



Assignment 1

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1.0 Introduction

Human resource planning strategies have undergone major changes as a result of the post-Covid and post-Brexit outside environment. To accommodate shifting worker tastes and well-being, businesses are adjusting towards remote employment, flexible hours, and combination approaches. Employers increasingly place a strong emphasis on vocational education and training initiatives to encourage a more adaptable and versatile workforce. Programmes for diversity and inclusion are becoming more well-known, which supports a more inclusive culture at work. Meanwhile, the UK work market displays a dynamic environment. Covid and Brexit caused uncertainty, but growing industries like technology, healthcare, and renewable energy are feeding demand for competent workers. However, some sectors, like the hotel sector, experience brief employment shortages. Employers must adopt innovative hiring techniques and concentrate on retaining employees by offering appealing remuneration packages and employee-welcoming rules. To flourish, organisations must be aware of these recent changes in the UK job market. This particular project is focused on studying and analysing the current state of the labour market in the United Kingdom (UK) and also identifying the current major changes in human resources strategies post-Covid and the Brexit external environment.

2.0 Current State of Labour Market in the UK

During the Covid-19 pandemic, the UK work market was undergoing a period of readjustment. The outbreak resulted in the loss of employment, layoff plans, and financial uncertainty. Nevertheless, a modest but steady rise in economic activity was brought on by an efficient inoculation drive and the relaxation of restrictions. In several industries, like technological advances, e-commerce, and health care, there has been growth and an increase in the demand for skilled employees (Azizi *et al.* 2021). Remote job opportunities and scheduling flexibility became more popular, allowing companies to access more skilled workers and adapt to changing worker preferences. The scenario was not entirely positive for several sectors. Continual limitations and changing consumer behaviour have made it tough for businesses in the hotel, retail, and travel sectors. There are additional allegations of a lack of trained workers and problems with hiring in several professions.

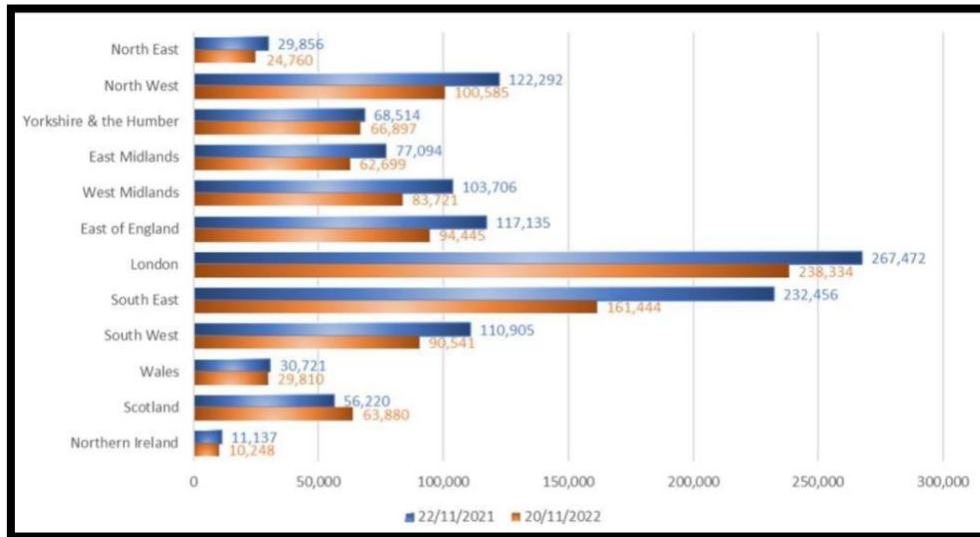


Figure 1: Number of job postings during 2022 and 2021, post Covid
(Source: Mihalache and Mihalache, 2022)

The UK government implemented a variety of efforts to aid the employment market, including the expansion of the sabbatical scheme and monetary rewards for businesses to recruit more employees (Ngoc Su *et al.* 2021). They also focused on enhancing skill training and reskilling activities to improve employment. The UK work market encountered a challenging climate that offered both opportunities and challenges. Despite signs that the marketplace had returned from the Covid-19 outbreak, there continued to be worries due to the emergence of new variants and the impact that Brexit could have on certain industries.

