



MODULE TITLE : HUMAN RESOURCE MANAGEMENT

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HUMAN RESOURCE MANAGEMENT

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Introduction

Post pandemic business environment across the UK is creating complexities for the labour market as companies are struggling to recover the financial losses suffered due to the Covid-19 pandemic. The new business environment amid the pandemic forced the companies to implement effective alterations in their management of employee management approaches as new Human Resource (HR) policies for managing employees emerged due to the effects of the pandemic. This report is developed to focus on the current state of the labour industry across the UK. New approaches involved with HR strategies adopted by different companies are discussed in this report as well.

Rationale

Current state of labour market

Challenges associated with an increase in interest rates in the UK

The modern business environment across the UK is facing the challenges associated with the rise in interest rates. The increase in interest rates is creating instability across the UK labour market as companies are facing difficulties to acquire the necessary resources to develop a sustainable work environment for the employees. The challenges involved with the wage gap across the labour industry are creating complexities for organisations to develop a sustainable and flexible work environment for themselves.

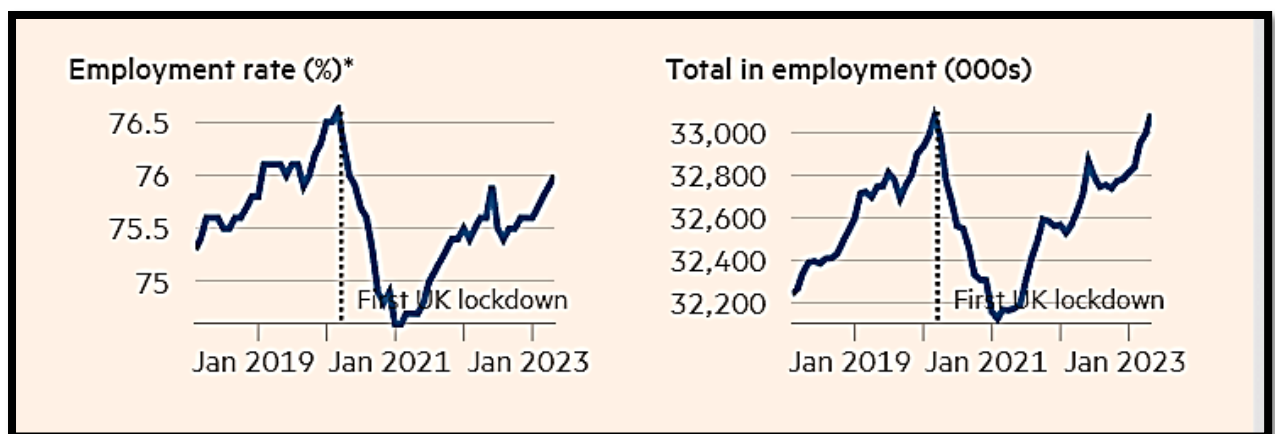


Figure 1: Critical statistics involving the employment rates across the UK labour market

(Source: Strauss, 2023)

Based on the Figure 1 Statistics, the first lockdown across the UK caused significant damage to the labour market as the employment rate across the country reached below 75% (Strauss, 2023). The changes due to the rise in interest rates, combined with alterations in the business activities based on wages created significant issues for the management authorities involved

with the UK labour industry. The unemployment rate across the UK is close to 4.2% at the end of FY 2022. Approx. 1.44 million citizens (above 16 years old) are looking for employment opportunities in the country (Parliament.uk, 2023). The government authorities are trying to make effective alterations in their management plan to increase the employment rate across the labour market.

Emerging changes in Human resourcing strategies in post covid and Brexit

Recruiting employees based on post-Brexit immigration rules and introducing new technologies for communication

The new rules and regulations involving the hiring of employees for managing business operations are changing for organisations operating across the UK business environment. New regulations based on the management of the employees are creating complexities for the companies as the new immigration regulations are forcing the company management to incorporate effective paperwork for their employees (Turnpenny and Hussein, 2022). Furthermore, UK citizens working across the EU nations are needed to make changes in their management approaches, as effective communication with the organisation is required to complete the necessary paperwork based on the Brexit regulations.

