

Challenges of Performing HRM Activities during the Covid-19 Situation – A Study at Ajinomoto and Mega Group in the Context of BD

This report is submitted as partial fulfillment of the degree of the “Master in International Human Resource Management (MIHRM) Program”.

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Jakowan

Assistant Professor,

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Subject: Submission of Internship Report.

Dear Sir,

It gives me great pleasure to present the report on the difficulties in carrying out HRM tasks in the context of COVID 19. In an examination of Ajinomoto and the mega-group, in relation to Bangladesh, I worked really hard to make this report successful. It has been a rewarding and enlightening experience to investigate the two organizations and write this report. On the other hand, I've found this to be a great resource for information. I want to express my gratitude for your suggestions and crucial help in the creation of this report. If you thought my report was insightful and helpful, it would mean the world to me.



.....
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Declaration

The undersigned hereby certifies that the project I was working on was finished under Mr. Jakowan's guidance at United International University (UIU), Dhaka, Bangladesh. This is my own original study, and it is titled "challenges of performing HRM activities during Covid-19 situation A study of at Ajinomoto and mega group in the Context of Bangladesh" No component of this report has been taken from another source or submitted to another university before for an academic qualification, certification, diploma, or degree.



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It is pleasure and an opportunity to recall those personalities who are directly supported me to produce this dissertation entitled “**Challenges of performing HRM Activities During the Covid-19 Situation – A study at Ajinomoto And Mega Group in the Context of BD** undertaken for the partial fulfillment of the requirement for the degree “Master of International Human Resource Management (MIHRM). First of all, I would like to my sincere respect and heartfelt gratitude to my dear sir Mr. Jakowan for his valuable guidance and support.

And again I express my sincere thanks to my Guide sir assistant Jakowan being a constant guiding spirit throughout my study and for his guidance and encouragement for this project work.

I am indebted and would like to express my gratitude to the entire faculty members in the school of business and economics at United International University.

Executive Summary

This study will examine the challenges of performing human resources management activities during the covid-19 study on private organizations in the context of Bangladesh as we know COVID -19 has shattered all organizations, creating a complex and challenging environment for managers and human resource management (HRM) practitioners who must devise creative solutions to ensure the survival of their businesses and assist their employees in dealing with this unprecedented crisis. There are few studies on the impact of the crisis on HRM.

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CHAPTER ONE

INTRODUCTION

1.0 Background

Coronavirus is a worldwide well-being crisis that has shaken the entire world, causing far-reaching fear and vulnerability. It essentially affects economies, social orders, representatives, and organizations. covid 19 is effected some functions of human resources and it creates chaos in some organizations, as we know hr is one of the essential departments in any organization, they are the link between the organization's activities and the people who work in the organization.

Some Hr. Guru says this incident (Covid 19) was the hardest challenge which is HR practitioners have faced since hr was established or recognized as one of the crucial departments in an organization. flights have been dropped, and mass public get-togethers and get-togethers have been denied (Brodeur, Gray, Islam, and Bhuiyan, Reference Brodeur, Gray, Islam, and Bhuiyan2020; Gourinchas, Reference Gourinchas2020). Organizations have started returning (Major and Machin, Reference Major and Machin2020) in this continuous pandemic, under remarkable guidelines and another working (e.g., physical separating in the working environment) that nobody can foresee when it will end (Shaw, Main, Findley, Collie, Kristman, and Gross, Reference Shaw, Main, Findley, Collie, Kristman, and Gross2020). Subsequently, this pandemic has established a perplexing and testing climate for supervisors and human asset the board (HRM) professionals who expected to think of effective fixes to keep their organizations above water while likewise helping their representatives in adapting to the difficulties of this extraordinary circumstance. There is restricted examination because of COVID-19 on HRM in this climate.

1.1 Purpose of the study

The main purpose of this study will be to investigate the challenges of performing human resources management activities during the covid-19 situation,

1.2 Methodology

The objective of this report is to examine recent and important writing that examined the impact of COVID -19 on HRM. It is an overall writing survey with an educational motivation. There aren't very many studies that have looked into this effect. We next started to search for articles that investigate the effects between COVID-19 and HRM in aggregate, followed by papers that Examined the impact of this pandemic specifically on each HRM capability and practice, such as

staffing (enrollment) and remuneration. Using a combination of phrases related to Covid OR COVID-19; Human Resources the Board; HRM; pandemic and HRM capabilities, we searched for papers in Google Scholar, embase, and Semantic Scholar (e.g., remuneration and staffing). I searched for this article and set up an online search system, I've also searched for articles written between Dec 2019 and Feb 2021 when it was the strongest or most resurgent epidemic.

The phase of the examination cycle that frames the way things were done is alluded to as "research philosophy." Research ordinarily takes a great deal of thought and creative mind to evaluate research tasks. Since information assortment is a tedious cycle, this stage is fundamental while directing exploration. It likewise examines how the review will be coordinated and the way that subjective exploration will be utilized to produce a measurable depiction of the issue and a total comprehension of the peculiarities. The paste holds a huge number of the examination try together. This additionally alludes to the arrangement or methodology for creating reactions to investigate better critical thinking procedures.

