Covid-19 and Human Resource Management: a study on Moldavia, Romania

Liam James

Abstract:

Dramatic changes due to the current COVID-19 coronavirus have unparalleled effects on businesses across the globe and have deeply affected human resources management. HRM has taken the lead in handling employees to deal with pressures and continue to work remotely to continue its activities in a vague current and unforeseen future. However, the HRM had to contend with the pandemic lock-down dismissal and staff reduction. The paper is focused on the analysis approach used by qualitative experts. It addresses the problems faced by HRM in Romania, identifies the human resources ramifications of the situation and identifies solutions. It addresses the problems HRM has been facing in Romania, ascertains the effects the crisis has on human resources, points out the strategies companies implemented, and makes suggestions for addressing the crisis from the point of view of HRM. Based on the results, this study recommends the following: giving more consideration for worker mental wellbeing, performing medical tests during the selection process, and encouraging the sick employees to remain at home and developing crisis management plans.

References:

- [1] M. Humphreys, "Natural Resources, Conflict, and Conflict Resolution," *J. Conflict Resolut.*, 2005.
- [2] S. Strohmeier, "Research in e-HRM: Review and implications," *Hum. Resour. Manag. Rev.*, 2007.
- [3] V. Benueyeh, "Theorising an organisational citizenship behaviour model for managerial decision-making: from history to contemporary application," *Manag. Res. Rev.*, 2021.
- [4] F. B. M. De Waal, "Primates - A natural heritage of conflict resolution," *Science*. 2000.
- [5] A. Smith, "An inquiry into the wealth of nations," *Strahan and Cadell, London*, 1776.
- [6] K. W. Abbott and D. Snidal, "Why states act through formal international organizations," *J. Conflict Resolut.*, 1998.

WORKING PAPER SERIES

- [7] W. Twining, "Bentham, Jeremy (1748-1832)," in *International Encyclopedia of the Social & Behavioral Sciences: Second Edition*, 2015.
- [8] F. L. W. Ratnieks, K. R. Foster, and T. Wenseleers, "Conflict resolution in insect societies," *Annual Review of Entomology*. 2006.
- [9] V. Benuyenah, "Economics of Social Proximity—Measuring the Deadweight Loss of Tet Gifts."
- [10] A. Salehi, "Strategic human resource management," *Adv. Environ. Biol.*, 2013.
- [11] S. E. Jackson, D. W. S. Renwick, C. J. C. Jabbour, and M. Muller-Camen, "State-of-the-art and future directions for green human resource management," *Ger. J. Res. Hum. Resour. Manag.*, 2011.
- [12] V. Benuyenah and B. Boukareva, "Making HRM curriculum relevant—a hypothetical practitioners' guide," *J. Work. Manag.*, 2018.
- [13] P. M. Wright and G. C. McMahan, "Theoretical Perspectives for Strategic Human Resource Management," *J. Manage.*, 1992.
- [14] M. R. Greenwood, "Ethics and HRM: A review and conceptual analysis," *Journal of Business Ethics*. 2002.
- [15] M. Banai, "Strategy and human resource management," *Int. J. Hum. Resour. Manag.*, 1992.
- [16] J. Bentham, "Manual of Political Economy," 2018.
- [17] V. Benuyenah and M. Phoon, "POPULATION, PROPERTY AND PRODUCTIVITY: A THEORETICAL PREDICTION OF ECONOMIC GROWTH IN VIETNAM.," *J. Glob. Bus. Econ.*, vol. 8, no. 1, 2014.
- [18] P. M. Wright and S. A. Snell, "Toward a unifying framework for exploring fit and flexibility in strategic human resource management," *Acad. Manag. Rev.*, 1998.
- [19] R. Kramar, "Beyond strategic human resource management: Is sustainable human resource management the next approach?," *Int. J. Hum. Resour. Manag.*, 2014.
- [20] D. E. Bowen and C. Ostroff, "Understanding HRM-firm performance linkages: The role of the 'strength' of the HRM system," *Academy of Management Review*. 2004.
- [21] V. Benuyenah, "Conflict perspectives in international business organisations: The changing trends and its management," *Manag. Leadersh. Gov.*, p. 417, 2013.
- [22] M. L. Lengnick-Hall, C. A. Lengnick-Hall, L. S. Andrade, and B. Drake, "Strategic human resource management: The evolution of the field," *Hum. Resour. Manag. Rev.*, 2009.
- [23] V. Benuyenah and B. Pandya, "Measuring employee happiness in the UAE—integrating organisational data into the national statistics," *Int. Rev. Manag. Mark.*, vol. 10, no. 3, pp. 83–92, 2020.
- [24] J. N. Keynes, D. Ricardo, and E. C. K. Gonner, "Principles of Political Economy and Taxation.," *Econ. J.*, 1891.
- [25] J. Bentham, "An Introduction to the Principles of Morals and Legislation," in *Princeton Readings in Political Thought*, 2020.

WORKING PAPER SERIES

- [26] H. Kauffman, "Relation between OCB, conflict managing, and productivity: A comparative analysis on the single working women in Vietnam and UAE," 2021.
- [27] A. Gordon, "On the divergence of early and contemporary HRM theories," *OSF Prepr. March*, vol. 5, 2021.