The growing acceptance of gig work and the expansion of the gig economy were significant labour market variables. Though this trend helped workers become more adaptable, it also raised concerns about equitable pay, long-term employment, and the rights of employees (Gigauri, 2020). The rise of gig economy businesses affects traditional hiring practices and has raised concerns over the need for stricter labour legislation to protect workers' rights while offering adequate conditions for employment. The pandemic accelerated the use of automation and technological advances across different sectors. Even though this boosted production and efficiency, it also prompted worries about job loss and a greater demand for a skilled workforce capable of keeping up with constantly evolving technological innovations.

In addition, several businesses, notably tourism, the hospitality industry, and the arts, faced significant challenges as a result of continuous restrictions and changing customer behaviour.

Many businesses in these sectors failed to recover, which led to layoffs and monetary difficulties for workers. Some industries enjoyed growth and provided employment opportunities, such as green technology, healthcare, and digital services (Hamouche, 2021). The movement regarding remote work and collaboration via the Internet has made it possible for businesses to find people from a broader pool of talent and a range of geographic regions. Employers and businesses greatly benefited from the UK government's response to the epidemic, which included the extension of the vacation programme and investments in training employees. Nevertheless, as they negotiate the post-Brexit landscape, policymakers need to keep an eye on the economic situation and adjust. The UK work market currently offers both possibilities and challenges. An ever-evolving and complex landscape is the result of the consequences of the pandemic, advancements in technology, and Brexit (He *et al.* 2021). The future of the labour market will rely on how we handle concerns like gig job opportunities, worker protections, and training. Together, authorities and businesses must foster economic development, creation of employment and equal possibilities for workers across various industries.

2.1 The emerging changes in Human Resourcing Strategies in the post-Covid, post-Brexit external environment

Due to the post-Covid and post-Brexit external circumstances in the UK, methods for managing human resources have undergone significant adjustments to address new issues and grasp new opportunities. The outbreak increased the acceptance of remote employment, and many companies still favour flexible work arrangements long after Covid (Davidescu *et al.* 2020). Businesses now have the opportunity to hire employees from a variety of geographical areas, expanding the pool of skilled workers and maybe lowering overhead costs. It also makes it harder to maintain team cohesion and address issues with remote employees' work-life balance.

The epidemic and Brexit-related disruptions have increased the emphasis on upskilling and reskilling the workforce. Companies are investing in training initiatives to provide employees with the abilities they require to adjust to changing job requirements and to fill skill gaps that may arise in the post-Brexit world (Carnevale and Hatak, 2020). Better efficiency and worker retention are two further benefits of placing such a strong focus on improving one's skills. Due to an increasing understanding of inclusiveness and diversity issues, organisations are prioritising DEI activities in their personnel plans. Businesses put a lot of effort into building inclusive environments and

multicultural teams that appreciate the perspectives and experiences of every one of their employees. This method has been shown to encourage creativity and increase the efficiency of organisations.

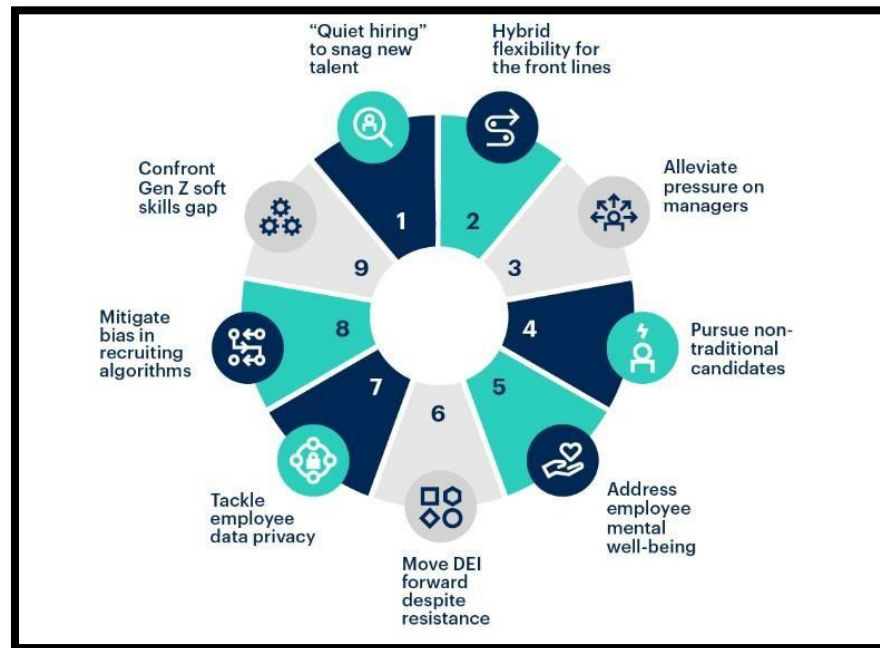


Figure 2: HR emerging strategic point

(Source: Hamouche, 2021)

