



To cite this article: Prateek Kumar Lal (2025). IMPACT OF COVID-19 AND CHANGE THAT FOLLOWS, International Journal of Research in Commerce and Management Studies (IJRCMS) 7 (5): 232-239 Article No. 501 Sub Id 903

## IMPACT OF COVID-19 AND CHANGE THAT FOLLOWS

**Prateek Kumar Lal**

Research scholar  
PG Department of Commerce and Business Management  
Ranchi University, Ranchi

DOI : <https://doi.org/10.38193/IJRCMS.2025.7519>

### ABSTRACT

The pandemic had a severe impact on our daily lives, and our present lifestyle shook in one go. The Objective here is to discuss the Impact COVID-19 had on the daily routines of People, corporations, the Education Sector, Employees, HR managers, and the changes after the pandemic. People were busy in their daily routines, the pandemic made them feel what was wrong, The Habits, Exploitation of resources, etc. People stuck in homes for an uncertain time made them realize the wonders. The digital connection made work easy and trouble-free, and working from home gave impetus to the company and the masses as well. The fear of joblessness and having nothing to do at home started some heat, and soon things weren't good. The corporates aren't very fond of work from home, but saw the importance and capabilities in it. The education sector saw the classes going digital. The business became online, some suffered, but people did make out some alternatives for living and future uncertainties. Total lockdown made people realize the importance of family and friends. A break and a lesson from monotonous and Robo-life taught us its importance.

**KEYWORDS:** Pandemic, Joblessness, Lockdown, Digital, Uncertainties.

### INTRODUCTION

The uncertainty that the COVID-19 pandemic has brought crushed the economy. In these times, the human resources (HR) department is tasked with ensuring adequate enablement and engagement of teams while also preparing for some hard decisions (Raj, 2020). HR professionals faced serious difficulties in managing the workforce. Measures to be taken for this crisis response is also essential as well as serious in nature. The fear of joblessness and the challenges for HR, getting the work out of them from a distant place with the same efficiency and motivation. Keeping them engaged during this crisis for their sake and the companies too. Employee's mindset and health had a severe impact due to covid and any uncertain phenomena triggered it. Not only employees but the people in general too were feared about the future uncertainties. People were uncertain how long the pandemic is going to last. How to earn the living was a major issue for many as many earn a small amount and the savings aren't much to save it for a longer duration say for 5 to 6 months. The time the pandemic is going to

last how to tackle the situation the measures for easy and fast recovery. The government was looking for the vaccination along with many other countries. There was total lockdown in many parts of the world and everyone wanted to overcome the situation as soon as possible and any clue would help and everyone capable was seeking it. The lockdown tremored the economy and revival of which was necessary and quick to ask for as shops were closed, companies were laying off employees to cut costs and people were finding it hard. During the pandemic, the people, doctors, and hospitals needed Masks, Sanitizers, PPE Kits, Face Shields, Gloves, Ventilators. People were compelled to move out of their house some were in vital jobs and they needed safety. India lacked the protective gears but many came forward and within few months the product was abundant and India started exporting the product to other countries too. Many people lost their jobs, some were unable to perform they're in their homes as the work demanded and were salaried half. But some were performing work from home of which the tech companies aren't very fond of but the pandemic made them realized it and its benefits. The workforce was facing serious complications performing their jobs from their home along with their fear and several other issues regarding the pandemic. HR managers also faced difficulty in assigning the tasks to them and performing the duties from a distant place. The absence of proper coordination, the measures to check the employee's work during the process, and communication problems were not strong with everyone having good internet connectivity, equipment's and technical skills. The management faced difficulty in communicating and escalating the project-related queries during the work and assessing the tasks of employees was not at all easy. Which made the task slow, as it took time while communicating with all, regarding any document process and any other operational queries. The working environment was also missing with the employees in their homes and the process is also slow which took more than the expected time and the employees end up burning out and feel exhausted.

## **LITERATURE REVIEW**

1. (Dobrica Savić, 2020) in his paper states COVID-19 and Work from Home: Digital Transformation of the Workforce. This paper looks at this unprecedented impact of coronavirus pandemic on sudden demand for work from home and the subsequent push for the digital transformation of the workforce.
2. (Hite & McDonald, 2020, p. 428) in their paper states about Careers after COVID-19: challenges and changes. Uncertainties about employment and employability, how workplaces will be configured, the future of some careers, and the possibilities for new opportunities will weigh heavily on individuals as they navigate these challenges.
3. (Carnevale & Hatak, 2020, p. 186) in their paper states about Employee adjustment and well-being in the era of COVID-19: Implications for human resource management. Challenges,

focusing on the implications COVID-19 has for human resource management (HRM) as organizations help their workforce cope with and adjust to their newly altered work environment.

