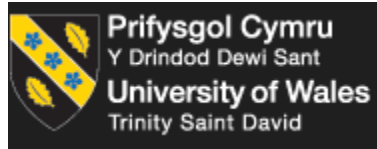


University of Wales Trinity Saint David



Investigation of UK labor market and Impact of Brexit and Covid pandemic and implementation of HR strategies

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Course : Master of Business Administration

Module Name : Human Resource Management

Submission Date : 10/09/2022

Human Resource Assessment 1

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1 Introduction:

This paper aims to evaluate HR strategies in the labor market in United Kingdom and during the pandemic period and its impact on the labor market and employability rate and analyzing Brexit and its impact on the labor market and economy and post-covid impacts and implementing new HR methods, in order to overcome from the pandemic and impact of the Brexit.

2 UK Labor Market

2.1 Labor market:

It is defined as the supply and demand for availability in the labor market, where the employee supplies the labor force and the employer provides demands for the labor in the market, it is also called the job market,

2.2 Factors affecting the labor market:

- Increase in population
- Immigration of people
- Un-employment
- employment rates,
- income inequality,
- discrimination,
- seasonality,
- and the overall economic climate.

2.3 Literature review:

the author proposed dual labor market theory, the author classifies the working sector into two types like primary sector and the secondary sector in the primary sector where the employee receives benefits like a high salary, job security, advances to another level, and equity. Were they in the secondary sector with low salaries and insecurity? For choosing people the in the sector, they are having partiality in the sector like poor should work in the secondary sector, (Piore, 2018)

the author investigated and conducted a survey of workers, and he found that they are maintaining dignity in the workplace in Walmart, they found that a high position has some advantages like, they receive a salary twenty percent extra than others and bonus and other advantages while low dignity workers are having less pay (Dube, 2021)

the author collected data from work and he analyzed the information he received, while comparing it to other firm data, he found that the workers are not receiving a salary for their work, for solving this issue, they suggest using some theories or standard methods in the organization were the workers should know about the work and salary for that work. (Card, 2018)

nowadays the organization, machines are replacing employees, the organization is doing this to increase production and efficiency, but it will affect employee working in the organization and they might lose jobs. The author found that approximately sixteen percent to twenty percent of employees will have no job if they mechanized everything and there are some things the machines can't do work, that can be done only by a human workforce (F, et al., 2018)

temporary jobs are better than unemployment because having no job but we need money to survive in this world, but temporary jobs has some negative impacts, in temporary jobs, the worker experiences heavy stress and insecurities and low pay from another point of view from the author about gender-based employment, in family if the male is working and female is having a temporary job, the male won't consider it as the problem in another case if the female is having a permanent job but male having a temporary job or unemployment then there will raise in issues within the family and that will also affect the workplace (Inanc, 2018)

In Thailand, they launched the thailand4.0 project, for that project they recruited skilled people from neighboring countries, which causes local people some unemployment and someone need to work for low wages, this causes international immigrant increase and causes an increase in the unemployability rate in Thailand (Tipayalai, 2020)

The females and males are having more responsibilities like taking care of their families and need to overcome from work stress, but the male and females doing the same work but they are receiving a salary based on their gender, according to the author the organization should have to equally treated without considering the gender. (Reena., 2018)

3 Post-Brexit impacts on HR

Some of the sectors were directly and indirectly affected, due to fewer employees the organization need to change its strategies to face post Brexit

For example, Sainsbury is a retail company that sells goods and services, which is indirectly affected because the trade market was affected directly, at this kind of situation the organization needs to change its strategies and want to hold a stable position the company

3.1 Literature review

In NHS some of the employees were EU nationals, who experienced some difficulty in the work environment because the UK is freed from the EU, this causes some of the people to go to their homeland, and during Brexit and they have HR support in order to not to lose the employee they HR strategies retention and recruiting method, NHS introduced the scheme called settlement scheme which increased the no employees and retention of employees (Styliani, 2019)

During Brexit, the demand for the skilled employee increased because the EU people immigrated to their homelands, and recruiting people, is increased but some of them do not possess the skill expected by the company, for solving these issues the HR strategies followed to reduce the impact of Brexit, for that, they recruited skilled people from other the nation (Maranda., 2019)

Brexit planned to leave the European Union, and most of the votes accepted that decision, they believed that leaving the EU will reshape the economy and culture, and political landscape of the

UK, and the UK wanted to be freed from the burdens of EU regulations and membership fees. according to the Author, proposed the results that are indicative of an aging UK population seeking isolation from the national, racial, and religious diversity associated with globalization. (Matti & Zhou, 2017)