1.3 Data Sources

The study used both primary and secondary:

1.4 Data collection Instruments

The study used a questionnaire

1.5 Questionnaire

The questionnaire will be standardized and both primary and secondary data collection methods will use to collect data. The primary data will use to obtain and gather information from respondents the researcher using questionnaires. The questionnaires will be self-administered and they will be close-ended questions to be simply answered by the respondents

1.5 Population study

The research population will be 50 respondents, workers who worked both Ajinomoto And Mega groups

1.6 Sample size

The study used Sloven's formula to determine the sample size of the respondents.

Slovene's formula is:
$$n = \frac{n_0}{1 + n_0(e)^2}$$

Where; $n_0 = \frac{Z^2 P Q}{e^2}$

$n_0 = \frac{Z^2 P Q}{e^2}$

$Z = 1.96$ for 95% confidence level

$$n = \frac{50}{1 + 50(0.05)^2} \quad n = n = 44$$

Table: Population Sample and Sample Size

Categories	Population sample	Sample size
Ajinomoto	11	8
Mega group	9	7
HR guru	5	5
HR Students	25	24
Total	50	44

Primary sources 2022

1.7 limitation

Problems with sample selection and study samples

For statistical measurements, the sample size is insufficient.

Data collection methods, instruments, and processes

Data access is restricted. Time limitations

Chapter Two

Literature Review

2.1 Introduction

Human resources management is concerned with how people are recruited, made due, and created in organizations. Armstrong and Taylor2020: 3 (Armstrong and Taylor, Reference Armstrong and Taylor2020: 3). Coronavirus extensively affects it, presenting huge issues for administrators and HR professionals. In this segment, we'll take a gander at the effect and issues of key HRM and working circumstances, as well as HRM undertakings like staffing, execution of the executives, preparation and security, well-being of the board, and representative relations. Each HRM work is made sense of independently, yet they are completely interconnected. This suggests that any adjustment in one HRM capacity will affect the other (Mondy and Martocchio, Reference Mondy and Martocchio2016).

2.2 Covid-19 and human resource management strategy

(Owen and Charlie), stated Key HRM concepts include the flat continuity of HRM abilities as well as the increasing relationship between HRM abilities and the authoritative approach.

Vital readiness is fundamental to guarantee the accomplishment of corporate objectives in a snapshot of emergency (Liu, Lee, and Lee, Reference Liu, Lee, and Lee2020). Associations should have the option to design and allot their assets, as well as the direction the fundamental components and take full advantage of their assets and information (Liu, Lee, and Lee, Reference Liu, Lee, and 020). In this specific circumstance, COVID-19's uniqueness and intricacy give a significant hindrance that could imperil the fulfillment of corporate goals. Standard monetary models in associations are generally prepared to utilize information from 'typical times' according to, the text they collaborated on (Neil Morrison, Baert, Lippens, Moens, Sterkens, and Weytjens2020)

Accordingly, creating gauges about 'unusual times' is troublesome. This could show that producing estimates about the organization's business, like asset portion and arranging, is a troublesome undertaking. Coronavirus has, truly, brought up questions. A few scholastics anticipate the

COVID-19 endemic (Regmi and Lwin, Reference Regmi and Lwin2020), while a few financial Experts gauge the pandemic's belongings will go on until 2021. (Ackerman's, Richardson, and Kraimer, Reference Ackerman's, Richardson and Kraimer2020). Indeed, even after the new development of many kinds of antibodies, nobody knows when this infection will stop or on the other hand assumes its impacts on work designs in associations will be transitory or super durable (Bartik, Cullen, Glaeser, Luca, and Stanton, Reference Bartik, Cullen, Glaeser, Luca, and Stanton2020). (Yu et al., Reference Yu, Wang, Goldman, Zangerl, Xie, Cao and Maida2021). In this manner, performing vital preparation or carrying out the underlying one can be trying for supervisors and HRM experts. For this situation, most associations couldn't give adequate data to their representatives about their administration plan or expected reactions to the pandemic (Elsafy and Ragheb, Reference Elsafty and Ragheb2020), while having clear working environment rules during troublesome times assists with diminishing worker stress and increment inspiration and certainty (Elsafy and Ragheb, Reference Elsafty and Ragheb2020) (Wong, Ho, Wong, Cheung, and Yeoh, Reference Wong, Ho, Wong, Cheung, and Yeoh2020). Elsafty and Ragheb's review (Reference Elsafty and Ragheb2020) observed that workers' maintenance is considerably impacted by admittance to data and updates about the scourge. In any case, because of the oddity of this pandemic, If associations are unable to obtain this information, especially while they are operating in a proactive and persistent state, it may be difficult to do. Enhancing structural adaptability is crucial to maintaining the institution's long-term viability in the COVID-19 era. Says (Kevin Bal, Neil Morrison, and O'Mahony2021).

As a matter of fact, regardless of the vulnerability made by the pestilence, organizations should devise imaginative methodologies to retain and manage the disturbance that compromises their endurance (Ngoc Su et al., Reference Ngoc Su, Luc Tra, Thi Huynh, Nguyen, and O'Mahony2021).