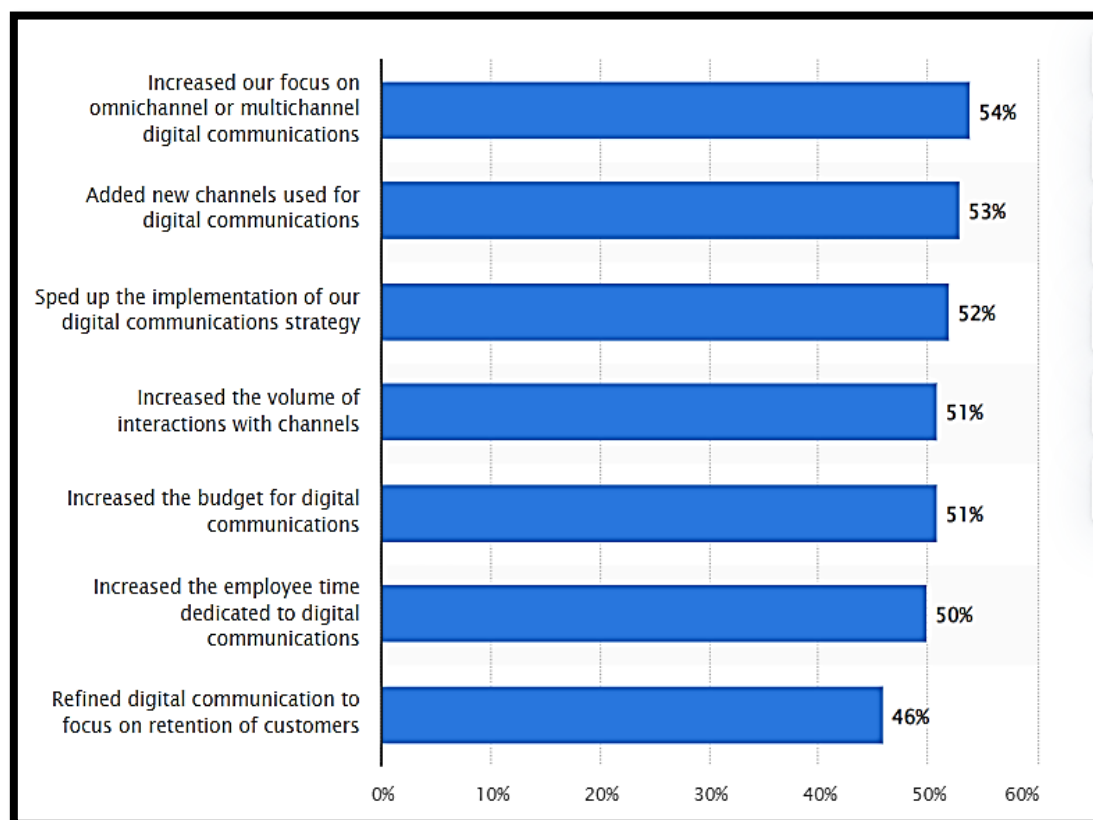


Figure 2: Critical statistics based on the implementation of communication technologies amid pandemic

(Source: Statista Research Department, 2023)

Figure 2 is indicating the significant alterations in the digital communication technologies used by the companies to create a flexible work environment for the company employees to mitigate the challenges involved with the post-pandemic business environment. Approx. 53% of the organisations were focusing on making alterations in their digital communication channels to mitigate the challenges involved with pandemic (Statista Research Department, 2023). The new policies based on digital communication tools helped the HR managers create a flexible work environment amid the Covid-19 pandemic.

The rules and regulations associated with the health and safety of the company employee and organisational products are forcing the management authorities to increase the usage of communication strategies based on Digital technologies (Caselli and Fracasso, 2022). An increase in live chat, online messaging, Cloud messaging activities, Audio, and video conferencing are some examples of communication technologies, which are helping HR managers to implement new approaches for managing their organisational employees.

