HUMAN RESOURCE FUNCTION AS THE NEW NORMAL EMERGES

by:
Arlene A. Antonio
Administrative Assistant III

The new coronavirus first emerged in the Wuhan, China last December 2019. According to World Health Organization, it has infected more than a million people in at least 185 countries around the world. It has affected not just the life of an individual, but also the operation of organizations. Hence, to adjust, several responsibilities of Human Resource Functions must be acted accordingly to fit the new normal.

The question of “How to put humans at the center of physical return to work?” circulated not just on the private sector, but also on the side of the government. Policies and Procedures are implemented to meet the required work arranged of laws. Public and Private Sectors approve skeletal workforce and work-from-home system. Human Resource Functions and Responsibility will play a vital role for its success in gearing up organization to transition period and its transformation. The functions that might be of help to the unit are human resource planning including the analysis and design of works integrating its responsibility to the welfare of employees by developing policies for the new normal, support for strategy and its compliance with laws. As entities plan to commence its operation, the Human Resource Management must have an all knowing of the health and risk scenarios to develop a comprehensive plan to return to normal, the actionable steps needed to safeguards its stakeholders once it transcends to the new normal and the operational capacity needed across the process. The entity may use signage to raise awareness regarding the virus, prepare disinfectants schedule, distribute protective gears and have policies to observe social distance. Once set, conduct of webinar and orientation to the new normal may also be done just like what the SM Group of Companies did. Learning and Development functions enable employees to develop the skills they need for the future. The Communication skills may
also play a critical role as it helps integrate the elevated structure of the transition plan to the new normal. Lastly, functions such as support for strategy and information system. For support for strategy, the entity may help its employee’s by providing pass and other necessary documents needed for checkpoints. The happenings of the pandemic may be documented including the contingency plan that might be of use in the future. Combinations of these different Human Resource functions increase the success rate Physical Return Work Reimagined and enables the entity to adapt and transform in times of pandemic.

References:

Labor Advisory No. 17, s. 2020