2.3 Staffing

In the first year, there was a gap in finding jobs, most organizations were shocked and the recruitment process has slowed down and the lead has increased. The method involved with drawing in, choosing, and maintaining a skilled workforce to accomplish company goals is referred to as staffing. (Hermann troger 2021) Coronavirus altogether affected it, reshaping the dynamic of associations (K Ramkumar, and Muthukrishnan,) The impacts of COVID-19 on industry were fundamentally lopsided (Aitken-Fox, Coffey, Dayaram, Fitzgerald, Gupta, McKenna and Wei Tian2020b; Giupponi and Landais, Reference Giupponi, and Landais2020). A few enterprises saw

A sharp drop in business (Ajoyendra Mukherjee and Landais, Reference Giupponi and Landais2020), provoking some to briefly close their entryways (Bartik et al., Reference Bartik, Cullen, Glaeser, Luca, and Stanton2020), while others saw a blast in business (Giupponi and Landais, Reference Giupponi and Landais2020) (Giupponi and Landais, Reference Giupponi and Landais2020). Thus, the impacts of COVID-19 on staffing shift starting with one business then onto the next.

(The Daily Star, 2020). Another genuinely impacted bunch is the low-pay RMG laborers. The RMG area of Bangladesh which represents the work of around 4.1 million specialists has proactively terminated or furloughed in excess of 1,000,000 due to declining requests from worldwide design organizations. As of now and during the emergency, the quantity of dropped orders just hopes to set ascent (Marc, 2020). As per Bangladesh Garment Manufacturers and Exporters Association (BGMEA), worldwide purchasers dropped and held up a value of US\$2.95 billion intending out orders from roughly 933 plants all through the country (Reza et al., 2020). Referring to BGMEA information, Fair Wear (2020) announced that retractions of arranged orders, for April-December 2020, sum to almost US\$1.7 billion. Around 2.3 million RMG laborers (which is 47% of the absolute area of work) may be terminated as both undoing of current commodity orders and vulnerability about future products are rising (Mahmud et al., 2020). The Covid pandemic has significantly influenced MSMEs across all areas of the economy (DCCI, 2020). Numerous MSMEs are confronting a troubling time because of restricted deals and a deficiency of assets to keep up with business tasks and pay off compensations of the representatives and laborers, which is setting up the joblessness rate in poor people and lower-center pay families (Mahmud et al., 2020). There are around 18 million individuals working in the area and a lot more from their families depend on it (Alauddin and Chowdhury, 2015). Representatives in the MSMEs in all areas are confronting a danger of super durable cutback (Ahmed and Kamal, 2020a). Loss of these positions has Hossain 65 showed up as the fundamental test of COVID-19 effect on the job of individuals working in the MSMEs. Another brutally impacted bunch is individuals working in the confidential nongovernment schooling establishments. Some low-pay teachers in both provincial and metropolitan regions all through the nation have lost their positions in light of the fact that the understudies of those private foundations can't pay the expenses. Understudies at these schools are fundamentally from unfortunate families a considerable lot of whom passed on the school everlastingly because of the emergency. During

This season of the Corona plague, understudies, as well as instructors, are in danger of dropout. Particularly, outrageous financial vulnerability has emerged among educators working in confidential kindergartens and non-government schools all around the country. Large numbers of them are being compelled to move to low-even out occupations and another unfortunate class is being made.

2.4 Performance management

Staff evaluations require regular monitoring, and annual maintenance, to provide staff with feedback. what they have done in the past, so this is weakened by covid, also It was difficult for supervisors and staff to meet, and this increased or decreased staff performance. Reference: Sembiring, Fatihudin, Mochklas, and Holisin (Sembiring, Fatihudin, Mochklas, and Holisin 2020). They have said that amid a crisis like COVID-19, employees must continue to perform well in order to maintain the organization. In any case, apparently, the COVID-19 flare-up has impacted the hierarchical execution of the board. As indicated by a few creators, most firms have brought down or deserted execution the board because of the obstructions presented by COVID-19, for example, assessing representative execution and disturbing execution-based pay, because of the pandemic's intricacy and oddity (Aguinis and Burgi-Tian, Reference Aguinis and Burgi-Tian2020). In actuality, given the progressions in working circumstances, assessing representatives' exhibitions during this emergency can be troublesome. Besides, there are many elements connected with the COVID-19 episode that might impact representatives' presentations. In this specific situation, the concentrate by Prasad and Vaidya (Reference Prasad and Vaidya2020) said that working environment seclusion, absence of correspondence, family interruptions, job over-burden, and word-related pressure factors (job vagueness, job struggle, profession, and occupation control), which have arisen because of COVID-19, fundamentally among representatives telecommuting are huge indicators of representatives' presentation. Besides, representatives' presentation during remote working is likewise reliant upon how chiefs might interpret how and what is expected to deal with a remote group (Aitken-Fox et al., Aitken-Fox, Coffey, Dayaram, Fitzgerald, Gupta, McKenna, and Wei Tian2020b). (Aguinis Burgi-Tian and Neil Morrison 2020) they have stated It is basic for undertakings to stay up with and reinforce their exhibition of the board interaction at some stage in the continuing eudaimonia emergency, as per Aguinis and Burgi-Tian. They need to share relevant knowledge concerning the organization's essential bearing with their representatives, gather vital business info, and provide input, all of

