



IMPACT OF COVID-19 ON HR EMPLOYEES & LABOUR OF ACC LIMITED

S. B. Nande

*Corresponding Author: pawantete10@gmail.com

ABSTRACT:

COVID-19 is an acronym that stands for **coronavirus disease of 2019**. It is an infectious disease caused by a newly discovered coronavirus. Most of the people who infected with COVID-19 will experience mild to moderate symptoms and recover without special treatment. It has created a global health crisis that had a major impact on our world and our everyday lives. Not only the rate of infection and patterns of transmission threatens our sense of action, but the safety is requiring social distancing from each other.

After understanding the levels of its severity around the globe, World Health Organization (WHO) was declared on 11 March 2020 the Coronavirus Disease (COVID-19) as pandemic. The rise of COVID 19 cases in India, has also led the Central Government to respond by issuing nationwide lockdown orders commencing 25 March 2020 under the National Disaster Management Act 2005. The impact of the lockdown on establishments nationwide can be seen on the organized as well as unorganized employment sectors.

Employees of the ACC and Lloyds Metals doing work from home in the period on national lockdown, and they are getting full salary but the efficiency and performance of the employees is reduce as compare to work in office. In ACC labours are hiring from the other state. In lockdown they were returned to their home town. Migrant labours are the major part of the employment force in India in the unorganized sector. It is difficult to estimate the total number of migrant labours in India. The reason for this is because there is no portal for the registration of migrant workers. By some estimates, India has around 40-50 million seasonal migrants. Using some essential safety measure and taking precaution by every individual industry can reduce the impact of COVID-19.

Key words: - COVID-19, Employees, Labours, Reduce the pandemic impact on employees.

INTRODUCTION:

COVID-19 has made up a global health crisis that had a major impact on HR employee and labours but also the economy of whole world and our day to day life. COVID-19 is an acronym that stands for **coronavirus disease of 2019**¹ (WHO, 2020). It is an infectious disease caused by a newly discovered coronavirus. Most of the people who infected with COVID-19 will experience mild to moderate symptoms and recover without special treatment. It is spread the virus that causes COVID-19 is mainly transmitted through droplets generated when an infected person coughs, sneezes, or exhales. These droplets are too heavy to hang in the air, and quickly fall on floors or surfaces. Not only the rate of infection and patterns of transmission threatens our sense of action, but the safety measures are need to contain the spread of the virus also require social distancing by maintaining safe distance from each other.

After understanding the levels of its spread and severity around the globe, World Health Organization (WHO) was declared on 11 March 2020 the Coronavirus Disease (COVID-19) as pandemic. The rise of COVID 19 cases in India, has also led the Central Government to respond by issuing nationwide lockdown orders commencing 25 March 2020 under the National Disaster Management Act 2005. The impact of the lockdown on establishments nationwide can be seen on the organized as well as unorganized employment sectors.² (Luke, 23 April 2020)

Human resources are the most valuable and unique assets of an organization. The successful management of an organization's human resources is a sensational, dynamic and challenging task, especially at a time when the world has become a global village and economies are in a state of flux. The scarcity of talented resources and the growing expectations of the modern day worker have further increased the

complexity of the human resource function. Even though specific human resource functions/activities are the responsibility of the human resource department, the actual management of human resources is the responsibility of all the managers in an organization. (Research, 2018)

Employment is a relationship between two parties, usually based on a contract where work is paid for, where one party, which may be a corporation, for profit, not-for-profit organization, co-operative or other entity is the employer and the other is the employee.^[1] Employees work in return for payment, which may be in the form of an hourly wage, by piecework or an annual salary, depending on the type of work an employee does or which sector they are working in. Employees in some fields or sectors may receive gratuities, bonus payment or stock options. In some types of employment, employees may receive benefits in addition to payment. Benefits can include health insurance, housing, disability insurance or use of a gym. Employment is typically governed by employment laws (Dakin & Armstrong, 1989)

Review of Literature

According to (Christian Merkl, 07 April 2020)

The spreading rate of COVID-19 and the ensuing drastic lockdowns are placing economies and labour markets worldwide in a state of emergency. Governments are struggling to safeguard jobs and firms. This column illustrates the consequences of a substantial hiring stall on unemployment and proposes hiring subsidies – directly reduce firms' costs and thereby stimulate hiring – as a cost-effective stimulus measure for European countries to reduce the risk of unemployment hysteresis effects.

According to (Fernando, 2020): The scenarios in this paper demonstrate that even a contained

outbreak could significantly impact the global economy in the short run. These scenarios demonstrate the scale of costs that might be avoided by greater investment in public health systems in all economies but particularly in less developed economies where health care systems are less developed and population density is high.

