times of turmoil. This increasing complexity of scale and organizational management poses challenges for leaders as operating models evolve. Allows line-of-business to customize performance management because what some organizations need may not work elsewhere. As organizational complexity complicates career paths, we provide support for retraining and career development, for example by developing resources and building a platform for internal position insights.

CONCLUSION

How companies enable and adapt to the new work environment is key to their gaining a competitive advantage and to their ability to attract and retain the right talent. What has changed the most for HR professionals and the role that they will play moving forward is that, in our world, the focus tended to be on pay. Now health and wellness benefits are going to be a game changer. Our entire health care system is going to evolve with the private-sector and the public-sector communities working to fix what seems to be a relatively broken system. That's going to change the role of HR professionals in the foreseeable future.

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