The author uses, the Centre for Business Research (CBR) macro-economic model on the UK economy to investigate the impact of Brexit that can be faced in the future, following the referendum decision to leave the EU. The author forecasted some predictions, and classified them into two cases, the first case of small impact and Brexit, there can be a minor loss of GDP by 2025 (around 1%) but no loss of per capita GDP, and less unemployment in the United Kingdom, but more inflation. In the second case, the Treasury-based scenario the loss of GDP is nearer 4% (2.5% for per capita GDP), inflation is higher and the advantage in unemployment is less. (GRAHAM GUDGIN, 2018)

The author carried out some research and predictions and discussed the different cases because no one can give or propose exact results which are faced in the future, Some may think that Brexit may bring a change to their nation, but they don't know about the impacts faced by the UK economy, some may think that after leaving from the EU it would bring free trading platform which may help to increase economy, and some proposed that after 15 years the may rise 4% greater than the current economy and there are many proposals that the Brexit may cause positive impact and negative impact, the positive impact will help the economy but the negative economy would bring more critical situation (Tetlow & Stojanovic., 2018)

The author did research on the British - Slovak trade relations and proposed some analysis to figure out their impact on the Brexit consequences on the future, the author work majorly focused on the Slovak economy and its status in international economic relations and theoretically proves that the Brexit can cause a significant weakening and slowdown in the Slovak economy, to recover the losses for the organization needs the people who have knowledge and experience. For that, they need to recruit an employee from outside of the nation by using retention theory in HR management practices. The impact of Brexit on Slovakia's economy not only be in reducing the growth of the economy, but also in employment and price increases, and Brexit not only affects the economy of the pain but also the European Union

Brexit caused a 14% loss in the export and import sector, because before when it connected with the European Union, trade has been performed without distribution but after leaving the European Union territory whenever the trade is made there is some delay while inspecting goods and services it causes to loss of dealers

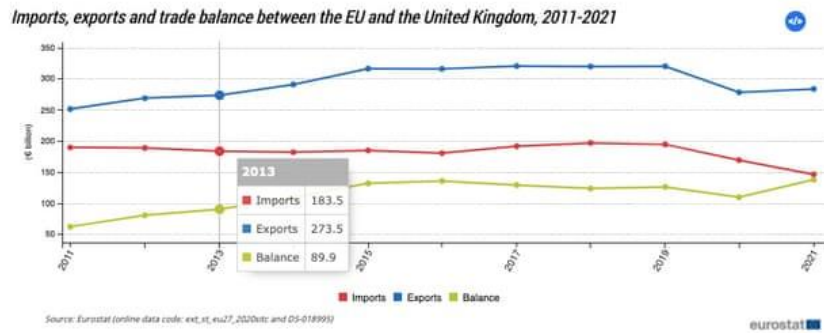


Figure 1 Brexit import and export

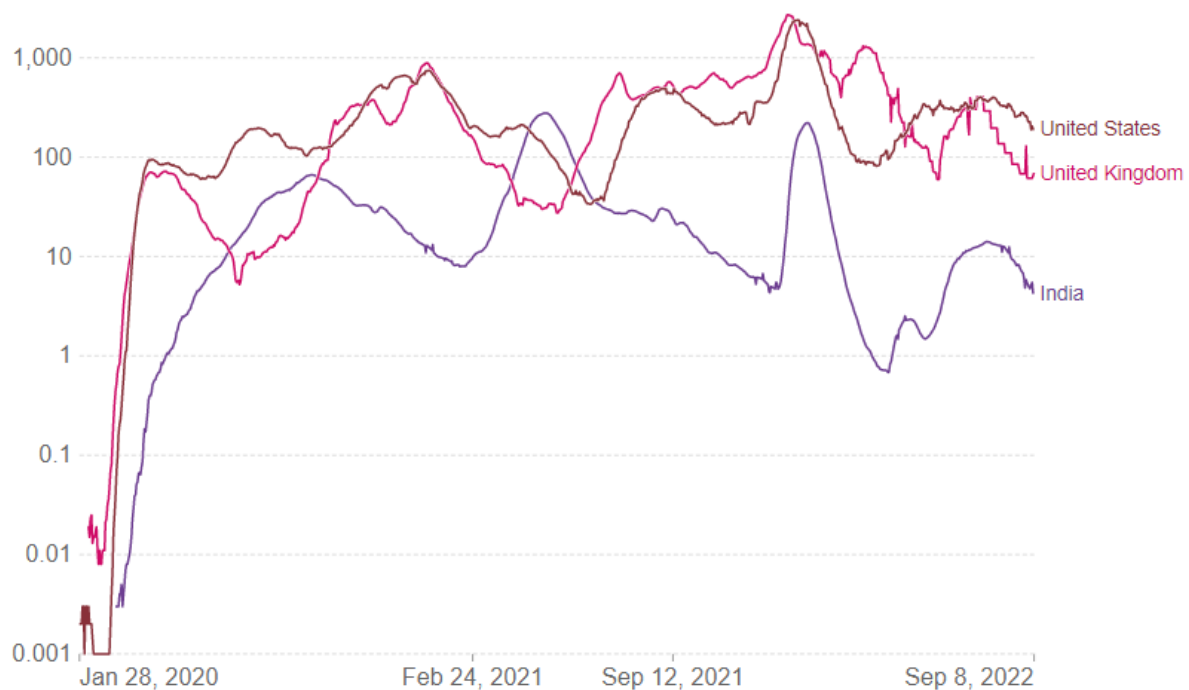
From the picture we can understand how the import and export are affected we can see that from 2013 to 2019 the trade was done smoothly but in 2019 it started to decrease, but the balance also decreased in 2020 and started to rise after 2020 (O'Carroll, 2022)