Objectives

1. To analysis the impact of COVID-19 on Employers, Employees and labours.
2. To evaluate the effectiveness of providing safety measure by organization and following guideline of covid-19 by the employees and employer.

Company Profile

At ACC, Health and Safety is a core value. We act responsibly to protect our employees, our business and our communities, to help where we can during Coronavirus (Covid-19).

ACC (ACC Limited) is India's foremost manufacturer of cement and concrete. ACC's operations are spread throughout the country with 17 modern cement factories, more than 50 Ready mix concrete plants, 21 sales offices, and several zonal offices. It has a workforce of about 9,000 persons and a countrywide distribution network of over 9,000 dealers.

ACC has a large workforce of about 9,000 people, comprising experts in various disciplines assisted by a dedicated workforce of skilled persons. ACC employees, referred to as the ACC Parivar, come from all parts of the country and belonging to a variety of ethnic, cultural and religious backgrounds. ACC employees display a strong sense of loyalty to the Company and their special stellar qualities as 'value-adding' human capital are well known in the industry.

Impact of COVID-19 on Employer, Employees and Labour Employer

In India, employers across various sectors are facing a significant cash crunch due to the lack of production and/or consumption by customers, and the ability to collect payments. This has leads many businesses to examine various cost-cutting measures to ensure that they are able to sustain their business once the lockdown is lifted. These measures would include reduction in their overheads, which includes employee salaries. In this regard, the Central Government and various State Governments have issued directives and advisories encouraging/requiring employers not to terminate their employees and pay full wages to them. While this is a commendable step and would ensure job security during the lockdown, it would have an adverse impact in the long term. Due to these directions and advisories, employers may not be able to undertake any cost-cutting measures in the short term and will have no option but to exhaust their reserves, potentially resulting in drastic steps such as winding-up businesses or looking at major restructuring in the long term. This is hazardous for the economy and employment. Therefore, it would be important for the Central and state governments to provide clarity and uniformity with regard to the directions/ advisories to employers and to allow employers, in a regulated manner, to negotiate and arrive at an understanding with their employees to allow for some short term measures such as a temporary reduction in wages or providing for employees to go on leave to reduce the liability of the company with a longer term view of retaining jobs. (Nooreydzan, 30 april 2020)

Employees

For some of the sectors, the work-from-home proposition is posing implementation challenges as it has a direct bearing on the business operations. This is particularly true for manufacturing units where workers are required

to be physically present at the production sites, and services sectors like banking and IT where a lot of confidential data is used and remote working can enhance security threats. Hence, companies operating in these sectors are finding it difficult to implement work-from-home facilities without compromising on their day to day operations.

Employees of the ACC doing work from home in the period on national lockdown, and they are getting full salary but the efficiency and performance of the employees is reduce as compare to work in office.

Labours

During the crisis, workers in general tried to adjust to the wage loss and consequent income fall by spending less on their physical as well as social life. In the initial phase, workers trimmed spending on their social life, followed by a reduction in expenditure on health and education. When the crisis persisted, the workers were left with little alternative other than to cut back expenditure on even the absolute necessities (food, shelter, clothing, etc). As the crisis continued, they were compelled to reduce even the quantity of food intake. On top of all this there was the economic distress-driven domestic conflict, violence and depression, the brunt of which fell mostly on women and children. This study found that expenditure reduction on food, education and health and sale of assets was mostly done by workers in the lower income strata in both industries. (COVID-19 and the State of Labour: Current Practices Must Be Rectified In Order to Prepare for the Economic Aftermath, 30 april 2020)

Measures to prevent the spread of COVID-19

- Work-from-home arrangements for all office staff and where feasible
- Travel restrictions

- Strict adherence to social distancing in operations and our offices
- Adaption of our Health and Safety guidance for all our operations in relation to COVID-19
- Creation of company-wide COVID-19 online resource center available to all our employees
- Guidelines on Working in a Covid-19 environment in plants and offices
- Group wide webinars for employees on keeping themselves and their families safe
- Webinars for mental wellbeing and resilience
- Strong promotion of ‘contactless’ digital initiatives

Policy framework: Three key pillars to fight Covid-19 based on International Labour Standards

Protect workers in the workplace

- Improve OSH measures, including social distancing, provision of protective equipment (especially for health and allied workers, volunteers and others in permanent contact with people), hygiene procedures and forms of work organization (supported by information and awareness campaigns), and through social dialogue between employers and workers and their representatives, using for example OSH committees;
- Encourage appropriate flexible working arrangements, such as teleworking
- Prevent discrimination and exclusion relating to COVID-19;
- Enhance universal access to collectively-financed health services for all, including uninsured workers and their families;
- Expand access to collectively-financed paid sick leave, sickness benefits, and parental/care leave to ensure income security for those who are sick, quarantined or caring for children, elderly or other family members. Stimulate the economy and labour demand through economic and employment policies to stabilize economic activity.

