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HUMAN RESOURCE MANAGEMENT

Executive summary

The study has focussed on the Labour market of UK along with the resourcing of the organisations. It majorly draws the attention towards the impact of the COVIDI on the HR strategies. The study has identified the post COVID and posts Brexit scenarios in the context of the organisation General Electronics. The discussion has reflected light on the impact of post COVID and posts Brexit situations on the HR strategies. The impacts on the business of the organisations has also identified in the discussion..

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Introduction

Human resource management can be regarded as recruiting, managing and hiring employees. The internal factors that impact human resource management within organisations are the company's rate of growth and the use of technical tools. The primary function of human resource management is to maintain an adequate staffing through workforce planning. It is an effective process and is influenced by external and internal factors. The external factors influencing the resourcing process include the available labour pool and government regulations. These also impact the policies, procedures and rules adopted by their workforce. Human resource management plays a critical role in the areas such as workforce planning, employee and labour regulations, training and development and legal compliance within the organisations. Human resources can be regarded as a separate function and can make a real difference to organisational success.

The current state of the labour market in the UK

Labour market and economic inactivity

The labour market ensures the balance between the national economy, the needs of the labour resources of the national economy and the possibility of their coverage. The labour market features a self-regulation mechanism, including the employment and the unemployment rate, economic inactivity, working hours and remuneration or wages. The need of the UK has seen an increased jobs and unemployment rate compared to the first three months of 2022. The employment rate of the UK has been estimated at around 75.6%, and it has increased slightly in the first three months of the year. On the contrary, the unemployment rate in the UK has also increased, and it is higher than in the years before the pandemic (Ons.gov.uk, 2022). In the first year of the pandemic, there was a gradual decrease in the employment rate due to the country's economic fall.

Economic inactivity and unemployment rates were both high at the pandemic period, after the pandemic period the UK market recovered, and the employment rate increased. The UK market has observed increased employment and unemployment rates, and the gradual decrease in economic inactivity has driven the high employment rate. There is an increase in the number of full-time employees, and the number of part-time employees has gradually decreased from the beginning of 2022. There are more job vacancies in the UK than the unemployment rate though wages failed to keep pace with the increased rate of prices (Bbc.com, 2022). This has been identified as a significant problem in the UK labour market

due to the Annualised food and fuel costs. The average annual salary of full-time employees in London was about 41866 million British pounds in 2022 (Statsita.com, 2022). The unemployment rate in the UK has remained low since 2013 until the relaxation of the coronavirus pandemic. It reached a higher level in 2020 and has gradually decreased though not as much as in the pre-Pandemic period.

The economic inactivity rate has gradually been falling since the pandemic period was over. The economic inactivity has decreased in the last half of the year 2022 as compared to the first three months of the year. The economic inactivity rate of the UK was 37% as of October 2022 (Ons.gov.uk, 2022). The main reasons the people of the UK are economically inactive are the discouraged workers who are not seeking jobs as they believe no jobs are available as per their qualifications. The other reasons for being financially stagnant include those who are waiting for the results of job applications or have not started applying as they do not want employment. Compared to the first three months of 2022, the total weekly hours worked decreased from August to October 2022 by 4.3 million to 1.04 billion hours. Several people have been disengaged from the labour market during the pandemic period. The company General Electronics is currently facing issues related to the over-employed workforce. The increased rate of employment and job vacancy has affected the business of the organisation **General Electronics** positively as it has helped to provide them by supplying more skilled workers. On the contrary, it can also make the task performance disengaged and the employees can feel disengaged with the work.

Factors affecting the organisations' resourcing and influencing policies and procedures

An organisation is affected by internal and external factors, and the managers must analyse the factors of the internal and external environments. As opined by Yu *et al.* (2020), the elements present within the organisations' boundaries are regarded as internal factors. Internal factors included within the internal environment of the organisations are the physical facilities, the plant capacity, proprietary technology and communication capabilities. As argued by Kiefer *et al.* (2019), the management of the organisations has the responsibility to allocate the resources between ongoing business activities and future operations. The elements of internal factors include the organisational culture resources of the organisations, which significantly impact the policies and procedures adopted by the organisations. The corporate resources include **financial resources, physical resources and human resources**.