Findings

Decrease in real wages across the UK labour industry

Challenges involving the increase in the interest rates across the UK are creating significant complexities for the management authorities to create an effective environment based on operational sustainability. According to recent reports, the last quarter of FY 2022 did not encounter effective growth with respect to economic developments across the UK, creating an environment of stagnation across the country (Elliott, 2023). The government authorities are trying to incorporate changes in the interest rates across the banks to mitigate the issues involved with stagnation across the country.



Figure 3: Increase in interest rates involved with Bank of England

(Source: Armstrong, 2023)

Figure 3 is indicating the effective alterations in the interest rates associated with Bank of England. The changes in the interest rates started to go beyond the 1% value since the beginning of FY 2021. Bank of England's interest rate at the beginning of FY 2023 is close to 4.25%, which is indicating the challenges associated with economic disruptions across the country (Armstrong, 2023). The increase in the wage gap is creating issues with employment rates across the UK as the rules and regulations involving immigration for labourers are creating challenges for company managers in the UK.

Supply chain disruptions combined with a fall in labour supply are creating complexities for the HR managers

The critical issues involving the challenges in supply chain processes are forcing organisations to adopt different strategies for managing their daily operations in the company. HR managers are looking for recruiting employees with technical knowledge of the communication technologies, which are used for managing the supply chain and resource management activities in the modern business environment (Sima *et al.* 2020). The Covid-19 pandemic caused significant disruptions for HR managers as the employees were forced to adopt changes in their operational approaches to completing their assigned tasks. The new changes based on the cloud computing processes are considered effective changes across the companies, which forced the HR managers to recruit employees with a specific skill set.

Organisations are forced to incorporate alterations in their management approaches based on the development of a new talent pool for the company to continue their business activities in the new business environment. Post-Brexit work environment across the UK created significant shortages of skilled workers in the country, which is creating increasing efficiency-related challenges for companies in their respective business environments.



Figure 4: Key statistics involving the impact of Brexit on the UK business environment

(Source: Clark, 2022)

Figure 4 is highlighting the critical factors involved with the impact of Brexit on the economic development across the UK. At the beginning of FY 2021, the UK values involving UK exports fell by £6.5 billion, which is emphasising the issues involving the shortages of employees across the industry (Clark, 2022). Implementation of new immigration protocol involving the skilled workforce across the UK is responsible for the complexities faced by the employees in the industry. New employee management approaches based on online recruitment approaches are helping the management authorities to incorporate positive alterations within their respective business environment.

Discussion

Increase in industrial disputes across the UK labour market

The UK labour market plays a critical role in the development of economic sustainability across the country. Companies are looking to find alternative approaches for managing their

workforce to mitigate the challenges involving the complexities associated with the Pandemic. The disruptions in the supply chain approaches across the country are increasing the demands of employees with a specific skill set. Technical knowledge regarding automation technologies combined with the knowledge of HR management approaches is considered a critical factor in the UK labour market (Alhloul and Kiss, 2022). However, the recent challenges associated with economic complexities across the country combined with challenges associated with the geo-political conflict among countries are forcing the government authorities to create a new plan for the UK labour markets. The challenges associated with economic disruptions across the country are forcing employees to instigate protests for creating a sustainable payment structure across the company.

The rise in protest across the healthcare industry can be considered an effective example of the growing struggles across the UK labour market. According to the reports, the protest involving the pay increase for the nursing staff is considered a significant example of the challenges involving the UK labour market. The nursing staffs are instigating protests for a record number of days across the UK, which is indicating the growing concern for the government authorities across the country (Sharma, 2022). The demands of the protesters are based on the increase in their pay structure to accommodate the significant increase in the rise of living standards across the country. The government authorities are trying to make alterations in their investment plan to accommodate the new pay structure for the workers across different sections (Such as Healthcare, hospitality, and retail industry) to mitigate the industrial disputes across the country.