Brexit affected the unrestricted exchange of workers between the UK and the EU, which had an impact on how talent was found. To attract skilled applicants from across the domestic and international labour markets, businesses must increasingly change their recruiting practices. Additionally, businesses are utilising data analytics and technologies to speed up their recruitment procedures and make more accurate hiring choices. The epidemic demonstrated the significance of employee wellness and pleasure (Collings *et al.* 2021). A rising understanding of the necessity to assist individuals' psychological as well as emotional welfare evolved as businesses made the shift to new work arrangements. To deal with these issues, strategies for human resource management frequently include efforts like health initiatives, schedule modifications, and increased involvement. In light of the pandemic and Brexit worries, organisations need to adopt more adaptable workforce planning practices. The current key objectives of human resource management approaches include developing adaptable pools of talent and developing contingency strategies for unforeseen eventualities.

2.2 Remote and Hybrid Work

Remote work has reduced geographic restrictions, allowing companies to recruit workers from a wide range of locations, particularly rural areas and international markets. The broader talent pool has made it simpler to find highly qualified candidates, which is beneficial for specialist professions. Companies that accept working from home could save money. Cost savings in office space and infrastructures could free up money for technology investments, employee development, and other business objectives (Dirani *et al.* 2020). Many employees strongly value the liberties that remote and hybrid employment opportunities offer. By permitting employees to choose their schedules and locations for work, businesses may increase job satisfaction and work-life balance, leading to higher levels of worker involvement and retention. The outbreak increased the importance of establishing a plan for business continuity. When a company has a work-from-home strategy in place, it may continue operating despite unanticipated setbacks like catastrophes caused by nature or health emergencies affecting the public.

Working remotely may sometimes avoid unforeseen in-person interactions, which can make it challenging to collaborate and perform as a team. Businesses must make investments in effective communication tools and foster a climate of open communication to maintain team cohesion and production. Working from home might be convenient, but it can also blur the lines between business and personal life. Employees could find it challenging to shut off from their work, which could lead to burnout (Bratton *et al.* 2021). Organisations need to put clear limitations on working hours and encourage staff to take vacations and set limits. To ensure effectiveness and productivity when employees work remotely, the measurement of performance needs to evolve. Businesses may need to embrace fresh performance standards and trust employees to get the job done without micromanaging. Businesses need to be mindful of any potential inequities that might arise from using remote employment. There's a chance that some employees won't have availability of suitable remote workspaces or stable internet connectivity. Organisations ought to provide the necessary support and modifications so that all workers may prosper in a telecommuting or hybrid workplace.

2.3 Skill Development and Reskilling

A culture of education is being promoted by organisations to aid in the continual improvement of skills. They enable employees to take responsibility for their professional development by giving them access to a range of learning opportunities, such as distance learning programmes, training sessions, and mentorship programmes (Hamouche, 2020). In addition to enhancing employees' skills, this technique promotes engagement in and commitment to the company. The post-Covid and post-Brexit environments have transformed work roles and requirements. In certain industries, consumption has increased while declining in others. To effectively redeploy talent, businesses make investments in reskilling initiatives that enable workers to transition into new positions following evolving customer needs.

Organisations collaborate with schools of higher learning and providers of job training to offer courses and credentials relevant to the industry. Through these partnerships, corporate needs and educational expertise may be smoothly merged, creating competent employees that can adjust to the shifting requirements of the job marketplace (Hang, 2021). As the digital transition quickly advances, businesses are upskilling their employees to accept new technologies and tools. Since these skills are now required for firms to remain profitable, retraining individuals in these sectors is a top priority in human resource strategy.