Stimulate the economy and labour demand

- Active fiscal policies, particularly social protection measures, including targeted transfers and automatic stabilizers, such as unemployment benefits, along with public investment and tax relief for low-income earners and Micro, Small and Medium Enterprises (MSMEs);
 - Accommodative monetary policy (interest rate reductions, reserve rate relaxation, targeted liquidity provisions);
 - Targeted lending and financial support for specific sectors to protect enterprises, especially MSMEs. Investing in health systems is crucial in building resilience against COVID-19 but also offers an opportunity to create decent jobs. Protect employment and incomes for enterprises and workers negatively impacted by the indirect effects (factory closures, disruption to supply chains, travel bans, cancellation of public events, etc.)

Supporting employment and incomes

- Social protection through existing schemes and/or ad-hoc payments for workers, including informal, casual, seasonal and migrant workers, and the self-employed (e.g. through access to unemployment benefits, social assistance, and public employment programmes);
- Employment retention schemes, including short-time work arrangements/partial unemployment benefits and other time-bound support for enterprises, such as wage subsidies [and temporary cuts to payroll tax/exemptions from social security contributions], provision of paid leave and extension of existing entitlements to workers, and training leave, grants and related schemes;
 - Time-bound financial/tax relief and income smoothing measures to support business continuity, especially MSMEs and the self-employed (e.g. subsidies, credit mediation/refinancing to overcome liquidity constraints)

Research Methodology

In this research I was collected primary data with the help of standard questionnaire, observation and interview. A sample of 30 employees is selected and analysis has been done by questionnaire.

Data Analysis and Interpretation

1. Do you agree covid-19 is impacted on turnover of the organization, which directly effect on economy.

Interpretation

From the above bar diagram, I observed that 16 members of total respondents are agreed covid-19 is impacted on turnover of the organization, which directly effect on economy.

2. Level of satisfaction in periods of lockdown employer regularly paid salaries.

Interpretation

From the above bar diagram, I observed that 17 members of total respondents are satisfied in periods of lockdown employer regularly paid salaries.

3. From the above bar diagram, I observed that 17 members of total respondents are satisfied in periods of lockdown employer regularly paid salaries.

Interpretation

From the above bar diagram, I observed that 15 members of total respondents are *agree* health & safety and safe business practices in the face of the Corona-crisis *According to Covid-19 guideline employer provide the safety measure.*

4. Do you agree migrated Loburs are faced lot of problem?

Interpretation

From the above bar diagram, I observed that 15 members of total respondents are agree migrated Lobours are faced lot of problem

CONCLUSION & SUGGESTION:

COVID-19 has created a global health crisis on the whole world that had a major impact on HR employee and labours but also the economy of whole world and our day to day life of individuals. Major impact of covid-19 is lockdown in the country, in this lockdown period *turnover of the organization, directly effect on economy. Employees are work from home and they get full paid but efficiency not upto mark.Indutries follow all health & safety and safe business practices in the face of the Corona-crisis according to Covid-19 guideline employer provide the safety measure. Last but not least labour are faced lot of problem they spends all their saving for survival.*