which is able to facilitate these organizations to carry ability town and forestall legitimate activity. Ngoc Su et al. (Reference Ngoc Su, Luc Tra, Thi Huynh, Nguyen, and O'Mahony2021) proceeded to mention that regular exhibition evaluations urge employees to find out and share, which may assist organizations with convalescent their piece of the pie. Sembiring et al. (Reference Sembiring, Fatihudin, Mochklas, and Holisin2020) found that compensation may significantly have an effect on employee execution within the COVID-19 amount, considering the interrelatedness between HRM exercises. consequently, the creators encourage organizations to need to focus tougher on workers' full-scale compensation (monetary and non-monetary) and reasonableness to stay up with and work on their presentation throughout emergencies (Sembiring et al., Reference Sembiring, Fatihudin, Mochklas, and Holisin2020). For this example, the key hindrance could be connected with the association's financial capacities throughout the continual pandemic.

2.5 Training and Career Development

Training is a crucial function of the human resources department and the need for the training has been improved during the covid situation there was plenty of training which is employees needs to have in that time. (Devyania, Jewanc, Bansal, and Denge, Reference Devyania, Jewanc, Bansal and Denge2020; Hamouche, Reference Hamouche2020) they stated training assumes a significant part in a time of emergency, like pandemics It assists with fostering the required abilities for representatives (Akkermans, Richardson, Kraemer, Neil Morrison they stated to increase awareness of covid-19, reduce the risk of virus dissemination, and prevent emotional health problems, (Quaedackers, Stein, Bhatt, Dogan, Hoen, Nijman, and Bogaert2020). It likewise assists with supporting representatives during the time spent progress toward remote working. As a matter of fact, (Greer and Payne, Neil Morrison, Greer, and Payne2014). They jointly agreed Not all employees possess the necessary computer skills to adapt to these advancements brought about by the use of Information technology, Therefore, it is necessary to teach them how to use Information technology, which will enable them to continue working on their projects and communicating with their supervisor and friends while they are away from their workplace. As per Przytuła, Strzelec, and Krysińska-Kościańska and Neil Morrison (Przytuła, Strzelec, Krysińska-Kościańska and Neil 2020), They said that in order to manage the requirements of the new "distance economy," organizations must reskill and upskill their workforce. Under this situation, the main challenge for HRM professionals may be choosing the appropriate preparation methods, taking into account

Physical removing measures along with the requirement to have representatives quickly functional To endorse the organization's business, and developing a training session tailored to the new truth of the association and the workers. This suggests that managers and HRM experts need to go beyond the usual preparatory techniques. Dayana.(Reference Dayana, Juwan, Bansal, and Denge2020) suggested, for this situation, changing representatives' preparation programs in a way that guarantees drawn-out progress toward the new working practices. The outcome of remote working is likewise subject to how supervisors might interpret the virtual oversight of representatives (Aitken-Fox et al., Reference Aitken-Fox, Coffey, Dayaram, Fitzgerald, Gupta, McKenna, and Wei Tian2020b). (Neil, Dayana, Hamouche2020). They proclaimed In this unusual situation, HRM specialists should play a crucial role by assisting and educating these directors on the best way to manage a virtual team, helping them overcome these challenges, and adjusting to remote working practices so they can support their coworkers. In addition to preparation, COVID-19 has exposed significant challenges related to career advancement in organizations. According to certain creators, COVID-19 has caused a great career shock.

2.6 Management of safety and health.

employers are answerable for their workers' well-being while they are at work. They should guarantee that the working environment is liberated from any dangers that could harm them mentally or actually, or even kill them. Coronavirus has made another work environment peril (Hecker, Reference Hecker2020) that is a significant reason for pressure on representatives (Shaw et al., Reference Shaw, Main, Findley, Collie, Kristman, and Gross2020) and a significant issue for directors and HRM professionals (Hamouche, Reference Hamouche2020). Creeks, Dunn, Amlôt, Rubin, and Greenberg, Reference Brooks, Dunn, Amlôt, Rubin, and Greenberg2018, Brooks, Dunn, Amlôt, Rubin, and Greenberg2018, Brooks, Dunn, Amlôt, Rubin, and Greenberg2018, Brooks, Dunn, Amlôt, Rubin, and Greenberg2018, Brooks, Dunn, Amlôt, Rubin, and Greenberg2018, Brooks, Dun. In this unique situation, two central questions can be distinguished: how to control the spread of the infection and shield representatives from disease, and how to raise worker information on the need of sticking to the working environment deterrent measures. Albeit the WHO has given direction for associations to keep up with worker security (WHO, 2020a), overseeing representative ways of behaving might be troublesome, considering that specific people might ignore self-disengagement rules (Gourinchas, Reference Gourinchas2020).

