



University of Wales Trinity Saint David

Managing People
(LCBB5004)

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Introduction

Due to the global pandemic COVID-19 many businesses suffered, and many people were made redundant (Bank of England,2020; Clark,2022). Some employees were furloughed, and some had flexible work arrangements (CIPD,2021)

HR managers had to adopt to new business challenges.

Human Resource Management

KEY RESPONSIBILITIES OF THE HUMAN RESOURCE MANAGEMENT TEAM



Flexible working

- Favourable pay and benefits
- Employment security
- Minimise employment costs
- Opportunities for internal training and promotion (CIPD,2018)



Diversity and Inclusion (Example of Amazon)



Sexual orientation discrimination

Age discrimination

Disability

Gender reassignment

Equal pay discrimination

Employment relationship in covid-19



Partnership(Security,
common aim,
Employee voice)

Commitment to
quality(Continuous
improvement,
Teamwork, Employee
award schemes)

Information and
Consultation of
Employees(Meetings,
e-mail, social
platforms)

Employee
involvement and
participation

Employment Law during pandemic



Local Government Association, (2022)

Human resource strategy and planning after covid-19 in Amazon



- Work form home strategy
- Long term solution for employers and employees
- Freedom to work when they fit
- Shared mission 'effective for the customers' (Lebeau,2022)



HR Approach of Amazon towards Diversity and Inclusion

Setting goals

Regularly reviewing
progress

Strong
management

Maintain diverse
and high-
performing work
environment

Cultivate diverse
workplace

Amazon, (2022a)

Amazon's HR culture of inclusion

Benefits and resources

Mentorship

Developing Leaders

Internal Conferences & Learning Programs

Conversations on Race and Ethnicity (CORE)

Global Accessibility Awareness Month

Affinity groups lead in community-building

Amazon, (2022b)

Conclusion

Flexible work during the pandemic has created an opportunities for employers to:

- Hire talent from anywhere - diverse group of candidates
- Improve the work experience
- Enhance retention
- Improve the leadership

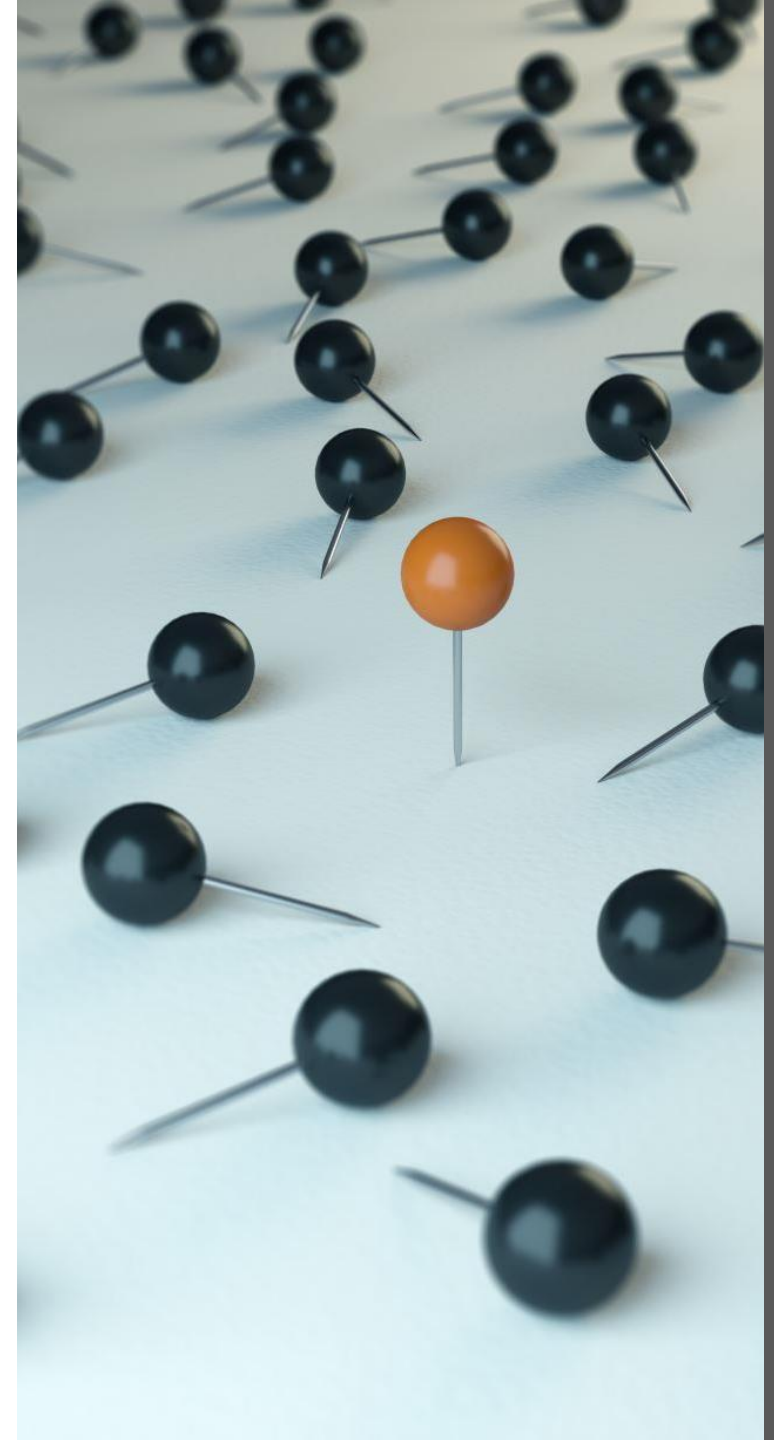
Subramanian, and Washington, (2022)



Thank you for watching!

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