REFERENCES

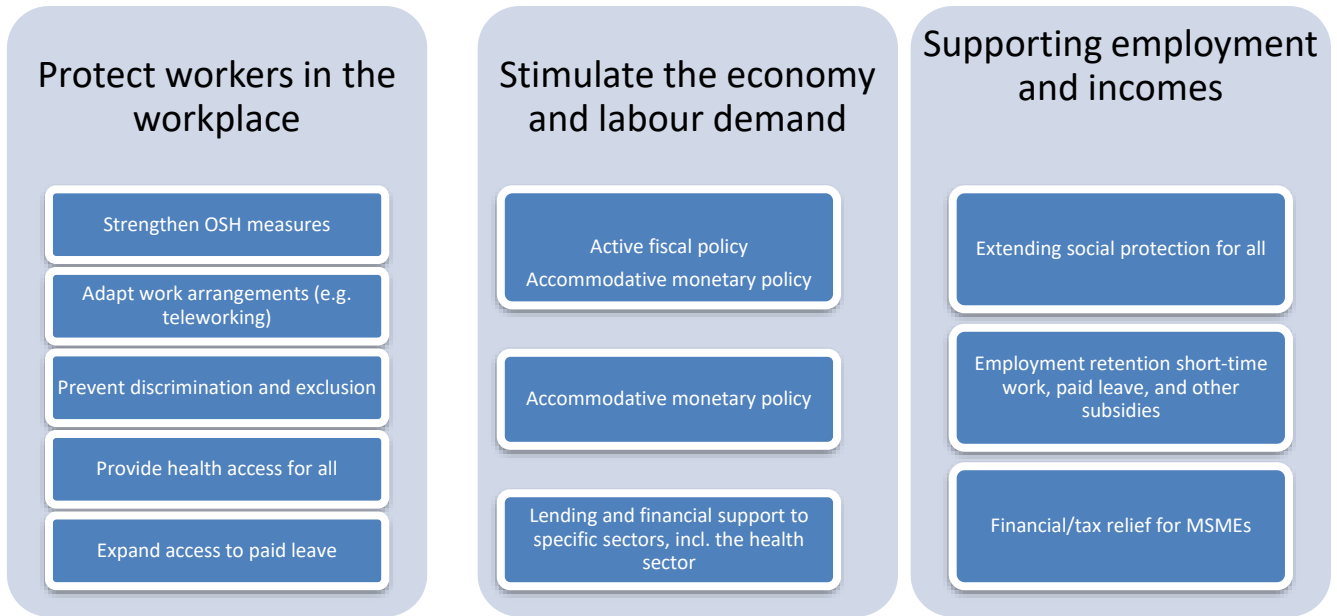
- COVID-19 and the State of Labour: Current Practices Must Be Rectified In Order to Prepare for the Economic Aftermath. (30 april 2020). economic & political weekly.
- Boichenko, O. (2020). Deloitte Touche Tohmatsu Limited.
- Christian Merkl, E. W. (07 April 2020). Rescuing the labour market in times of COVID-19: Don't forget new hires! . VOX CEPR Policy Portal.
- Dakin, S., & Armstrong, J. S. (1989). "Predicting job performance: A comparison of expert opinion and research findings. 5(2), pp. 187-94.
- Fernando, W. J. (2020, March 02). The Global Macroeconomic Impacts of COVID-19: Seven Scenarios. Retrieved june 20, 2020, from <https://papers.ssrn.com/>: https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3547729
- Luke, S. P. (23 April 2020). India: Employment Guidelines COVID-19: Government Of India To Public And Private Sectors.

Nooreyezdan, M. N. (30 april 2020). Impact of Covid-19 on India and Employment. Lawyer Monthly.

Research, I. C. (2018). Introduction to Human Resource Management. ICFAI.

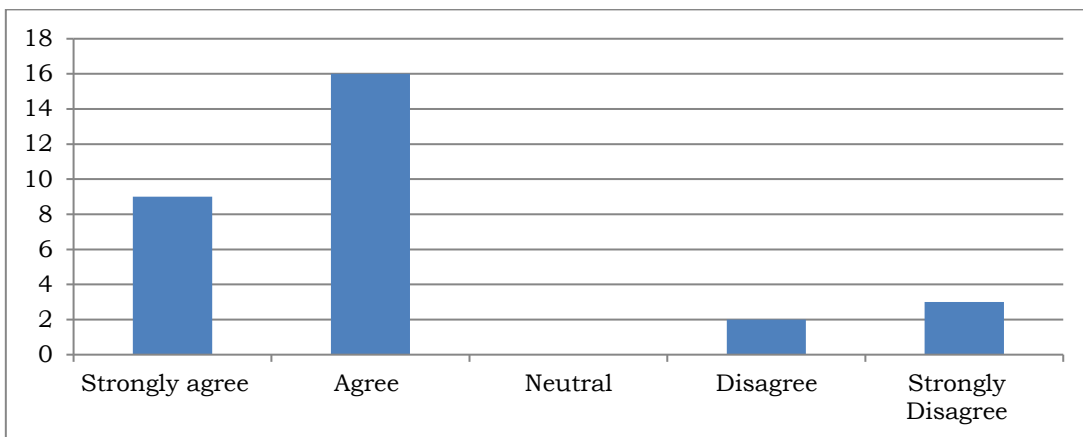
WHO. (2020). Naming the coronavirus disease (COVID-19) and the virus that causes it. Retrieved 06 18, 2020, from [https://www.who.int/emergencies/diseases/novel-coronavirus-2019/technical-guidance/naming-the-coronavirus-disease-\(covid-2019\)-and-the-virus-that-causes-it](https://www.who.int/emergencies/diseases/novel-coronavirus-2019/technical-guidance/naming-the-coronavirus-disease-(covid-2019)-and-the-virus-that-causes-it):
[https://www.who.int/emergencies/diseases/novel-coronavirus-2019/technical-guidance/naming-the-coronavirus-disease-\(covid-2019\)-and-the-virus-that-causes-it](https://www.who.int/emergencies/diseases/novel-coronavirus-2019/technical-guidance/naming-the-coronavirus-disease-(covid-2019)-and-the-virus-that-causes-it)

