

Challenges for Managers after Covid-19 in India

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Abstract

When we go through data released by the Ministry of Statistics and Program Implementation, Indian economy is contracting. This decline is worst especially in a period of 1996 to 2021. Many migrant workers almost 8-10 million returned to their native places during this pandemic situation. During second wave this situation became worst and brutally exposed and worsened existing vulnerabilities in the Indian economy. Only few areas left where situation was quite good. The informal sectors of the world economy were worst hit by the global epidemic. Two biggest engines for Indian Economy are Private consumption and investments. Here is an exceptional sector i.e. Agriculture Sector.

Keywords: - Challenges, Covid-19, Private, Managers, Indian economy

INTRODUCTION

In Covid-19 situations an another person who was facing new and exceptional challenges to improve in all these sectors and bring back to glory of the industries was Mangers where there are some indications of fourth wave from country China. So here it is very important to know what types of challenges mangers were facing during lockdown /pandemic era and

what new challenges are for them ahead post pandemic era, this study based on analysis of various studies and papers written on this issue.

MAJOR CHALLENGES AND SOLUTIONS FOR MANAGERS

How to Ensure Continuity in Business,

It is essential for businesses to do fast for continuity in business. Manager should be

known to every negative impact due to COVID-19 while preparing the organization for future plans. So manager should be established a crisis team to achieve all objectives of organization in time prescribed time frame. This team will also work for analyzing critical and plans. Developing various plans and setting them in a testing order to prepare for unknown stations. This team will act a coordinator to establish consistency in all departmental level functions.

Safety

Not only through this pandemic but also post COVID-19 it is very challenging time for managers to ensure safety of every employee. All this depend on what work they are doing, what is status of their health and surrounding of work place. Managers face challenges in keep eye on various types of populations of workers and keep fairness at workforce. So manger will ensure regular check-up every employee. Other steps require to be taken can include marinating distance at work place and hygiene safety. Record of all employees regarding their health should be kept separately.

Implementation of Contingency Plans

In every organization there are always some critical role on that it is required to

continuity in work. For this managers are advised to identify these critical roles and always keep a contingency plan for this. For this determine which skills are required to fulfill these posts and prepare a plan who can be substituted these staff members. For filling the loss of any particular roles, manger should identify these skills, plan training of individuals and trying to fill externally sources for suitable replacement. Manger need to identify what are possibilities of capacities for freeing and full fill skills where is required.

Flexible Work Arrangements

To maintain required contact among employees at workplace, customers at shops, suppliers when dealing and other stakeholders, flexibility in work should be maintained. Which staffs are not essential required to be in the office, work from home should be allowed to them. However if this is not possible at this time, managers can split them in teams. Reduction in work week and as well as working hours per day should be considered.

Communication Strategy

Communication is an essential element not only during the pandemic era but also throughout whole life of organization. It is important that managers should continue

to update their staff about everything that is about change in policy and work place rules. Transparency should be maintained from management side essential at this challenging time. Information received and instructions given by health department should be communicated at right time to staff.

Emotional Counseling

When Employees will be returning to their work, it will likely that they have unique and emotional experience. Managers should understand the emotionally each of them and reports on it. Always try to avoid a ‘one size fits all’ approach.

A Coach

More than ever before this pandemic era, staffs want every manager to act as a coach. Personal development is right key to many employees’ career and it’s a manager’s responsibility to provide enough learning and development opportunities to his staff. Especially in work culture that Covid-19 has created. Staffs are bound to have many queries and extra support is needed in a working environment. Managers should therefore offer guidance and help when needed and opportunity to properly up skill themselves. Coaching technique is best technique to fill this gap.

Productivity

Employee’s productivity is the key for success of an organization. A study from Harvard came out that the best companies always do better. So it is always become priority improving in productivity for managers. It has become more need due to evolving at workplace. These changes are driven not from technology and globalization but also from pandemic era. Tracking of productivity is getting even challenges for managers. It is a big question how can managers effectively follow and increase productivity of team in these days?

Purchasing technological tools for tracking of productivity but mangers should keep in mind before purchasing tool which tool is suitable for their organization, which match organization values and business goals. Some online solutions are also available which can be used.

Shaping Company Culture

Another issue, marinating of organization’s culture and improvement in this pandemic era is very important and need to meet out. Many organizations are following techniques of differentiation in working styles; this has resulted in more and more teams. Due to work at home employees are facing isolation and

interactions with team and manager is reducing. And results of all these are organizations can not only longer rely only on human resource manager for culture-building activities. So managers can play big role in shaping company culture. For this manager can encourage their staff interact with each other and unity in team. Time should be taken to recognize importance each member and its contributions and achievements.

Recruiting Procedure

Recruitment has never been an easy task and for managers this job is become very tough in this pandemic era. Managers have needed to keep up with and a try to follow new techniques brought about by the pandemic era. How to conduct recruitment through virtual platform is a new job for managers. Talent hiring strategies should also be re-examined, in view of recruiting a diverse candidate pool. This will require building strong and new recruitment strategies in place. Managers may want to update their hiring methods so that it would be better to a remote or versatile workforce.

Diversity at the Working Place

Staff is diverse in nature and this has become one of the biggest challenge facing managers. Main focus of diversity

among employees is respect them and appreciate them all types of employees it does not matter from which age, religion, ethnicity, gender and disabilities they belongs. Employees should focus on ensuring that every employee feel valued and supported. Staffs is working in remote, managers should find new techniques to be adopted in new type of workplace. New strategies must be adopted by managers.

Regulations and Their Compliance

Compliance of regulation is become a new challenge for managers because staff is working from remote and different areas. Organization should respond very quickly to guidelines issued by Health Department of Government and shifts in the changing political environment. So leaders will need to be aware and following of compliance of new guidelines to their team operations. Managers should adopt a best way of communicate by using the right tools and medium.

Breaking of Down Silos

Businesses are growing and structure of organizations is changing, their departments have to work more hardly on objectives, however, some time organizational departments have led to become business silos and so that these silos become blight on the corporate

world. In pandemic era, risks are higher due to silos forming. Silos become hurdles in sharing of information with management and with each other department and these are not beneficial for organization and departments. With the power of reward a manger can break down these silos.

Fear of Brain Drain

When many staff members are leaving and new ones are joining, it becomes another challenge for mangers to keep their talent with the organization. A bundle of knowledge of all the staff is big capital. However when an employee leaves, he/she take some of his/her knowledge with him. This can create a huge problem. For this they have to develop a knowledge-sharing culture and this is a only real solution.

Employee Engagement

One of the biggest challenges for mangers are employee engagement because productivity and culture and above discussed things are main table only when employees should get themselves engaged. I t becomes a bigger challenge when manger has to handle remote or dispersed teams. Mangers should keep the team's spirits up and for this manger can bring out those virtual pompoms, which resulted in

company culture and values in sharing mode.

CONCLUSION

From the above study it can be concluded that pandemic era has changed so many things and especially for mangers' challenges like continuity in business, safety of employees, requirement of contingent plans, requirement of split team management, effective communication, flexibility in time of work, need of emotional counseling, more focus on reducing productivity, need of a coach not a boss, shaping organizational culture, recruiting right person, compliance of guidelines, breaking silos, continuously engaging employees etc. are increased.

If manger try to understand this situation and try to cope with above challenges with suggested ways in above discussion it will be easier for them. But still this is not a concluded study because time is still changing and COVID era is still not passed, news are coming from China and from another countries regarding new wave.

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