Uncertainty in business relationships combined with supply chain disruptions are reasons for new HR approaches among UK companies

Companies involved in the UK business environment are forced to incorporate alterations in their management approaches to increase their operational efficiency as the Brexit regulations are creating uncertainty in business relationships among multinational business organisations. Implementation of new communication technologies is introduced to avoid confusion regarding the business activities involved with the company (Mohamad *et al.* 2022). For example, Tesco plc is one of the largest retailers in the UK business environment, which is looking to incorporate effective alterations in their employee management approaches by developing a positive work environment based on digital technologies. The inclusion of new stores based on digital facilities (quick service combined with digital payments approaches across the stores) is enabling the company management to make positive alterations in their work structure (Tesco plc, 2023). The technology based on digital functions is allowing HR

managers to monitor the performance of their employees while creating a sustainable work structure across the organisation.

The new technologies based on the monitoring approaches are included in the industry for helping employees make effective alterations in their daily activities. The implementation of an effective e-HRM approach is introduced by HR managers to make positive alterations in their employee management (Syarief *et al.* 2023). The increase in the operational flexibility for HR managers to communicate with their employees amid the Covid-19 pandemic is becoming an effective factor for success in the present business environment. Technologies based on online and email communication are changing the approaches for managing organisational employees within the present business environment in the UK.

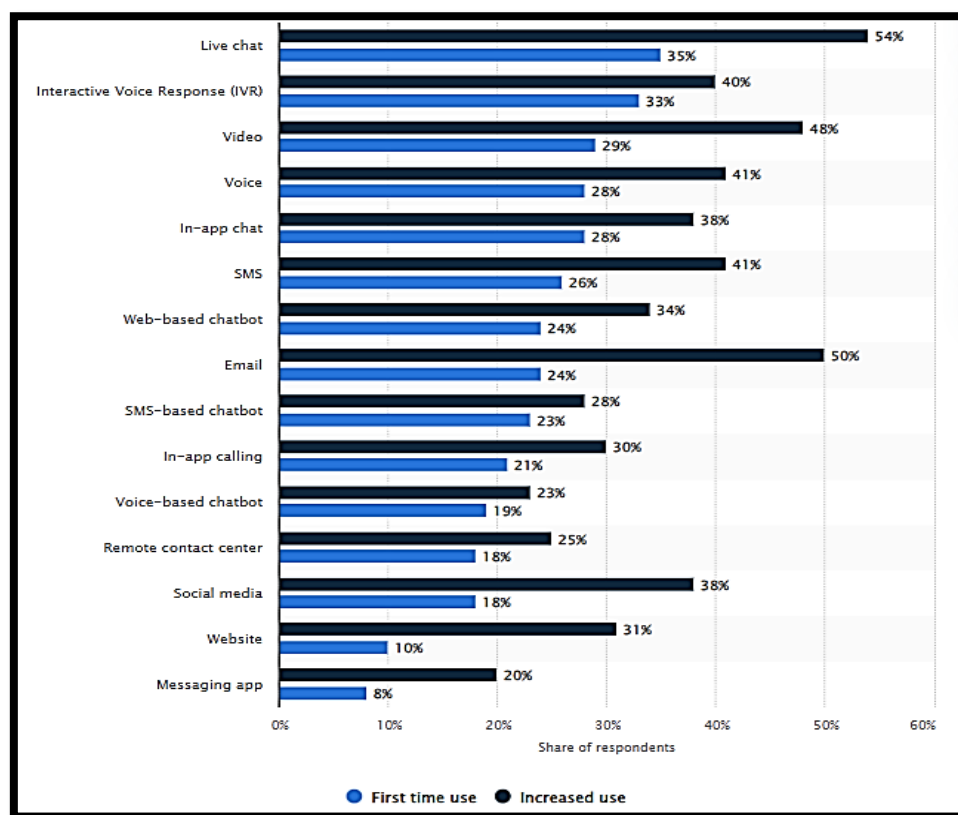


Figure 5: Critical statistics involving the inclusion of new technologies due to the effects of the Covid-19 pandemic among companies