Tables and Figures



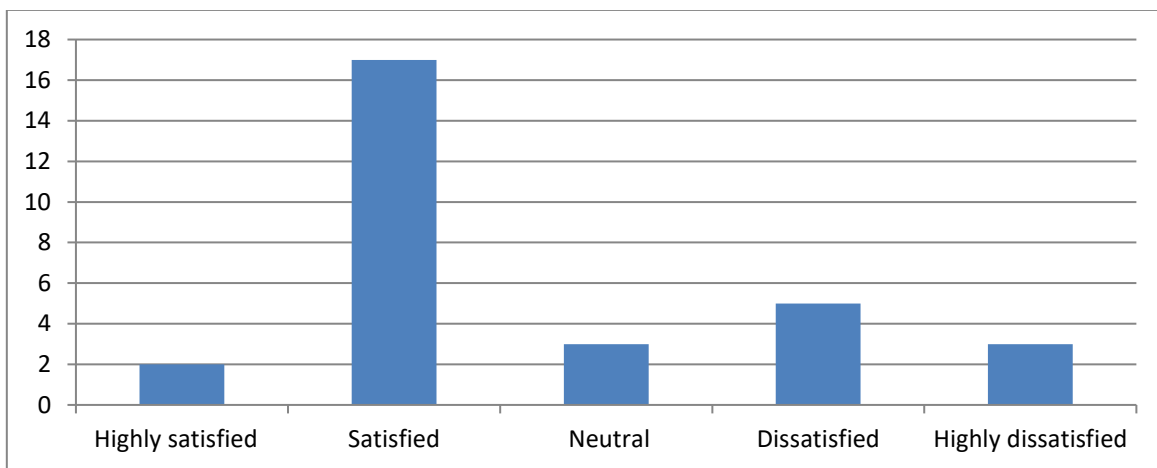
1. Do you agree covid-19 is impacted on turnover of the organization, which directly effect on economy.

Particulars	No of respondents
Strongly agree	9
Agree	16
Neutral	0
Disagree	2
Strongly Disagree	3
Total	30



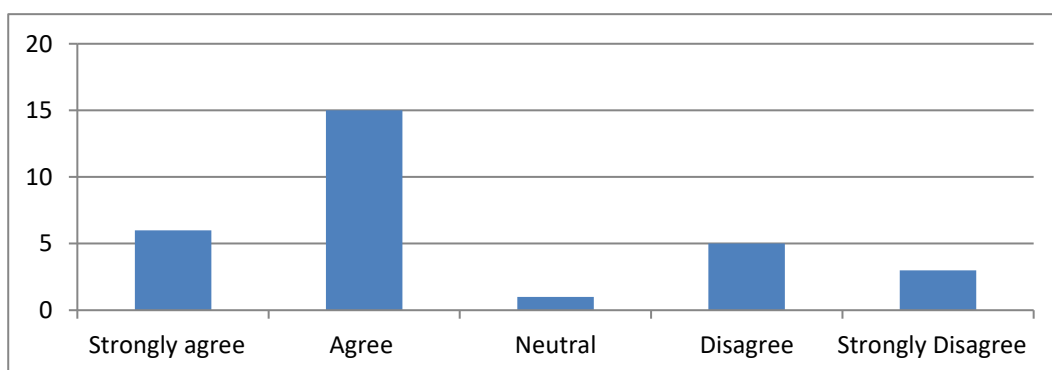
2. Level of satisfaction in periods of lockdown employer regularly paid salaries.

Particulars	No of respondents
Highly satisfied	2
Satisfied	17
Neutral	3
Dissatisfied	5
Highly dissatisfied	3
Total	30



3. Do you agree *health & safety and safe business practices in the face of the Corona-crisis* According to Covid-19 guideline employer provide the safety measure?

Particulars	No of respondents
Strongly agree	6
Agree	15
Neutral	1
Disagree	5
Strongly Disagree	3
Total	30



4. Do you agree migrated Loburs are faced lot of problem?

Particulars	No of respondents
Strongly agree	11
Agree	13
Neutral	0
Disagree	3
Strongly Disagree	3
Total	30