2.7 Employment relationship

Work relationship alludes to 'the association among representatives and bosses through which people sell their work' (Budd and Bhawe, Reference Budd and Bhawe2010). From a work regulation viewpoint, COVID-19 has made significant difficulties for representatives and bosses (Biasi, Reference Biasi2020; Sagan and Schüller, Reference Sagan and Schüller2020). Because of the lockdown and compulsory conclusion of business both couldn't achieve their authoritative commitments (Biasi, Reference Biasi2020). As a matter of fact, the difficulties coming about because of COVID-19 have changed the conventional connection between the representative and his boss (Leighton and McKeown, Reference Leighton and McKeown2020; Spurk and Straub, Reference Spurk and Straub2020). Telecommuting has been carried out in various nations and organizations (Spurk and Straub, Reference Spurk and Straub2020). Thus, the customary limits of the universe of work have vanished (Leighton and McKeown, Reference Leighton and McKeown2020). In this specific circumstance, (Laurie ruetmenn), claims that covid-19 has positioned the public authority as more of an organizer than a controller, making it challenging for organizations to adapt government policies to their hierarchical structure while still taking the needs of their representatives into consideration. Most countries don't merely rely on existing regulations in light of this pandemic's intrigue. A few workplace rules have been changed over a short period of time to assist managers and protect employees.

The fundamental test was the manner by which to safeguard workers while guaranteeing the progression of the economy (Sachs, Reference Sachs2020). A few nations have taken on regulations to structure and briefly preclude aggregate cutback in associations (Dayaram2020). For instance, in Italy, a declaration regulation has been given to deny associations from starting an aggregate cutback methodology for a time of 60 days (Dayaram Reference Biasi2020). The main issue, in this case, is that supervisors and employees who weren't given the option to telecommute or who had COVID-19 at work might start asking concerns.

2.8 Employee Engagement

Numerous meanings of commitment have emerged over the most recent twenty years, which are all in light of training and study (Simpson, 2009). Moreover, as indicated by Albrecht et al. (2015), there is no agreement on what it infers or its characteristics. Representative commitment, as indicated by Macey and Schneider (2008), is a generally new idea that has been effectively advanced by human asset counseling organizations. Human asset meetings are given by counseling firms to organizations to further develop worker execution and efficiency by fortifying the collaboration among representatives and organizations. Scholastic researchers are steadily joining the discussion by viewing at representative joy as a wellspring of commitment. The expression "commitment" was initially utilized in an exploration by Kahn in 1990 to depict how individuals were locked in or separated working as opposed to worker commitment. As per Kahn (1990), commitment is the individual articulation of self-in-job. He characterized it as "the saddling of hierarchical individuals' selves to their expert jobs: during job exhibitions, individuals utilize and articulate their thoughts actually, intellectually, and inwardly." Schaufeli et al. (2002) characterized commitment as "a positive, fulfilling, business related outlook described by imperativeness, dedication, and drenching." Employee commitment, as indicated by Schaufeli et al. (2002), is comprised of three manifest factors: (I) Vigor (elevated degrees of energy and mental flexibility while working, readiness to put exertion in one's work, and persistence even notwithstanding difficulties); (ii) Dedication (being profoundly engaged with one's work and encountering a feeling of importance, excitement, motivation, pride, and challenge) and Absorption. It is characterized by being totally thought and cheerfully consumed in one's work, with time elapsing quickly and trouble disengaging oneself from work (Bridger, 2014). As a team with the Kingston Employee Engagement Consortium, the Chartered Institute of Personnel and Development (CIDP) characterizes representative commitment as "being decidedly present during the exhibition of work by eagerly contributing scholarly exertion, encountering positive feelings, and significant associations with others." When examining this definition, Alfes et al. (2010) distinguished three critical components of representative commitment: I scholarly commitment, in which a worker scarcely ponders the work and how to improve; (ii) compelling commitment, in which the worker centers around the good sentiments related with working effectively; and (iii) social commitment, in which the employee actively seeks out opportunities to discuss work-related improvements with others at work

Chapter Three

Organizational Background

3.1 Introduction

In Bangladesh's most recent twenty years there is a developing number of worldwide organizations exploiting the modest work and assets that anyone could hope to find in this country. Generally, they come from western and some from adjoining and other Asian nations, for example, Japan so here we will search for a japan organization considered Ajinomoto it's a global organization engaged with in excess of 37 nations and its number of manufacturing plants is 120, and its number of workers is 32,509. Also, the presence of this organization is over 109 years and its item is kitchen food items like cooking oils, frozen food sources, drinks, sugars, amino acids, and drugs. Aji-No-Moto. After World War II, Ajinomoto was delayed to continue creation of its flavoring as it needed adequate assets to proceed with creative on and its processing plant had been annihilated. During the 1960s, Ajinomoto started to broaden its creation by protecting coalitions with worldwide food organizations, incorporating the Kellogg Company in 1962, CPC International Inc. in 1963, and Best Foods Company Ltd. in 1964. Due to these associations, Ajinomoto started selling Kellogg's corn drops and Knorr soup in Japan and made its own kind of mayonnaise.