(Source: Statista Research Department, 2023b)

Figure 5 is highlighting the effects of the Covid-19 pandemic across companies, for managing their daily operational activities in the present business environment. Approx. 35% of the companies started to use the live chat approaches for managing their daily operations involving employees for different departments (Such as supply, resource, quality, and risk management) within the company (Statista Research Department, 2023b). The HR managers

make effective changes in their communication processes as well for helping and guiding employees to complete their respective tasks without creating a challenge for the company hierarchy.

Recommendations

1. Talent management plan

Introduction of an effective talent management plan for creating an efficient workforce for company management can be considered as an effective recommendation for the companies in the UK. The HR managers need to communicate with the supervisors and managers associated with different departments to make positive changes in their management activities. Introduction of a talent management plan can help the organisation create a sustainable workforce for it to tackle the challenges associated with new challenges in their respective business environment (Hongal and Kinange, 2020). The HR managers involved with the company can incorporate the rules and regulations associated with the UK labour market to create a sustainable workforce for its employees. The changes in the employee remuneration packages based on the new business activities across the UK can help the company to motivate their employees to provide their best efforts in achieving the organisational goals and objectives.

2. Revised employee policy based on labour industry regulations in UK

The challenges associated with information-sharing activities across the labour industry are considered critical factors for employees in the modern business environment. HR managers are finding it difficult for their employees to improve their operational efficiency in modern business approaches. The implementation of an employee policy based on digital communication technologies can be considered an effective recommendation for increasing the operational efficiency of employees in the post-pandemic work environment (Newman *et al.* 2021). Furthermore, the UK government is introducing new employee safety approaches based on the new safety features to help the employees to conduct their daily activities without creating disruption across the company. The revised employee policy can focus on employee safety standards, remuneration policy, and both long and short-term benefits across the company.

3. Inclusion of blockchain technology for managing organisational information

Introducing blockchain technology for sharing and receiving organisational data is becoming an effective trend across the new business environment. The auto-updating technology associated with blockchain approaches will allow HR managers to increase the efficiency of their data sharing (Paliwal *et al.* 2020). Furthermore, blockchain technology will enable

companies to increase the cyber security factors involved with the company. Developing a secured platform for sharing organisational information will enable the employees to communicate with the company hierarchy efficiently as well. Multiple departments within the organisation can access the platforms to manage the organisational data without facing difficulties involved with cyber threats.

4. Implementation of employee training programs based on RPA technologies

The development of new employee training programs based on the requirements of the new business environment can create significant alterations for the HR managers within an organisation. The inclusion of mandatory training activities based on industry trends and automation technologies is creating new opportunities for HR managers to improve the skill set of their employees, which in-turn can help the companies to increase their competitive advantage in their respective business environment (Costa *et al.* 2022). The inclusion of training activities based on automation technologies can help the company management make positive improvements in increasing their environmental sustainability levels as well.

Conclusion

The post-pandemic and post-Brexit business environment in the UK is creating significant disruptions for companies to complete their respective business operations. The shortages of employees due to the new Brexit regulations are forcing companies to make effective alterations in their management structure. The disruptions in the traditional employee pool across the UK are creating challenges for companies to sustain their position in the market. The management authorities are forced to introduce changes in their operational approaches due to the advantages associated with digital communication technologies. The inclusion of a live chat and email communication are enabling company managers to make positive changes in their work structure as well.

However, HR managers need to alter their technological approaches as well for increasing the operational effectiveness of the employees in new business environments. New training approaches based on the automation technologies can help the company managers make effective changes to their daily productivity. Additionally, creating a new employee policy based on the guidelines of the UK labour market can help the company HR managers increase their effectiveness in the post-Brexit business environment. Introducing blockchain technology can help company managers make positive alterations in their information-sharing approaches.

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