4 Impact of covid in HR

Covid is a dreadful virus that cause so many deaths and changed the global economy and made organizations implement the new method.

4.1 Literature review

The covid-19 caused sudden a loss in people's life and the daily life routine, and a decrease in the economy, because of the unexpected pandemic situation the government made some restrictions to reduce the impact, between 2020 and 2021 the UK government implemented 3 national lockdowns, the government debt also raised to 330 Billion in between 2021-2022,



because to support the people loss and loss in the business sector, during the pandemic period the un-employment and also increased to 10 percent because the people feared about their lives and the treasury department estimated, in march second quarter there may be a severe hit which is unimaginable of 35% hit in GDP (Lombardelli, 2022)

The author collected data and analyzed that data and found that there are improvements in the volume of business activity this was unexpected, wage growth has fallen during the pandemic by about two percent it's not exceeded that and maintained at stable after some period, and during the pandemic, the cost of the price is increased about six percentage, Brexit caused 24% firms were affected in export and 33% firms were affected by import and small-scale company are affected heavily and 61 % of service sector were affected by Brexit and 33% of industrial sectors were affected by Brexit which has resulted to decrease their costs of the product. And some of them had a profit of 20 % in the business sector by establishing trade between Britain and Northern Ireland. (Dhingra, 2021)

the author, the author analyzed covid pandemic and provided some suggestions that the public should co-operate with the government and also follow restrictions to reduce the impact faced by the covid, as covid caused an unexpected impact on the UK economy the government itself found hard because the economic support may insufficient to compensate for longer term (Keogh-Brown, et al., 2020)

as the covid has affected the economy and social activities and public sector similar it also affected the construction sector and engineering sector, the ongoing construction also stopped and the worker also faced heavy loss, and there is also some material for the construction is also stopped the author collected data globally

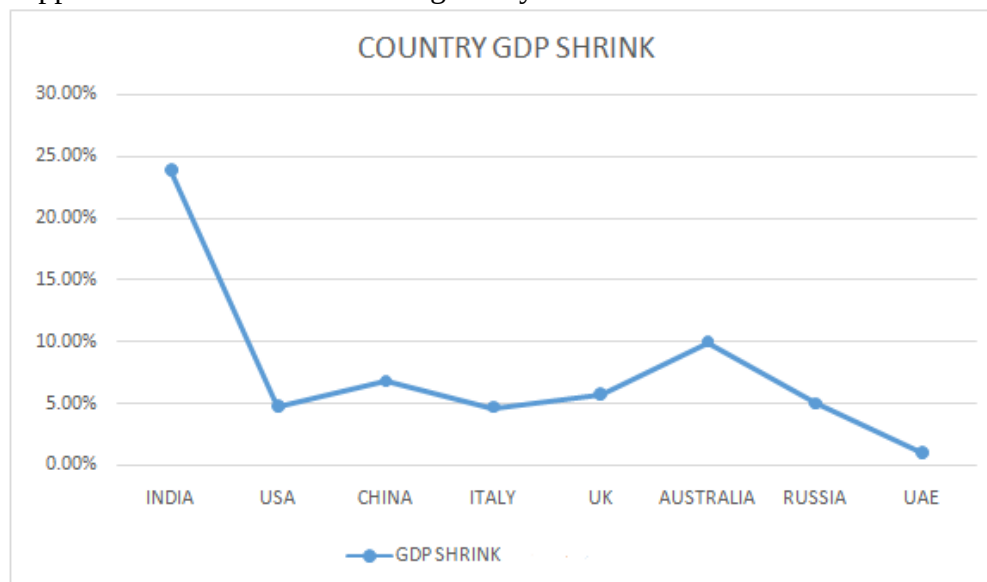


Figure 2 impact of covid on the UK economy

To overcome the issue, they need skilled employees to face the problem, at last, the author suggests following the covid restriction and using technology to finish the work after the vaccine (Biswas, et al., 2021,)

4.2 Positive impact in a pandemic.

- Changes in firm's rules and regulation
- Created Awareness of health
- Usage and adoption of advanced technology

4.3 Negative impact of a pandemic.

- Lots of death
- Economic loss

5 Problems faced by individuals and organizations.

- There is no equity in the working environment.
- Salary is not provided according to their work.
- Gender-based pay.
- Immigration and migration of skilled people from one country to the another
- Lack of knowledge about the work
- Lack of skills
- Pandemic period, lockdowns, and deaths.