1980-2009 As the Japanese economy deteriorated during the 1980s, Ajinomoto tried to re-appropriate a greater amount of its creation abroad, which expanded the quantity of workers the organization utilized abroad from 4,000 out of 1979 to more than 11,000 out of 1996. Beginning in 1980, Ajinomoto started to pull together its broadening endeavors from food items to its amino corrosive business. In 2010, because of an ascent in unfamiliar contest, Ajinomoto started rebuilding to zero in on a few of its items while stripping others. The organization stripped its Calpis drink unit in Japan in 2012, In April 2020, the Ajinomoto Group Nutrient Profiling System for Product, which has been created as a technique to logically gauge the nutritive worth of items like powdered soup and frozen food sources, was acquainted worldwide with around 500 sorts of gathering items in seven nations. In August, Ajinomoto reported its cooperation in the global climate drive RE100 for environmentally friendly power. In November 2020, "AJISWEET RA", delivered in Japan helping out Morita Kagaku Kogyo Co., Ltd., was recently sent off in the USA as a stevia sugar decreasing harshness and off-flavors.

Chapter Four

Data Analysis, Interpretation & Findings

4.1 Introduction

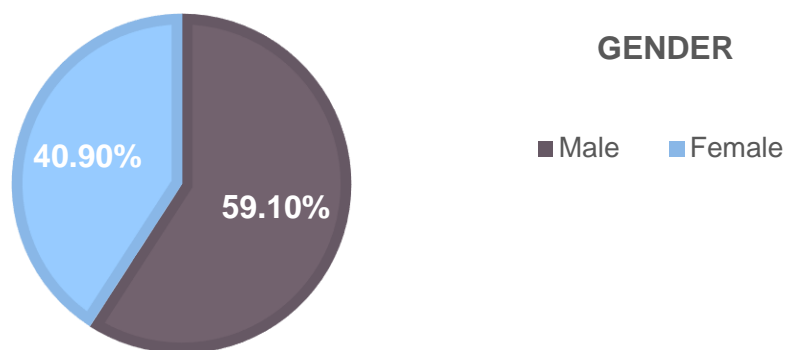
A survey was conducted to acquire adequate data to find the challenges of performing HRM activities during the Covid-19 situation - A study at Mega group and Ajinomoto in the context of Bangladesh. Google forms were used by the respondents to answer the questions. Using bar charts, tabulations, and narrations, the finding is presented. The findings are then examined by looking at what the literature has demonstrated. The study used SPSS and Microsoft Excel, both of which are important tools for research analysis.

Demographic Profile of the Respondents

Respondents were asked to provide information regarding their gender, age, marital status, and education level. Their responses were summarized using frequencies and percentage distributions.

Table 1: Respondent's Gender

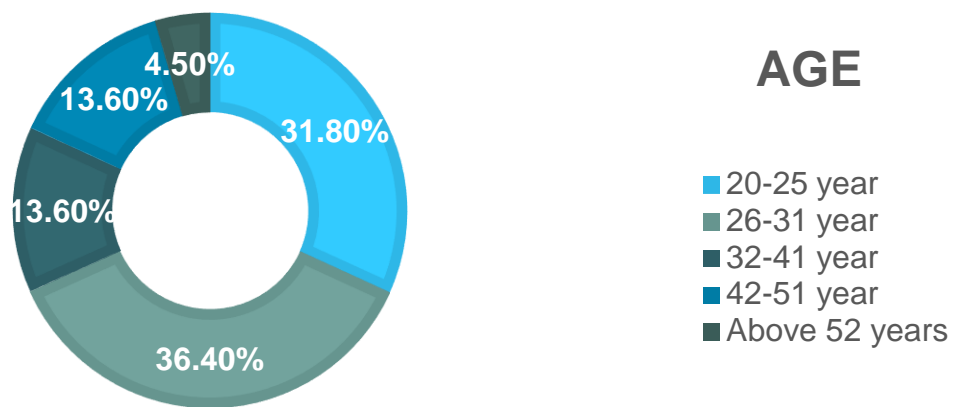
Gender	Frequency
Male	26
Female	18
Total	44



The table and graph are showing the majority number are held by the male which is 59.1%. Out of 44 respondents, 26 people are male and 18 people are female.