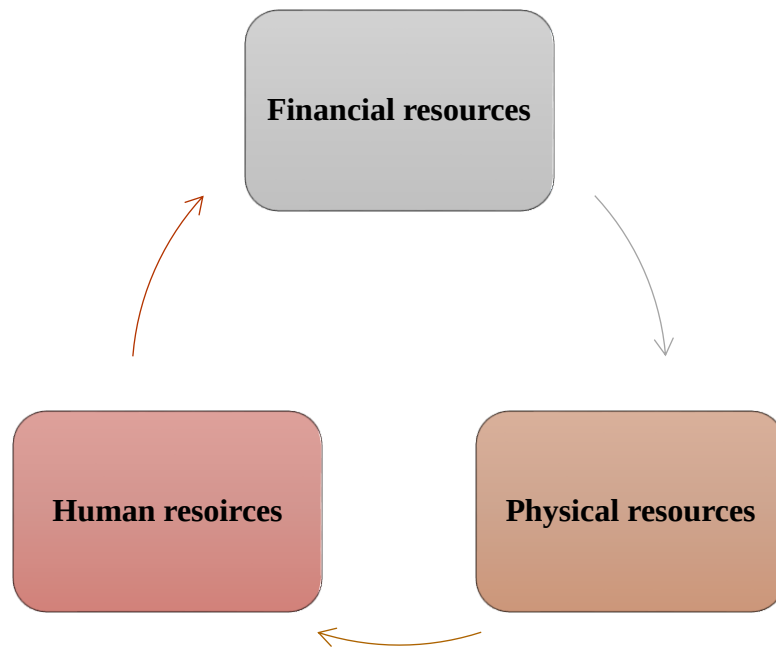


Figure 1: Resourcing of the companies

(Source: Created by author)

The role of leadership is another impact internal factor, which has a significant contribution to forming the policies and procedures for business operations. For example, **General electronic** is an innovative company that has adopted the approach of resourcing proactively and reactively to make its position in the industrial environment (Ge.com, 2022). The external environment of the organisations is related to the general atmosphere and industry environment, and it includes the factors such as technological factors, social factors, global factors and competitive factors. These factors strongly influence the organisational policies and contribute to the effectiveness of current business operations and long-term stability and growth.

The emerging changes in Human Resourcing Strategies in the post-Covid and post brexit situation

Post COVID HR scenario for HR

The pandemic period has created a long-lasting impact on the procedures of organisations, and as a result, human resource strategies have also been impacted in the human resource strategies. As opined by Yawson (2020), during the emergence of the corona pandemic, the human resource department has evaluated the trends to create strategic goals and plans. The trends assessed by the human resource leaders have impacted the overall business performance. The leaders have decided to develop a hybrid work system, and this has become

the mainstream working system. As argued by McGuire *et al.* (2020), the emergence of the pandemic has forced organisations to take decisions reading the changes in strategies. The pandemic has significantly affected business functions as it induced shifts, and the companies have changed their approach to stay operational.

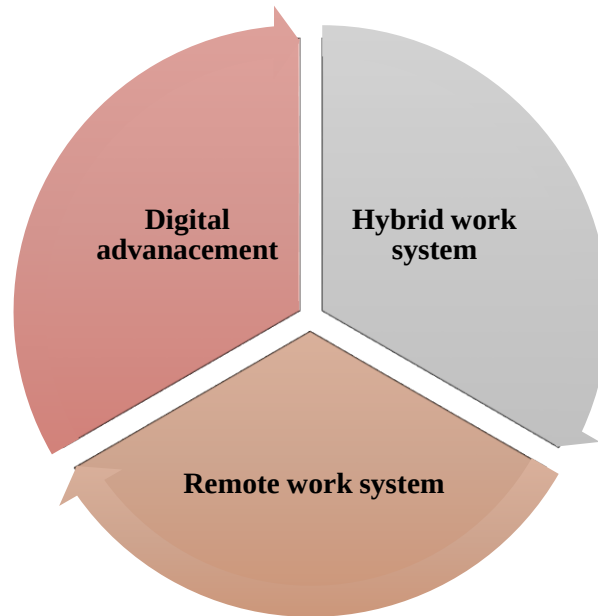


Figure 1: Post COVID HR strategies
(Source: Created by author)