4. (Kaushik, 2020, p. 10) she states in her paper about companies that they are trying to run offices and administration jobs through “Work from Home” mode. Companies are trying to cope up with economic turbulence caused due to COVID 19 through the usage of disruptive technology by working from home concept.
5. (Kniffin et al., 2021, p. 73) they state about This broad review of prior research rooted in work and organizational psychology, and related fields are intended to make sense of the implications for employees, teams, and work organizations.

### **IMPACT OF COVID-19 AND CHALLENGES**

There was a serious and long-lasting impact laid on the minds of people during the pandemic and many such changes will follow which will last longer and will be the cause of future changes. Many people lost their jobs as the company laid them off as they needed to survive the pandemic and the economic repercussions as well. Some were paid half and some were told to perform their task from their home. The management of all was in the hands of HR Managers and they faced serious problems in managing the workforce for the organizational existence and survival during the pandemic. The company faced major problems like the health of employees were risked and anyone could get affected during the course and the team working on any project or the organization may suffer. The challenges were huge, new, and many.

- **Health and Mindset: -**

Proper work can be executed with a good mindset and peace. Both were missing during the pandemic. The exposure and safety missing from the health perspective made the life of people challenging. Giving them security for their health might work for the employees.

The working culture and present/prompt analysis of any work/project/employee were all missing due to the gap. The distance was playing a major role and the online assessment of employees, motivating the group, work environment.

The team working on an important project might get disturbed by the one getting COVID.

- **Assessing the Work Remotely: -**

Not every company was ready for it or can do their work/task remotely or were ready beforehand for such immediate measures for the crisis. The number is just half when it comes to working from home.

- **Lack of quick Decision Making:-**

Working on any project requires time to time review, discussions, presentations. Being distant makes the work slow and lifeless. HR managers are trying to sort this effectively and bring out the efficiency back.

- **Communication with Employees:-**

1. Morning meetings.
2. Project-related queries.
3. Regular email for Documents Verification.

- **Work Environment:-**

The head making a round and discussing any topic and helping if impressed meanwhile. The praise and appreciation are all missing. The togetherness and working environment help the employees in getting the best out of them watching others discussing and being isolated just spoils the spirit.

### **CHALLENGES FACED BY : -**

- **HR MANAGERS**

The immediate and uncertain disaster shook the working lifestyle of many. The pressure on HR managers to manage the workforce and organizational operations smoothly.

Regular management of work of employees. The office work environment examines, evaluates, and shifts the work of employees with minimum loss to the organization but being remote giving them designated work/task is a challenge. The team working all together needs some coordination and expertise that seems to be missing.

The problem of HR is many, employee retention, motivation, training and development, performance appraisal, laying off, and cost-cutting measures.

1. Various road maps and ways to tackle the situation. The gap between organization and employees.

2. No education is helpful as this is all new and certain. Prompt and immediate action is needed to cut losses.

- **EMPLOYEES**

The problem with the employees are working for long duration than expected, The change in the work culture from office to home. The trouble in managing the meeting, work, communicating, paperwork digitally takes more time and the process is exhaustive.

The employee feels lethargic and isolated working alone in home and the environment plays a major role. The children in school spend 8 hours and study for approximately 5:30 to six hours but it is not possible or expected to make them study for such long duration/hours in one stretch.

The same applies to the employees sitting at home.

- **COMMUNICATION**

The progress of the company and the team has to be updated with everyone for proper direction of the dedicated work from the team. The digital workplace lacks the chit chats between the employees during the coffee and lunch breaks. The regular update from the managers about the progress of the team - daily and weekly to the employees and the upper authorities is beneficial for all.

- Network issue.
- Aligned Conversations.

- **ORGANIZATIONS**

The mere existence was difficult and important for their sake and the sake of the employees. As employees living depends on the earning from the organization itself and any risk to it becomes his personal. The pandemic was general to all and everyone was in some way or another connected with the situation with some organization. The financial crisis and the workforce management burden. Performance evaluation is another situation. The organization is unable to communicate with their employees on one ground as was possible before the pandemic and this makes the situation worse and more drastic.

## **CHANGES DURING AND AFTER PANDEMIC**

- **WORK CULTURE**

- Employees.
- Work from home.

There were various changes seen during and after the Pandemic.

The organization which was always denying the fact of work from home benefits and the productive work possible saw its merits and demerits.

