

## CHANGING DYNAMICS OF HR PRACTICES IN THE AGE OF CORONA PANDEMIC

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### **ABSTRACT**

*This study analyzes the changing role of human resource practices and improving its effectiveness during crisis situation, especially because of Global lockdown due to Corona Pandemic. The aim of this study is to analyze the main indicators of organization, individual and environmental ecosystem which decides the effectiveness of HR or to be very precise Virtual HR as an Organisational unit based upon various fundamental functions of HR, which include employee performance, motivation and grievance handling, and evaluation.*

*All these parameters are being studied by citing through the published articles as references. The aim of this research paper is also to examine more closely, the implementations of Virtual human resource management (VHRM) practices in the contexts of high uncertainties. Workplace, both from office location and work from Home has noticed tremendous transformation in the recent years. With the advent of Technological and digital advancement. Challenges has increased all over the world due to various macro political, demographic, strategic and pandemic problems. It also tries to focus on the differences in HR practices when the employees are working from Office and work from Home.*

*During the Corona crisis, we have noticed how the applications of Human resource functions changed from actual HR to Virtual HR. This Paper is based on references drawn which are published in prominent Newspaper, Reading Articles, and based upon it some conclusive evidences*

**KEYWORDS:** *Virtual Human Resource Management, Organisational Unit*

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### **Article History**

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