Table 2: Respondent's Age

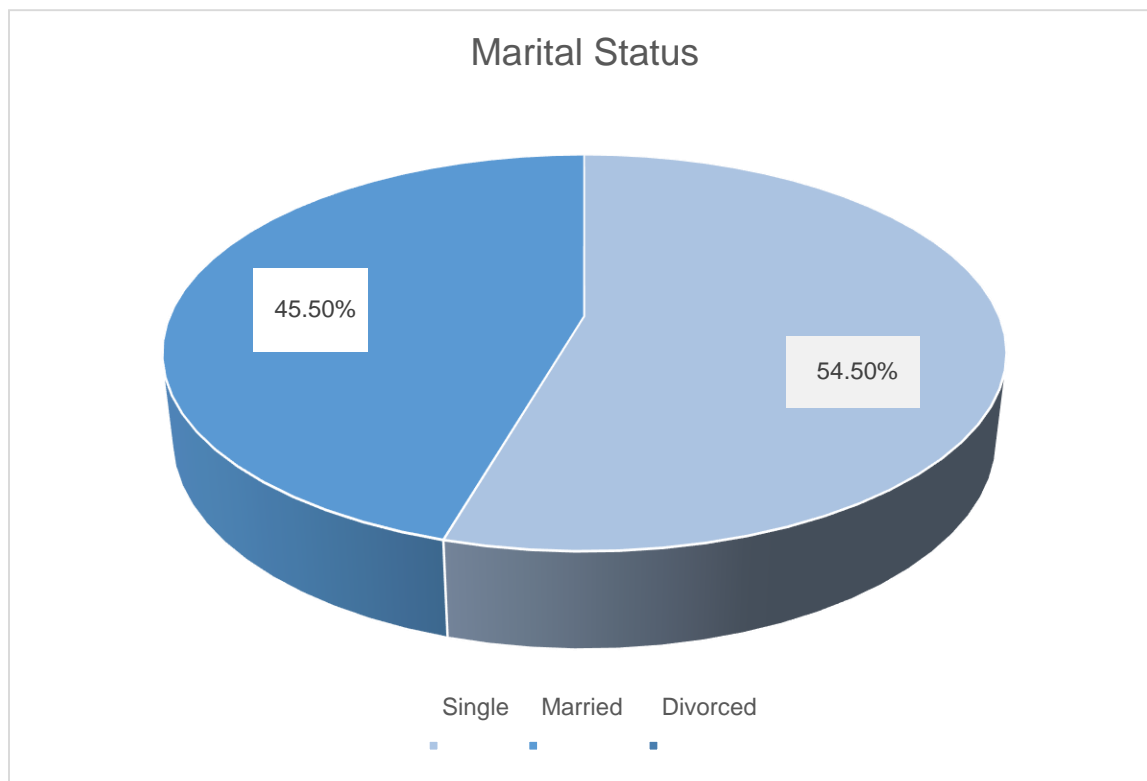
Age	Frequency
20-25 year	14
26-31 year	16
32-41 year	6
42-51 year	6
Above 52 years	2
Total	44



As stated in table 2, the age between 26 and 31 of the respondents is the majority holding 36.4%. while the least is 4.5% who are above 52 years old. Moreover, the same proportion of 13.6% is shared by the age of 32-41 and 42-51 years. The second large group of people is of age between 20-25 years.

Table 3: Respondent's Marital Status

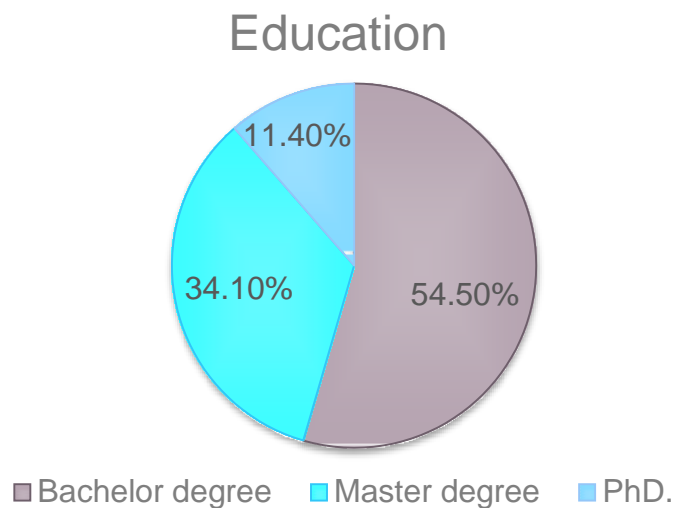
Marital Status	Frequency
Single	24
Married	20
Divorced	00
Total	44



The majority of the respondent's marital status is 24 single people out of 44 people which is 54.5%. Other 45.50% were married.

Table 4: Respondent's Education Level

Education Level	Frequency
Bachelor Degree	24
Master Degree	15
PhD.	5
Total	44



According to table 4, 54.5% of people have completed their bachelor's degree whereas 34.10% of people were done their master's education. Very few people have done their PhD. Many respondents can be recognized as professionals.

4.1.1 To examine the relationship of COVID-19 on human resources management Activities in the context of Bangladesh

The objective of this study is to examine the relationship of COVID-19 on human resources management activities like evaluating the influence of organizational performance, supervising employee performance, the impact of COVID-19 on employee emotional wellness, and assess the role of the HR practitioner in the context of Bangladesh. The focus on the objectives was that each Of these questions was based on a four-point Likert scale where respondents were asked to rate the impact of COVID-19 on human resource activities by indicating the extent to which they agree or disagree with each question, and their responses are given below in table 5:

Survey Questions	Strongly Agree (%)	Agree (%)	Neutral (%)	Disagree (%)	Strongly Disagree (%)
Human resources management and related activities are the departments most affected by COVID-19.	44.2	11.6	9.3	18.6	16.3
COVID-19 has lowered the workforce's quality.	63.6	25	0	6.8	4.5
The COVID-19 outbreak has lowered organizational performance management such as evaluating employee performance and disrupting performance-based pay.	56.8	27.3	6.8	4.5	4.5
Some organizations did not accept remote work because they might consider that it affects employees' performance negatively.	38.6	29.5	4.5	4.5	0
Employees' emotional well-being and motivation have deteriorated throughout	59.1	29.5	4.5	2.3	4.5