The overall functions of human resource leaders and HR departments have gone through a significant shift due to the exponential growth of remote work to mitigate the risk of virus exposure. HR has involved digital tools for recruiting and selecting new employees to continue the business process. **For example, General Electronics** has adopted a new strategic plan and introduced remote working for non-essential workers who do not require to be physically presented to continue the business process (Ge.com, 2022). The company has adopted this strategy to enable employees to work from anywhere. Digital development has influenced companies to embrace remote working. HR leaders have guided their employees through transitioning to a more digital work environment. HR professionals have also evaluated their roles in hiring and recruiting new employees with the help of digital technologies (Rudolph *et al.* 2021). HR professionals have taken the strategy to recruit new employees through interviews conducted with the use of digital tools.

Effect on the business with respect to HR

It has been identified that the pandemic has significantly impacted HR practices, and during the significant shift to the digital workforce, the role of HR has also changed. Digital

technology is the centrepiece of virtual work, and the emergence of the pandemic has created a significant shift in the virtual work environment. HR as a business function has changed during the pandemic and impacted the previous HR strategies. The emergence of the pandemic has forced many organisations to transition into the virtual recruiting process (Dwomoh *et al.* 2020). The HR department has conducted the entire recruitment process, from planning to talent sourcing, selecting, hiring and on boarding in a virtual environment. The HR department has involved new technologies to facilitate the virtual recruiting process. In this process, the HR experts must learn specific skills to navigate (Hadi and Supardi, 2020). HR managers have also adopted strategic plans for managing remote teams and have learned how to manage employees when there is no support for smooth business operations.

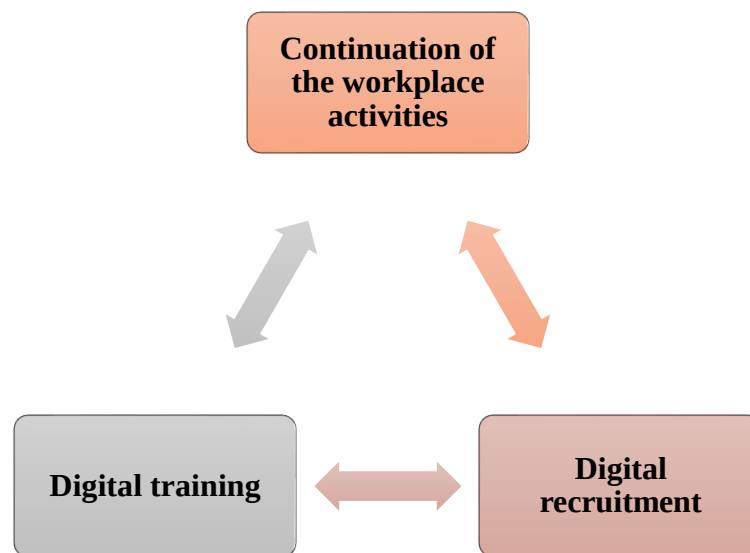


Figure 2: Effects on the business

(Source: Created by author)

The HR department's most challenging role was the public health administrator. As opined by Butterick and Charlwood (2021), HR professionals are responsible for creating a proper workplace structure to maintain the safety of the employees. The HR department has focussed on staying current on the fluid regulations and policies regarding the safety of the employees. The pandemic has influenced human resource strategies covering hiring and developmental recruitment training areas. As argued by Aldoghan (2021), the HRs are responsible for developing skills among the employees and during the pandemic period, online training sessions are provided to the new employees. Human resource practices have irrevocably changed during the pandemic, and it has become a dynamic department, majorly focussing on digital technologies to automate processes and improve communication. The

role of the human resource department is regarded as the human capital as they spend their ability and skills in managing the performance of employees.

