

JEL Classification: M12, M37, I18, I19

Valeriia Peniuk, Candidate of Economic Sciences, Senior Lecturer,

<https://orcid.org/0000-0002-7005-4173>

Chernivtsi Institute of Trade and Economics of KNUTE, Chernivtsi

FEATURES OF HR MANAGEMENT UNDER PANDEMIC CONDITION

Summary

Today, many entrepreneurs are in a pandemic environment that requires quick decisions in a short period. Managers need to remotely monitor and motivate staff to perform their duties, monitor the health of each employee, and create safe working conditions. Therefore, understanding what and how to do will help to optimize the process of personnel management and the enterprise as a whole, make it convenient not only for managers but also for the staff of the organization. Thus, the purpose of the article is to substantiate the need for the formation of areas of personnel management in a pandemic and recommendations for the protection of personnel and activities of the enterprise from the effects of quarantine conditions. The following general and special research methods were used to solve the set of tasks: statistical and comparative analysis (determination of deviations in the dynamics of unemployment of the population and labor force by sex, type of area and age groups, as well as staff turnover by type of economic activity); classifications (grouping of issues-challenges faced by organizations, personnel and HR-managers, as well as definition of basic directions of joint work of HR and business on work with consequences of development of pandemic COVID-19); analogies (determining the possibility of adapting the quarantine conditions of personnel management for enterprises of different types of economic activity). The proposed areas of personnel management in a pandemic and recommendations for the protection of personnel and activities of the enterprise from the effects of quarantine conditions can be used by enterprises of various economic activities (including restaurant and hotel business, trade).

Keywords: personnel management, HR-management, unemployment, labor force, personnel movement, pandemic.

References:

1. Quarantined personnel: how not to stop the work of agricultural enterprises in a pandemic. Available at: <https://agravery.com/uk/posts/show/kadri-na-karantini-ak-ne-zupiniti-robotu-agropidpriemstv-v-umovah-pandemii> (Accessed 22 March 2021) (in Ukr.).
2. Return to work in new conditions. Available at: <https://www2.deloitte.com/ua/uk/pages/human-capital/articles/hc-trends-covid-19.html> (Accessed 22 March 2021) (in Ukr.).
3. Vdovichen, A.A., Vdovichena, O.H. (2020). Trinity vector of the stabilization of ukrainian economy under the terms of uncontrolled global challenges. *Visnuk ChTEI KNTEU. Ekonomichni nauky [Herald ChTEI KNTEU. Economics scientist]*, vol. I–II, pp. 12–30 (in Ukr.).
4. Glushchenko, O. (2020). Current trends in the financial market of Ukraine in the context of the Covid-19 pandemic. *Zbirnyk naukovykh prats Lohos [Collection of scientific works Logos]*, vol. 2, pp. 47–50 (in Ukr.).
5. Prystupa, M. V. (2020). Changes in personnel management practices in a pandemic (based on narrative expert interviews). *Socioprostrir: mizhdystsyplinarnyi elektronnyi zbirnyk naukovykh pratsz sotsiologii ta sotsialnoi roboty [Sociospace: an interdisciplinary electronic collection of scientific works on sociology and social work]*, vol.10, pp. 28–36 (in Ukr.).
6. Influence of Covid-19 Crisis on Human Resource Management and Companies' Response: The Expert Study. URL: https://researchleap.com/wpcontent/uploads/2020/10/02.Influence_of_Covid_19_crisis_on_Human_Resource_Management_and_Companies-2.pdf (Accessed 22 March 2021) (in Eng.).
7. Zub, M. Ya., Verheles, I. V. Coronavirus as a factor in the formation of a new labor market in the regions of Ukraine. Available at: <https://www.ndifp.com/1579/> (Accessed 20 March 2021) (in Ukr.).
8. The COVID-19 pandemic has caused the loss of a quarter of a billion jobs, according to an ILO report. Available at: <https://www.dw.com/uk/pandemiia-covid-19-sprychynyla-vtratu-chverti-miliarda-robochykh-mists-zvit-mop/a-56340090> (Accessed 20 March 2021) (in Ukr.).
9. HR-jobs of the future. Available at: <https://www.cognizant.com/futureofwork/whitepaper/21-hr-jobs-of-the-future> (Accessed 22 March 2021) (in Eng.).