

STONE IMPACT OF WORK FROM HOME IN THE NON-TEACHING PERSONNEL

by:

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Coronavirus disease 2019 (COVID-19) is an infectious respiratory and vascular condition brought on by coronavirus 2. (SARS-CoV-2). Although the epidemic claimed lives, it also had a negative impact on society and the economy. The COVID-19 dilemma is negatively affecting higher education institutions (HEIs) all around the world, according to the survey findings of Marinoni et al. (2020).

The geographical research reveals that Asia faces an increasing danger of inequality among HEIs as a result of limited access to technology and economic collapse. According to Qamar and Bawany (2021), Pakistan adopted an online learning model to keep up with other developed nations' educational systems, however not all educators and students were happy with the abrupt transition. Pakistan was one of the most affected nations, according to Rehman (2020), since online education was a foreign concept to the populace.

The bulk of the workforce is made up of human capital, and the demand for more hours caused a change in the dynamics of the workplace. This is how COVID-19 resulted in the normalization of working from home.

The current study's goal is to examine the effect of WFH HR practices on faculty and staff performance and determine whether or not these practices are related to faculty performance. The study's findings provide a substantial contribution to the body of prior work and give HR managers advice on how to improve processes in these trying times.

For instructors, working remotely has its benefits and drawbacks. They can successfully implement WFH if the instructor and the school approach it appropriately and both parties are aware of the circumstances. Despite the distance, it is crucial to increase communication to prevent needless problems (Purwanto et al., 2020).

A productive performance management system aids in assessing and enhancing both organizational and personal performance. Performance review cannot be avoided by the company since doing so will lead to bad business decisions. Due to the epidemic, hiring and selecting new employees was discouraged, particularly in private enterprises to reduce wasteful spending. It was discovered that managing staff performance was difficult.

References:

<https://www.frontiersin.org/articles/10.3389/fpsyg.2021.740644/full>

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