6 Impact on Human Resource Management due to labor market and post-covid and Brexit in the UK.

- The post-Brexit caused some of the people to immigrate to the EU, in order to reduce the immigration and maintain the workforce they used retention strategy to retain the employees, or they want to hire new people and train them which takes more time and the economy also down and the companies don't want to waste money the on the trainee, some of the organization introduced schemes to retain the employees and some other increased the wages and given more hours of work given some response to the order to increase the performance to maintain the company GDP.
- Toto reduce the Brexit impact on the organization, the organization need to needs to change their its strategy, which may comprise recruiting new people or retention people, or promoting the people to another level may help to retain the employees and increase the performance of the employees and this help to face the impact of Brexit The post Brexit caused some of the people to immigrate to EU, in order reduce the immigration and maintain the workforce they used retention strategy to retain the employees, or they want to hire new people and train them it takes more time and the economy also down and the companies don't want to waste money on the trainee, some of the organization introduced schemes to retain the employees and some other increased the wages and given more hours of work given some responsibility to increase the performance to maintain the company GDP.

- To reduce the Brexit impact on the organization, the organization needs to change its strategy, which may comprise of recruiting new people or retaining people, or promoting the people to another level may help to retain the employees and increase the performance of the employees and this helps to face the impact of Brexit
- From the analysis of data collected, the author suggests that there is still partiality in the workplace which makes the employee feel depressed and work done by the employee will also not be satisfied
- Due to Brexit the economy is quietly affected, in the terms trading and some organizations severely affected, it does not affect the company, it also affects the employee working in the organization and due to Brexit the affected employers to overcome from struggles the promoting a people to the higher post with some additional makes the employee work for the organization and it will result to increase the performance of the firms.
- Gender partiality in the working environment also causes the employee to immigrate to another company, which also affects the workforce of the company
- Immigration of people from various countries affects the employability rate.
- If the organization is recruiting an employee, then the employee must possess the skills required for that task, some of them are rejected to the lack of the skills
- During the covid-pandemic only most of the sector experienced loss because it not only affects the people it takes the people's life. This pandemic causes the company to change in strategy and change in structure of the company and made the employee, follow the rules. During the covid, the medical sector has had more struggles to take care of patient health for that they can't recruit people from outside instead the HR department can introduce a scheme that covers overall benefits which makes them increase the performance of the employee.
- At covid lock down the employee are affected due to salary, some companies provided the salary, in other sectors like construction, export, and import and small companies and self-employed persons are majorly affected for to overcome this kind situation implementing new tactics which may use to overcome the problem
- At covid pandemic caused more deaths which also feared people, so some of them not went to the company which caused a lack of workforce in the organization for this issue the HR department needs to provide security for their life like insurance and following the covid regulation to prevent from having covid-19.

7 Recommendation and conclusion:

As all the sectors are facing major impacts from covid and Brexit, to overcome the problem the HR strategies need to be changed. The mostly used HR strategy is staff retention and introduction of the new scheme, as the economy is affected badly to overcome that, they need skilled employee but the availability of the skilled employee becomes very less during the Brexit for solving that problem the skilled employee are recruited from the outside because if the recruit the unskilled employee for their organization they need to provide training and we have to

identify skill of the people, this process takes some time as the economy is critical the most beneficial way is to recruit the employee from outside, Before retention, the employee and employer relationship should be strong enough, to overcome the problem, in the workplace they should have equity and no partiality because in the case of the pandemic or the unexpected emergency the change in strategy will help a little and additionally if there is a strong relationship between the employee and employer will boost their performance. In the case covid, all the sectors heavily faced a major impact one of the sectors is the hospitality sector because all the one knows the covid caused more death, even though the covid caused death all people in the hospital sector played their role, the HR strategies are implemented to reduce risk of death, like working in shift hours with following covid restriction implemented by the government and introducing a new scheme to the employees, and the sector like information technology and education sector followed online resource to reduce the impact of covid.

Quick recall of the conclusion, maintaining a strong relationship between the employee and employer, staffing retention and recruitment of skilled employee, maintaining equality in the workplace, providing security for life(insurance), providing work in a shifted manner, following covid rules and regulation and increase of the salary, removing partiality from the workspace these are some changes implemented by the HR department to recover from the economic loss and pandemic.

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