2.4 Talent Acquisition and Recruitment

Companies are extending their attempts to recruit beyond conventional channels to acquire a diversified talent pool. To access a wider pool of prospects, they are utilising social media, professional associations, employment websites, and digital platforms. With the aid of this strategy, businesses may access personnel with a variety of experiences, situations, and viewpoints, building a more diverse and creative staff (Buheji and Buheji, 2020). To draw top employees, employer branding is essential. To effectively express their principles, culture, and dedication to employee development, businesses are currently making investments in developing an excellent employer brand. A strong employer brand improves the company's image and increases its attraction to potential employees.

The epidemic established remote work as the norm, and many workers today appreciate the freedom it provides. Companies that allow remote work have an edge in luring abilities, particularly from a variety of geographic areas. As a result, businesses include times that are flexible in their personnel acquisition plans. Recruitment procedures must be effective and

simplified given the competitive talent market. To speed up applicant assessments and decision-making, businesses are implementing technology-driven solutions like application monitoring systems and audio interviews (Collings *et al.* 2021). By hiring more quickly, businesses may get the top applicants earlier than their rivals. Companies are adopting analysis of talent to obtain insights into recruiting success and applicant behaviour, and talent acquisition is becoming more and more data driven. Organisations may enhance their plans, spot opportunities for development, and come up with knowledgeable recruitment selections by analysing data. The UK's visa while working permit procedures for foreign employees have changed because of Brexit. While maintaining to employ the qualified foreign talent they require, businesses must negotiate these fresh constraints and maintain compliance.

2.5 Agile workforce planning

Agile workforce strategy enables businesses to change the size of their staff in response to changing customer needs. Companies might scale up their personnel during times of expansion in the economy or strong demand to fulfil the increasing demands. On the other hand, organisations can swiftly reduce their size in times of economic uncertainty or depression to contain expenses (Hite and McDonald, 2020). Agile workforce preparation entails creating emergency strategies for various eventualities due to the unpredictability of the post-Covid, post-Brexit future. Businesses assess possible risks and interruptions and develop ways to manage them, ensuring that the firm can run efficiently regardless of difficult periods. Managing an agile workforce requires keeping a varied talent pool. Companies look for personnel with a variety of abilities, communities, and professional backgrounds to enable them to successfully satisfy a range of business objectives. The ability of the organisation to innovate and solve problems is also improved by a broad talent pool (Mihalache and Mihalache, 2022). A crucial component of agile workforce preparation is the creation of teams with different functions. These groups are made up of people with a variety of skill sets and specialities, allowing them to tackle a variety of jobs and obstacles. Teams with different functions may effectively work to accomplish shared goals and swiftly adjust to shifting priorities.

Agile workforce preparation entails redeploying personnel to other sections of the organisation where their talents are needed, as opposed to turning to layoffs during slow periods. The aforementioned approach avoids the costs associated with recruiting and training new personnel while maintaining a trained staff. Agile workforce planning includes the development and

upskilling of workers as a key element. Organisations can guarantee that their workforce is flexible and up for fresh opportunities by making investments in ongoing learning and giving employees the chance to pick up new skills (Caligiuri *et al.* 2020). Agile workforce planning makes judgements based on real-time data analysis. Businesses utilise information concerning developments in the market, consumer expectations, and employee performance to pinpoint improvement opportunities and react quickly to changing conditions. In agile workforce planning, organisations promote an atmosphere of working together to make decisions. Organisations may access a variety of viewpoints and arrive at more sensible decisions by incorporating important stakeholders, such as HR, management, and employees.

3.0 Conclusion

In conclusion, considerable changes in human resource strategies have been spurred by the post-Covid and post-Brexit external circumstances in the UK. Organisations are overcoming these obstacles to create resilient and effective teams, from adopting hybrid and remote employment arrangements to prioritising skills development, variety, and employee well-being. Businesses may position themselves for achievement throughout the new work period by keeping an eye on emerging trends and adjusting to changing conditions. Companies are reevaluating their workforce requirements, diversifying their employment sources, and utilising technology to streamline processes. Employer branding, remote work alternatives, and data-driven decision-making are crucial for attracting and retaining top talent in a highly competitive labour market. By accepting these changes and altering their recruitment strategies, organisations can establish themselves as employers of choice and create a bright and diverse staff that can prosper in the new era of work.

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