

MANAGEMENT CHALLENGES IN THE POST COVID-19 ERA

Abstract

Due to the COVID-19 pandemic's unforeseen impact on company processes, management has had to put in extra effort to advice and assist workers adjust to the new normal. The epidemic has forced businesses to shift to a new normal, and managers have had to be ready for everything. Our research aims to provide a forum for exploring the challenges encountered by administration in the field of education in the wake of a pandemic. After the pandemic, the research analyses and describes certain specific challenges that the administrative division of every educational institution would face. This story and the study's conclusions are based on an exhaustive examination of key difficulties encountered in the wake of the epidemic.

Keywords: Daily routine, stay physically active, payroll, transport, shifts, education.

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I. INTRODUCTION

More over 2.2 billion children, or around 28% of the global population, are under the age of 15. Sixteen percent of the world's population falls in the teen years (UNICEF, 2019). COVID-19 has affected individuals in ways never seen before, particularly young people and children all throughout the globe. A major component of global COVID-19 infection prevention has been the use of isolation and social distancing strategies to lower the risk of infection (Shen et al., 2020). As a result, some countries have started implementing lockdowns and regional containment measures as of January 2020. Schools, universities, and other centers of learning and activity have been closed as part of the lockdown measures. Everyone feels powerless and worried in the face of these unavoidable, abnormal circumstances.

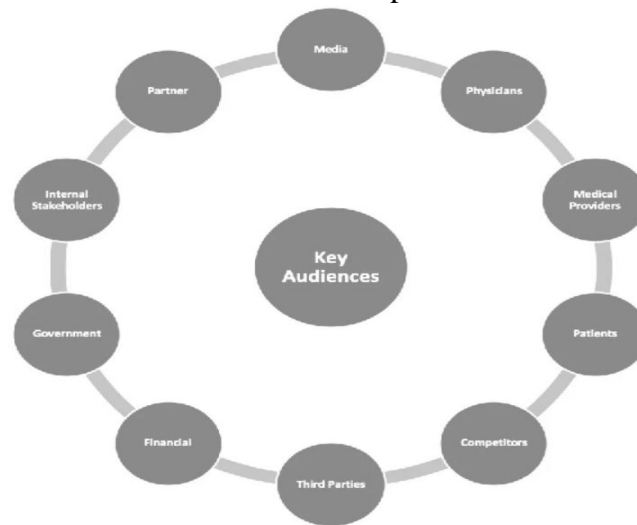
Here are only a few of the most pressing problems facing educational institutions in the wake of the pandemic that need to be addressed by the sector's administration:

- 1. Working Hours:** The shift to an online teaching approach has significantly changed the working environment for teachers. Before the Covid-19 outbreak, schools enjoyed excellent workplace circumstances. However, others have spoken of problems they have experienced, like low pay, a disorganized structure that results in rushed deadlines, and more. Serious infrastructural shortage that forces teachers to work in the hallways of the school. Before the Covid-19 outbreak, conditions in schools were better; the fact that they still exist indicates that teachers have long been neglected.

These previously unnoticed gaps in working conditions became important issues in the school's care of teachers with the advent of this health catastrophe. The teachers, who were also adjusting to a new teaching approach, were left with the task of overcoming these difficulties. The substantial increase in working hours during the Covid-19 pandemic was one of the most important challenges. Previously working 6 to 8 hours a day, teachers now put in about 12 hours a day teaching online, preparing resources, evaluating papers, and other duties. Teachers hardly have time to breathe throughout these exhausting hours. They receive very little rest during our long days, which are typically spent discussing difficulties with parents or students.

- 2. Funding Challenges:** Both new and established biotech companies are increasingly concerned about their access to capital and liquidity now that the economy and markets are firmly in bear market zone. Financial constraints have resulted from the recent stock market volatility, and conventional methods, such as in-person conferences, for pitching investment opportunities to venture capitalists and institutional investors have ground to a halt due to a cascading series of cancellations and postponements. Concurrently, road shows are becoming impossible due to travel policies and work-from-home demands imposed by companies. More than \$210 billion has been raised by investors since 2016, according to NVCA/Pitch book, and this money is now available to be put to use. However, investors will likely put their money into biotech and drug discovery because these are considered "essential businesses" rather than lifestyle-focused medicines. Companies who are able to adapt to the changing market by conveying their own unique narrative in novel ways, such as via virtual presentations and investor outreach, while tolerating delays due to the epidemic and being completely transparent with their

customers will thrive in the new environment. Business has adapted to the new market reality and began to embrace virtual means of operation.



