



# A study on Human Resource Management and Sustainability of Nikhil Adhesives – Dahanu Plant during COVID-19

Pritam Raju Surati<sup>1</sup>  
Research Scholar  
Dr. Vishnu H. Fulzele<sup>2</sup>

Research Guide

K.P.B.Hinduja College of Commerce,  
Charni Road, Mumbai- 400004, Maharashtra, India

## ABSTRACT

This research paper aims to assess the strategies used by Nikhil Adhesives –Dahanu Plant for Human Resource Management and Sustainability during COVID-19 pandemic. Human Resource is considered as very important asset of every business organization so it must be properly Managed and Sustained for the success and growth of business. The study was done as a part of descriptive research. Convenience sampling technique was employed for selecting the sample. The primary data was collected by means of questionnaire and secondary data from company's record. The analysis leads over the conclusion that company have been successful to manage and sustain their employee by providing full and regular salary and following the SOP at work place. The research also suggested some measures to be taken by the company.

Keywords: human resource management and sustainability, employee, covid-19.

## INTRODUCTION

Human resource management is the strategic approach to the effective and efficient management of people in a company or organization such that they help their business gain a competitive advantage. Human resource management is primarily concerned with the management of people within organizations, focusing on policies and systems. HR department are responsible for overseeing employee-benefits design, employee recruitment, training development, performance appraisal, and reward management, such as managing pay and employee-benefits systems. HR also concerns itself with organizational change and industrial relations, or the balancing of organizational practices with requirements arising from Covid-19 pandemic

### Objectives of the study :

- To know the strategies adopted by the company to manage & sustain the employee during Covid – 19
- To know the problem faced by the company during Covid – 19 to manage & sustain their employee
- To give appropriate suggestion if possible.

### Research Methodology :

The data needed for the study is collected from the employee through personnel interview using questionnaire and company's record.

Research Design : The study was based on survey method

Sampling Plan :

1. Sample Method : Non-Probability Sampling ( Convenience sampling )
2. Sample Size : 100 Employees.

### Findings & Analysis :

1. Total number of employee working in the company

Gender	Number of employee
Male	294
Female	51

Interpretation: The above table shows that there are 294 male workers and 51 female workers in the company.

2. Age of the employees :

Age group	Male	Female
18-30	93	20
31-40	112	18
41-50	57	12
51-60	32	01
<b>Total</b>	<b>294</b>	<b>51</b>

Interpretation: The above table shows that most of the employee fall in the age group of 31-40 and very less employee fall in the age group of 51-60.

3. Attendance of worker .

Particular	%
Regular	86
Irregular	14

Interpretation: The above table shows that 86 % of the employees were regular and 14 % of the employees were irregular to their job or duty

4. Weather hand sanitizers provided to the employee

Answer	No. of respondent
Yes	100
No	00

Interpretation: The above table shows that company provided sanitizer to all the employee

5. Weather face mask provided to the employee during working hours.

Answer	No. of respondent
Yes	100
No	00

Interpretation: The above table shows that company provided face mask to all the employee.

6. Weather full and regular salary is provided to the employee during lock down

Answer	No. of respondent
Yes	99
No	01

Interpretation: The above table shows that company provided full and regular salary to all the employee.

7. Weather company followed the Covid-19 protocol at work place .

Answer	No. of respondent
Yes	100
No	00

Interpretation: The above table shows that company have properly followed Covid-19 protocol at work place.

8. Travelling facility provided to employee to come on duty when public transport service was restricted.

Answer	No. of respondent
Yes	00
No	100

Interpretation: The above table shows that company have not provided travelling facility to employee to come on duty when public transport service was restricted.

9. Number of employee suffered with Covid-19

Answer	No. of respondent
Yes	04
No	96

Interpretation: The above table shows that 4 employee out of 100 have suffered with Covid-19.

10. Death of employee due to covid-19.

Answer	No. of respondent
Yes	00
No	100

Interpretation: The above table shows that there was no death of the employee due to covid-19.

## 11. Number of time sweeping and mopping of floor done in the company daily

Number of time	Answer
1	00
2	100
3	00

Interpretation: The above table shows that sweeping and mopping of floor was done twice in the company daily.

## 12. Level of Sweeping and mopping of floor .

Opinion	No. of respondent
Very good	23
Good	75
Bad	02

Interpretation: The above table shows that level of sweeping and mopping of floor was good

## 13. Availability of digital temperature check up machine in the company.

Answer	No. of respondent
Yes	98
No	02

Interpretation: The above table shows that most of the time digital temperature check up machine was available to check the body temperature of the workers coming to work

## 14. Weather proper distancing maintained by the employee at work place.

Answer	No. of respondent
Yes	100
No	00

Interpretation: The above table shows that proper distancing was maintained by the employee at work place

## 15. Weather any health check up and covid-19 testing conducted in the company.

Answer	No. of respondent
Yes	00
No	100

Interpretation: The above table shows that no health check up and covid-19 testing conducted in the company.

**FINDINGS:**

- Most of the employee working in the company are male
- Most of the employee working in the company are between the age group of 30-40 years of age
- Proper covid-19 protocol is followed by the company
- Whenever required Sanitizer bottle and mask is provided to the employee
- Full and regular salary was provided to the employee.
- No travelling facilities was provided to the employee when there was restriction on public transport service
- Most of the workers were regular on their duty.
- There was no health check up and covid19 testing camp conducted by the company.

**SUGGESTIONS & RECOMMENDATION:**

- The company must have provided travelling facilities to the employee especially when there was restriction on public transport service.
- There were only 3 digital body temperature checking machine, which are inadequate for the number of employee working in the company. In every department there should be atleast 1 machine and 2 machine at the entrance.
- The employee must be educated about covid-19 through announcement, posters and suggest them to follow the covid-19 protocol.
- The company may have taken health check up and covid-19 testing camp atleast once in a month during such pandemic.
- The floor and surface of the wall should be sanitized frequently. For this the company can purchase spray machine so that less time will be required and ..... can be done frequently and easily

**CONCLUSION :**

From the study it was identified that company have been successful enough to manage and sustain their employee during covid-19 by providing regular and full salary, mask and sanitizer bottles whenever required to their employee and also by making efforts to follow the covid-19 protocol at work place. The research suggested some measures to be taken by the company such as regular health check, covid-19 testing and transport facility during restriction on public transport service.

## REFERENCES :

- K.Asawathappa, Human Resource Management, Tata McGraw-hill publications, 5<sup>th</sup> edition
- J B Carnevale, I Hatak- Journal of Business Research, 2020
- P Agrawal- International Journal Of Hospitality Management,2021