The role of HR professionals is continuously evolving, and it aims to learn more about the technical resources, trends and operational changes to shape the future of the business. As opined by Balint Kurti (2019), the HR department can be agile in adapting the sudden changes to support employee recruitment, development and retention. The emergence of the pandemic has created significant challenges for the HR department. It has forced the department to adopt the changes and set new trends for continuous business operations in the face of difficulties. This has evaluated the position of HRs and made it one of the most demanding positions in the corporate environment. As argued by Collins *et al.* (2021), the past two years have pushed significant changes in human resource strategies, and HR has maintained its role in addressing the issues that occurred during the difficult situation. HRs are in advantageous positions and are in charge of the most valuable asset of the companies. The changes are still evolving even after the pandemic is over, and the HRs continuously analyse the emerging changes to reduce the future implications caused by any uncertainty.

In the wake of the pandemic, the role of HRs has critically evolved and has provided the opportunity for employees to work from home. The HR department is still advancing digital knowledge to improve handling digital skills (Hewett *et al.* 2018). The hybrid work environment has emerged as the new trend in the work environment, and the maintenance of a supportive work environment is the primary purpose of the HR department. For this purpose, the HRs are still developing their knowledge to improve the working palace. Remote working, advancement in the technical aspects and the complex labour market are the main difficulties managers face while maintaining the organisation's human capital. **General Electronics** has adopted an effective HR strategy and holds its leaders accountable for creating compliance culture for the employees ((Ge.com, 2022). The leaders' responsibilities include incorporating the regulatory requirements and developing string processes to address the risk issues.

The changes in Human resourcing strategies in the post-Brexit external environment

The post-Brexit environment is important for the maintenance of the HR management changes because it can try to create some implications for the business of various companies. One of the effective impacts of the after-Brexit environment of business is considered as the free movement of business employees. It can be noticed that this particular implication is

associated with the creation of labour market flexibility. This is the reason for the enhancement of the proper training of the employees for the increasing productivity rate of the business (Cumming *et al.* 2020). In the context of this particular study, there are some changes that are essential for the HR strategies after Brexit. One of the essential changes is associated with the **improvement of UK employment policies**. This is effective for the knowledge that the significance of employment policies is to mitigate employee discrimination and the protection of the employees is also developed with the help of this implication. It can be stated that the employee retention process for the UK labour industry after Brexit is also improved through this implication. The employment rate in the UK is 75.5% in the financial year 2022 (Ons.gov.uk, 2022). Another transformation of the human resource strategic approach is associated with the **development of business achievement**. In the post-Brexit situation, another essentiality of HR management is to increase the recruitment of employees and this is the cause of the increasing quality of productivity. For this reason, the business achievement is important for the above-mentioned strategies. As per the example, **General electronics** can try to follow the case of the HR strategies after the above-mentioned issue of Brexit in the country (Ge.com, 2022).

In the case of the particular study, it has been observed that the other change is related to the mitigation of the employee shortage with the help of HR strategies. The main way to mitigate the employee shortage is to develop the **improving technology for the training of the employees** (Moradlouet *al.* 2020). This way is important for the development of the productivity rate of the business. This is why the profitability rate enhancement of the business is enhanced in an appropriate way. On the other hand, the appropriate technology of the business is associated with the improvement of the business activities because the skills of workers are developed in the context of the labour market of the above-mentioned country (Smith, 2019). There is effective importance in the transformation of HR strategies after the Brexit issue. The most essential importance is to maintain the safety of the employees and this is important for the worker investment in the manufacturing development for the business sales rate. Hence, another effective importance is also associated with the enhancement of sponsor recruitment for the increasing business partnership that is effective for the profitability rate of the UK business. **For example**, General **electronics** can try to increase its productivity rate with the help of appropriate HR strategies and for this reason, the sales rate of the organisation is increased (Ge.com, 2022),

Conclusion

From the above discussion, it can be concluded that the human resource department can be regarded as one of the integral aspects of business organisations. It is effective in managing uncertainty by changing the trends of business operations. Resourcing within an organisation is affected by internal and external factors, which further influence the policies and procedures adopted by the organisation. The study has identified the changes in the human resource system during the pandemic and the influential role of the HR professional in managing the challenges by adopting critical changes. The major shift to digital technology due to the coronal pandemic has positively impacted the business, and it has helped the HRs continue recruiting and hiring new employees in the face of the pandemic. The hurdles faced by the HR experts have allowed them to learn better and also helped them to be better professionals in the HR department. The study has also identified the changes implemented within the human resource strategies in the post-Brexit environment.

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