COVID-19.					
workplace isolation, lack of communication, family	65.9	22.7	6.8	0	4.5

distractions, role overload, and occupational stress, lack of supervision has lowered employee's performance					
During COVID19 managing employee behavior was difficult, given that certain persons may disregard self-isolation rules.	45.5	31.8	9.1	4.5	9.1
During COVID-19, companies had an unusually high number of firings	20.9	16.3	20.9	20.9	20.9
The functions of human resources management were most likely active during the coronavirus pandemic.	18.6	37.2	18.6	16.3	9.3

shown in Table 5, respondents strongly agreed 44.2%, 11.6% agreed, 18.6% disagreed, 16.3% strongly disagreed and 9.3% have given the neutral opinion that human resources management and related activities are the departments most affected by COVID-19 and also 63.6% has strongly agreed that COVID-19 has lowered the workforce's quality. Evaluating employee performance and disrupting performance-based pay have been affected by the COVID-19 outbreak which was strongly agreed by 25 people out of 44 respondents. More than half of the people which is 59.1% have strongly agreed that emotional well-being and motivation have deteriorated after the outbreak. 65.9% of people is strongly agreeing that workplace isolation, lack of communication, family distractions, role overload, and occupational stress, lack of supervision has lowered employee performance. During COVID-19 companies having a high number of firings has mixed responses like 20.9% has strongly agreed as well as strongly disagreed. Strongly agreed by 38.6% of respondents that some organizations did not accept remote work because they might consider that it affects employees' performance negatively. Furthermore, managing employee behavior was

difficult is strongly agreed by 45.5% of people. The functions of human resources management were most likely active during the outbreak agreed to 37.2% of respondents.

Chapter Five

Conclusion and Recommendation

5.1 Conclusion

The capacity of COVID-19-situated HRM exercises in trim work execution and hierarchical execution through work-related perspectives in the midst of an emergency is made sense of in this article. Consider a pandemic initiated by an unexpected occurrence like COVID-19; this is a pertinent and convenient theme for organizations. This is on the grounds that it makes sense of how to keep steady over HRM tasks to support workers' work execution, which well affects authoritative execution and thus decides the organization's ceaseless presence available. The Coronavirus episode has placed us stuck, which represents instability, vulnerability, intricacy, and uncertainty. This situation mirrors a time of capricious and shaky difficulties with no reasonable end date. The Covid, as indicated by financial specialists, affects the Bangladesh economy since it upsets the modern chain and all types of revenue for the country, Bangladesh as well as the whole world. with the goal that business changeover isn't consistent while the business visionary's commitment keeps on, running Companies are supposed to stay cutthroat all through this pandemic period, subsequently, the two representatives and the board assume a basic part in the association's endurance. the association needs workers who can make a significant commitment and obviously can work on the efficiency there for strengthening and fitting HR is required. The COVID-19 emergency caused different changes inside associations that were expected to keep the association's exercises running. Through its effect on the general execution of the association, work execution gives off an impression of being a fundamental determinant affecting such continuation. Associations found it challenging to shape and keep up with work execution during the COVID-19 pandemic as a result of the adverse consequence on representatives, which caused pressure and an absence of safety. HRM experts are assuming an undeniably significant part in creating HRM techniques that can emphatically shape work-related mentalities, bringing about better work execution during these difficult times.

5.2 Recommendation

In this pandemic, we've all presently seen what "we weren't prepared" seems to be: full lockdown, with a practically boundless financial and mental aftermath. Worldwide lines are forcibly closed. Organizations covered. Common freedoms are suspended. "This is absolutely extraordinary," we've heard on and on. g times. So in that case I want to recommend HR practitioners on these points below.

- In this emergency, it is possible that the virus will reappear or reappear in another virus, so the human resources department must be proactive.
- Employees should be trained by the HR department to adapt to emergencies, or as a result of organizational changes, this will help the staff not to lose on the truck
- in order to reduce employee boredom during difficult times, the staffing department must develop its reward system, while writing this topic we have seen that some may not be rewarded or given their due, for various reasons
- Staff training and hygiene is what motivate employees and remove their fear of illness
- In emergencies, organizations must trust their staff to do work from home, While collecting data we found that there was no trust in work from home, and that eliminate the employee loyalty or employee engagement

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Appendix

Survey Questions	Strongly Agree (%)	Agree (%)	Neutral (%)	Disagree (%)	Strongly Disagree (%)
Human resources management and related activities are the departments most affected by COVID-19.					
COVID-19 has lowered the workforce's quality.					
The COVID-19 outbreak has lowered organizational performance management such as evaluating employee performance and disrupting performance-based pay.					
Some organizations did not accept remote work because they might consider that it affects employees' performance negatively.					

Employees' emotional well-being and motivation have deteriorated throughout COVID-19.					
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workplace isolation, lack of communication, family					
distractions, role overload, and occupational stress, lack of supervision has lowered employee's performance					
During COVID19 managing employee behavior was difficult, given that certain persons may disregard self-isolation rules.					
The functions of human resources management were most likely active during the coronavirus pandemic.					