People felt the importance of the world around them. The environment getting purified, the importance of relatives, the support from closed ones, the importance in the present job, the alternatives to his job. The future changes required for any such dependency on any job and become self-reliant. The existence of mankind and the change that is possible from such tiny micro-organism making mankind feel tenants in the earth. The awareness is caused by the excessive use of resources and harm from the people living in it. the countries becoming self-sufficient and self-sustaining for upcoming and future uncertainties. The shift from fossil fuels to renewables ones for a better future.

## DISCUSSION AND ANALYSIS

1. **Corporates:** - The work culture did change after the corona pandemic in the corporate houses. In near future, there will be safe options to keep the business running and maintain the employees even in a pandemic. Making the workforce capable even far from home with the same efficiency.
2. **HR Managers:** - The enlisting of the employees for present and future uncertainties and management of them according to their performance. Making salary reserve section. Training them to work from home. Making them capable of setting equipment for easy work from home.
3. **Education sector:** - The classes going online had some difficulty but some problems were resolved initially. Teachers, students faced the issue with continuous online classes and technologically upgraded themselves. The future might get easy with some simplified apps and technology.
4. **Employees:** - The sudden risk in their job profile made them assess their real value and some alternatives they can choose and develop for the future. Some did work on their hobbies or business ideas. Making their profile towards corporates and live healthily.
5. **People:** - People saw major setbacks and challenges if things did not go as planned and the steps to take and how to manage the situation with ease and comfort. Managing their personal life, business, office, education, daily supply, resources, and anything necessary.
6. **Business Houses:** - Businesses saw setbacks and the pandemic will make them realize the importance of reaching out to the customers and going online and getting ready for all the possible alternatives.
7. **Health care sector:** - The scarcity in the equipment and surgical items initially raised and pointed questions for many. The future might strengthen the healthcare sector with more investment and

production establishments for surgical items. The research work on the virus and diseases will escalate more and join new chords.

8. **India:** - India did change its image all over the world by innovating and distributing its vaccines. Improving the research work, focusing more on the health sector. Major steps during the pandemic. Including total lockdown in the country with such a huge population and many such measures.
9. **World:** - The world saw many people losing their lives and will be seeing many co-ordinated and upcoming changes coming in near future with aligned practice and steps from all the countries. The research on viruses will be seen with more diligence. The health sector will be more prioritized and focused. The economic crisis faced by the countries worldwide will be sought by all sooner or later.

## CONCLUSION

The world saw pandemics like these years ago and was still exploiting nature and further exploitation caused this pandemic and this can occur again if the people don't change their habits. Some changes will follow the corona Pandemic the working culture of the employees, HR managers, corporates in general. Education sectors went digital and the teachers became tech-friendly in the need of the hour. Future Communication and Workplace digital all in one place will evolve further. The problems were faced by all and everyone made their possible mindset for the future and possible alternatives to tackle the issue. Living became impossible for many and were on the verge of hopelessness and the pandemic made them see the mirror realize their life-threatening dreams. Everyone learned the ways to tackle the situation in his/her ways the organization, employees, government, people, industries, schools, colleges, etc.

## REFERENCES

1. [www.google.com](http://www.google.com)
2. [www.wikipedia.com](http://www.wikipedia.com)
3. Raj, S. J. (2020, May 14). *HR to play a bigger role during and after Covid-19*. ETHRWorld.Com. <https://hr.economictimes.indiatimes.com/news/hrtech/hr-to-play-a-bigger-role-during-and-after-covid-19/75740727>
4. Savić, D. (2020). COVID-19 and work from home: Digital transformation of the workforce. *Grey Journal (TGJ)*, 16(2), 101-104.
5. Hite, L. M., & McDonald, K. S. (2020). Careers after COVID-19: challenges and changes. *Human Resource Development International*, 23(4), 427-437. <https://doi.org/10.1080/13678868.2020.1779576>
6. Carnevale, J. B., & Hatak, I. (2020). Employee adjustment and well-being in the era of COVID-19: Implications for human resource management. *Journal of Business Research*, 116, 183-187. <https://doi.org/10.1016/j.jbusres.2020.05.037>



7. Kaushik, M. (2020). The Impact of Pandemic COVID -19 in Workplace. *European Journal of Business and Management*, 12(15), 9–18. <https://doi.org/10.7176/ejbm/12-15-02>
8. Kniffin, K. M., Narayanan, J., Anseel, F., Antonakis, J., Ashford, S. P., Bakker, A. B., ... & Vugt, M. V. (2021). COVID-19 and the workplace: Implications, issues, and insights for future research and action. *American Psychologist*, 76(1), 63–77. <https://doi.org/10.1037/amp0000716>