

AN IMPACT OF COVID-19 ON EMPLOYEMENT: A REVIEW STUDY

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Abstract

The purpose of this paper is to review some research articles related to impact of COVID-19 on employments that have been published do far. Unemployment causes changes in personality changes in society & leads to social as well as personal problems, this article gives an overview how COVID-19 affected employment in different sectors in India.

Keywords: COVID-19, Unemployment, Changes, personality, social issues.

INTRODUCTION

COVID-19 is a health crisis that creates disruption in the whole world, it has impacted economies, societies & personal lives also. This pandemic has started first in the city of WUHAN (China) in 2019 & after that it becomes Global pandemic on March 2020. The spread of COVID-19 creates disruption, complexity & uncertainty in all the sectors. This paper is a general literature review, which exploring the impact of Corona pandemic on different sectors in India. Corona pandemic is just a recent crisis & therefore there is only limited research is done on it & this review aims at throwing light on how unemployment leads to great depression & poverty which is directly related to the COVID-19 pandemic.

Objectives

1. Impact of corona pandemic on the employment of the world.
2. How economy is affected by the corona pandemic?
3. How global HRM is affected by this crisis?

REVIEWS

The Rajendra P. margins report, published in 2021, looked into the breadth and type of job losses, as well as the resulting historic spike in unemployment. As per the assessment, the greatest amount equal to 123.8 million people quit their jobs in the month of April 2020, equivalent for almost 30 % of said workforce. The study also uncovers massive job losses in the work force, with small business owners, self-employed individuals, and migrant workers performing wage labour, youth, and women being the hardest hit, as they largely engage in India's informal economy. [1] Unemployment & Destitution in the Corona Pandemic Economy (2021) by Daniel Flaming, Anthony, and Patrick examines detailed unemployment and homeless records from the 2008 biggest Recession to evaluate the link between unemployment and homelessness.

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Forecast the amount and types of pandemic-driven homeless in Los Angeles. The researcher find out that the timing of both growing in employment & growing homeless in the 2008 recession & the ratio between these two adverse trends provides an evidence based framework for a scenario of unemployment driven homelessness in the 2020 recession. In a single month from March to April 2020. [2] Gurpreet Singh, Jaskirat Singh & Korrwerrier different industries paper 'The input of corona disease on several sector of the Indian economy'. A descript study which are more affected by the disease & results in job losses & world economy also they investigated that most hit industries by COVID-19 are hotels, travel, transport, oil, entertainment, advertisement, construction and real state. Here the researchers discussed about some following measures the must boost the economy. First is eventual fate of workforce transformation. Second is supplier chain resilience. Third is digital value in aliment. [3] Kanupriya of the Indian Institute of Foreign Trade is studying the effect of corona on Indian textiles in 2021. She explains the supply side and demand side variables; their groups are more likely on the Indian garments industry on account of COVID-19. On the demand side, there's social distancing, Demand of consumer, and export, while on the supply side, there's provision, occupation, the production lines, and the pricing of critical raw material imports. According to her research, the garments industry of Bharat is the largest victims by COVID-19. This research highlights the importance of stepping 'outside the box' while engaging with this situation. [4] In a recent study by John Bluedorn Francesco, neilsjakob, ippei & marina regarding gender & employment in the COVID-19 recessions. The recessions in this paper examining a large penal 30 advanced economies & emerging markets through 2020 & fund high degree of heterogeneity across countries where woman employment falls more than men's with more than half to two-third of the countries experiencing a she-cession in 2020. [5] Tiago, Bruno, Ivan and Sandra they all presented 'A comprehensive assessment on the effect of corona on work' in 2020 & from their research they concluded several challenges and told us about how to overcome like the COVID-19 implies managerial challenges and to overcome these challenges they pointed to the construction of health, subjective relation with the work, supportive environment for work & individual capabilities can be critical success factors

but the researcher also point out limitation of this paper which will be an opportunity for future research like They haven't looked at how government policies effect workers. [6] Similarly of this review article showing different types of impacts of COVID-19. In 2020 byomokesh debate, Puja Patnaik & Abhishekmahra review the COVID-19 impact of people economy and environment. COVID-19 led the people to antiety, stress, desperation, lack pfconfidence and other dangerous dieses. The people creates violence at home. It also declines the economic activities by India's export declined 34.6% & import by 28.7% . The world's credit rating agencies have lowered India's development for fiscal years 2021, giving it the lowest figures in three years since the country's economic reform in 1491. Except for the negative effect COVID-19 has a good ecological consequences. Indian environment ministry's central pollution control board recorded a 71 percent reduction in nitrogen dioxide levels. In addition, the CPCB announced that the Ganga's water quality had improved. [7]

