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## 4 MINUTES VIDEO PRESENTATION ON REMOTE WORKING IN THE FACE OF THE PANDEMIC: CURRENT ISSUES, TECHNOLOGICAL IMPACTS AND FUTURE IMPLICATIONS

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## Agenda

- Introduction
- Key Literature
- Objectives
- Research Method
- Findings
- Conclusion/Implication





## Introduction

- The novel coronavirus (COVID-19), a pandemic sweeping across the globe, has challenged society in ways once considered unimaginable, forcing people to reconsider a wide variety of practices, from work, to leisure, to basic travel and daily tasks.
- Before the pandemic, discussions on the future of work-life were unclear and often questioned.
- Over the past two years, the evolution of technology has had a significant impact on how things used to be done which affected the operations of the human resource department and also reconstructed how people communicated.



- Given the increasing reliance on technologies to get work done within and across organizations, the question of how technology is changing work and organizations is highly salient.
- The study therefore embarks on answering the following objectives:

## Objectives of the study

What are the implications of remote working for employees and organizations and impact on the nature of work?

How is human resource management responding to current realities and what it means for the future nature of work?

What are the benefits, and challenges of HRM in modern management?





## Findings and discussion

- **Impact of technology on human resource management**
  1. Develop strategies to keep ahead of the technology and make work environment productive while working remotely.
  2. Capitalize on low hanging fruit to identify a ballpark value.
  3. Emphasise enhanced information management through simplified systems and processes.
  4. Improve quality of work delivered by employees.
- **The impact of emerging technologies on HRM**
  1. Enhanced and informed data insight approaches to corporate strategy.
  2. Established a management framework from the inside that puts people at the centre of technology adoption.
  3. Offer real-time feedback from employees during out of office periods.
  4. Smaller permanent workforce.
  5. Concerns on privacy, safety and threat to livelihood.

## Findings and discussion

- **Challenges of HRM in Modern Management**

1. Technological advances are a challenging task of adapting the workplace to rapid technological changes which influence the nature of work and generate obsolescence.
2. Advanced technology has tended to reduce the number of jobs that require little skill and increase the number of jobs that require considerable skill, a shift we refer to as moving from touch labour to knowledge work.
3. New technology creates unemployment and on the other hand, there comes a scarcity of skilled manpower. Hence, technological change brings difficulties and challenges to the organisation.

- i. Globalization
- ii. Workforce Diversity
- iii. Changes in a political and legal environment
- iv. Changes in the Economic Environment
- v. Mobility of Professional Personnel
- vi. Revolution in Information Technology.
- vii. Technological advances

## CONCLUSION

- To successfully implement a technology change, several areas need to be effectively addressed to avoid challenges with internal conflict or resistance by staff to the change which can be managed. These salient points should be considered and planned for when selecting new technology:
  - 1. Employee training
  - 2. Communication
  - 3. Multi-generational workforce.
- They can be addressed with:
  - 1. A well-defined implementation plan
  - 2. An effective training plan
  - 3. Open communication between employees and management.



## CONCLUSION

- While the key activities involved in HRM to support managers and employees in going about their daily work (CEB, 2018) are unlikely to change; the role of the HR function may become even more important as both the potential benefits and risks of emerging technologies for employees develop.
- Such role is to support employees in order to ensure their growth and wellbeing, as well as the sustainability of the organisation, against the backdrop of this technological advancement.

# Thank you

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