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by Human Human

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Role of human resource

Name

Institution

Introduction

Human resource has gained more relevance in the current operation and performance of higher education in all parts of the world. Globally, over 80% of businesses are impacted by the competencies and functions or duties entitled to human resource personnel. Now human resource(s) is a term used to describe not only the business environment but also the people working within the organization (Employees) are considered as the most essential and valuable resources and assets for the organization's performance. Employees, as a part of human resources in a firm, increase the market value of an organization by providing experience, knowledge, and skills for the success of a firm. Now, due to the outbreak of COVID-19 Pandemic, most sectors of the world's economy like high education have been affected, and this has led to redefining training, compensation, and performance management as functions of human resources in this sector.

Training

The outbreak of COVID-19 has brought about workplace dilemmas, especially in the high education sector, with the human resource finding it challenging to train the newly employed staff on their expectations within this sector. For this sector to perform well and compete with other areas within the economy, training of its personnel must be done. Previously, the human resource has been organizing one on one training seminars for its new employees. Sadly, however, the covid-19 outbreak has made it difficult as people are now staying safe at home. This latest call for changed training, whereby the newly employed staff need to be trained online. This training is aimed at increasing competitive advantage in the market by exposing new workers and acquainting them with organizational culture and setting goals for work performance online.

The online training is a program whereby different employees will be able to acquire mentorship in their respective department (Donhoe, 2019). Hopefully, the Pandemic will not last forever. As such, online training of the employees is an initiative that will allow the organization to evaluate skills alongside the performance gaps of new employees. Through this training, it will be very easy for the high education sector, through human resources, to provide feedback on employee's performance and establish plans to remedy any raising concern. Contrary to odd ways, this online training for an employee is designed as a way of preparing employees to get ready for future roles. Training employees online will expose them to more productive and competitive skills for higher positions in the organizations. Besides, most of the trained employees will be able to work online and reduce risks of the closure of this sector amid COVID-19. Consequently, this will enhance continuity while employees are staying safe at home.

Compensation

The higher education sector has been affected by Covid-19 diseases, and this has called for alarm and dilemma compensation of employees. Initially, the human resource has been carrying out rewards directly offering hourly benefits, Bonuses, commissions, and salaries. Currently, with the existing threat of COVID-19, changes will be made by establishing and implementing policies and new practices in employee compensation that will reasonably affect all the employees. With an understanding of what is happening globally due to coronavirus disease, the human resource has considered and weighed the impact of firing an employee or reducing the compensation benefits. The best option is cutting off some of the compensation benefits rather than making employees lose jobs. The employees must enjoy compensation for the services offered to the organization as motivation and keep them satisfied (Ashwini, 2020). In this case, the human resource in the higher education sector will engage in removing hourly benefits and bonuses for

all employees in the next three-month period. Such benefits will be channeled into the ministry of health to help fight for COVID-19 Disease and provision of foodstuff to old who are highly vulnerable to this disease.

Performance management

Recently, institutions of higher education have been said to have fixated in regard to performance issues. With the impacts of COVID-19, the human resource in higher education is going to strengthen performance management, and the best way is to foster desirable mission diversity. This will be done first by supporting employees by human resource in high education by offering extensive and proper quality training for the workers. Besides, the human resource in the top learning institutions shall translate strategic aims and policies for better competitive gain and address the environment for higher learning. It is worth noting that due to digital transformation, the human resource for higher education will allow for flexibility and support any emerging and changing framework for those who are working from home. Many processes will be automated to enhance efficiencies as a way of managing its employee and performance at large. The automation will be put on the side of recruitment in the higher learning center. Finally, Human resources can adapt and incorporate mobility in learning as a way of enhancing performance management (Read, Teir & Zhang, 2016).

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