Socio-economic effect of corona pandemic explored by Vaishali Anujaonand Ranjan Aneja 2020 & discuss that economy in more affected by COVID-19 pandemic in every sector like they told us Agriculture sector have been hit with horticulture whereas automotive sector are suffering more loss & affected badly. Also Service Sector his very hardly due to restriction on mobility, tourism & hospitality. The overall loss to the economy depends on the pandemic and longevity of crisis. Apart from all monetary losses, society impacted by sociological & psychological challenges. But after all these uncountable negative effects, some positive impact sum up by COVID-19 only on environment like Air quality, water quality and wild life is improved by COVID-19. And the paper summarises that more attention is needed towards the vulnerable section of the society especially poor people. [8] Fifteen Authors together present a mixed method study in which they study health, psychological & economic impact the pandemic on population with lifelong conditions in India with the detailed study they showed important limitations like due to COVID-19 restrictions they were not allow to took direct observation of participants like surveys & interviews & this analysis also restricts the casual inferences between SES & lifelong conditions & pandemic restrictions .According to the conclusion of this study health system experience disruptions in basically low-income & under resource population. People living in rural areas faced greater challenges regarding healthcare facing symptoms of depression [9]

Anoopk hanna released a paper in 2020 about the influence of worldwide COVID-19 on labour migration with a focus on India. In this work, he looked at how COVID's results were worrying for low-income people who don't have other options for employment and do not have any access to financial security. ILO forecasts that up to 25 million people would have lost professional jobs as a result of COVID-19, with 5.3 million job losses in the "low scenario." As per the International Labour Organization, corona will put massive amounts of migrant labourers out of work in India at the March 2020. [10] Kalim Siddiqui published a report in 2020 called "the impact of corona on the world economies WFR may June," in which he examines how the global economy was already declining in early 2020, including those of the best-performing advanced economies, such as the United States. The contagion has highlighted the flaws of capitalism and re-established the value of democracy, country economics, and home markets. [11]

In this paper ‘‘ Social problem due to unemployment’’ Haya shah & khizer Hayat khonowar discuss the emergence of unemployment & affecting the personal lives. This paper endeavoured to educate the population about the problems resulting from unemployment, researchers discuss about the negative impacts of unemployment& how it affected people physical & mental health [12].

The authors Eris C. Dunn, Nancy J. Wewiorsia, and E. Sally Rogers conducted a case study and presented the relevance and significance of employment to population in recovery from psychiatric disorder to Boston University trustees in 2008. They thoughtfully hired self-referred people involved at below average to advanced levels of recovery and conducted interviews with twenty three person to identify themes connected to work in the substance to recovery from severe mental illness. Work is a source of self-esteem, pride and empowerment, as per the findings of this study [13].

Anita Haataja's essay unemployment, employments poverty, published in 1999, emphasizes on the threat of income disparity among working-age people. It is founded on the Luxembourg income survey (LIS). Anita Haataja argues and exhibits how unemployment and employment should be examined from a number of angles. As per her research, high levels of unemployment do not always imply a high effects of subsequent exclusion provided social policies and employment opportunities are in place to prevent misery. Low unemployment somehow doesn't imply that those who are employed are well-off [14].

In 1978 Richard m.com from duke university's published a paper ‘‘The effect of employment status changes on self-attitude’’ A theoretical modal was developed & According to this modal it shown that differences is self-satisfaction between the employed & those who become unemployed very as a function of...

1. Change in performance indicator.
2. The availability of an alternative role.
3. Level of past achievement.
4. Availability of an external source of attribution of Cause of unemployment. Becoming unemployed does lead to a greater dissatisfaction with self. [15]

Assessing domestic violence in India: A job embeddedness approach presented by Akshaya Krishna Kumar and Shankey Verma during corona pandemic published in 2021. During aicndemp in India, this research looked into the problems that predispose to domestic violence. As per research, domestic violence is caused by alcohol intake, job losses, unemployment, and frustration. By this survey conducted at COVID-19, many people were affected by alcohol, and just 4% of women who experienced sexual assault sought legal help. The key disadvantage of this work is that the investigator relied solely on online newspapers to find reported occurrences of content analysis; as a result, they were unable to determine the substance and degree of the violence, which is one of the study's fundamental flaws. [16] A researcher demonstrates how to use technologies such as, Artificial Intelligence, Block Chain, Chat bots, Insur Tech, and telematics to minimize the effects of a corona catastrophe in the insurance sector. The purpose of this research is to look at how technology is used in the insurance industry. [17]

FINDINGS

The pandemic impact on employment and economic action around the world is tremendous. This year's Covid-19 has been deemed the worst global catastrophe since World War II (ILO 2020). As per ILO reports, the greatest number of people, 123.8 million, quit their jobs in the very first month of April 2020, representing for almost 30% of the organization's employees. Laborers, including daily wage workers, traders, self-employed people, migrant worker, and uneducated people, are the hardest hit. As per the IMF (International Monetary Fund), the world economy is in its deepest slump from the 1930s' "Great Depression," with output expected to drop by as much as 6.5 percent by 2020. As per the Office of Budget Responsibility (OBR), the pandemic crisis potentially results in a 35 percent drop in GDP.

Conclusion

It can be concluded that covid-19 hits the employment all over the world in each and every sector. But as we all know that every coin has two faces in this way covid-19 impacted positively on environment like water quality and air quality was improved by that lockdown. On the other side lockdown hits the economy very harshly and there were lots of job losses which directly related to health issues like blood pressure, diabetes, depression and violence at home. There are so many researches done in this field regarding impact of covid-19 by different researchers. Mostly all researches concluded that covid-19 hits the economy and leads to people unemployed

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