- 3. Transport Facility:** Transportation options, such as school vans, auto rickshaws, and the few PMPML buses available to transport students, are posing significant challenges for children who commute to school. Although many parents are eager to send their kids to school, transportation is frequently a significant barrier. Although the parents' consent has also been provided, the shortage of school buses and the infrequent service of public transportation prevent the students from attending class. Various proposals for public transportation in India have been made by the government, with input from the Council of Scientific and Industrial Research's Central Road Research Institute (CRRI). The main points are staggered working hours to manage crowds, marking for social distance at bus stops and footpaths, increased stoppage time for boarding and alighting (i.e., bus and metro), reduced capacity of the bus and metro (i.e., limit the number of passengers), dedicated lines for buses, a contactless ticketing system, and allowing boarding from the back door and alighting from the front door. Using face masks (particularly, N95 respirator masks), sanitizing the inside of the vehicle, and safeguarding the driver by restricting access from the front doors were all included in the guidelines for keeping transit personnel safe. No regulations exist, however, for how often or how thoroughly transportation units must be disinfected. High contact area cleaning and station placement were also addressed in the recommendations. Public transit demand can be reduced through a variety of methods, some of which have been outlined by the CRRI. These methods include promoting intermediate public transit, compartmentalized auto-rickshaws, and capacity enrichment strategies such as adjusting schedules, exploring new routes, making the most of available resources, maximizing the efficiency of fleet utilization in relation to social distance, providing special offers to specific demographics, etc..
- 4. Rotational Shift:** 24-hour service industries sometimes need shift workers who operate in shifts throughout the day. Working a shift system, or outside of the standard 9 a.m. to 5 p.m. workday, is sometimes necessary in firms that operate on a 24-hour schedule. Shift schedules may vary in terms of length, frequency, number of consecutive shifts, weekly shifts, rotation orientation, and whether or not night shifts are included. The COVID 19-inspired educational paradigm changes that could pave the way for future innovations in

the industry. The schools that have greater internet access for their students will utilize those services much more often. Within the next several years, it will be essential for the vast majority of students to have their own computers and constant online connectivity. Instead of seeing online learning tools as a threat to traditional classrooms, see them as complementary tools that may help teachers spend more time interacting with and guiding individual students. Future shifts in this sense are possible. Parents and their children will increasingly participate in online courses. Homeschoolers want to foster close bonds between their family members, including parents and children and siblings. Therefore, parents play a more crucial role in their children's growth than a group of peers who are the same age or younger. When homeschooling, it's crucial to have plenty of social interactions with individuals of many ages, not simply those in the same grade. Using the CBL method, students may go forward at their own pace, regardless of their surroundings, depending on their ability to master the skill or competence at hand. Teachers may be recast as coaches and mentors if we make the shift to competency-based learning, homeschooling, charter schools, private schools, and information and communication technologies (ICTs). They may point pupils in the direction of high-quality online courses and then stick around to answer questions, provide suggestions, and make connections. The roles of parents may evolve throughout time. When it comes to instructing their children in the ways of independent thought and action, parents will need to play the position of coach.

- 5. Monetary Compensation:** The budget is focused on bridging the learning gap through school closures and digital education, including opening a digital university and expanding the reach of the PM e-vidya program. The finance minister made an effort to make up the losses from the previous two years during COVID-19. Teachers' opinions on how to allocate funds for K–12 and higher education are divided. Others were pleased with the creation of a digital university, while some criticized the government for its inadequate funding contribution.

Many teachers value Digital University and the "one class, one TV channel" initiative because they think these programs show that the government has prioritized digitization as a way to expand access to education nationwide and online learning.

Last year, the budgetary allotment for education was Rs 93,223 crores, a 6% decrease from the year before. However, it has climbed throughout the course of the current fiscal year by around Rs 11,054. Teachers are therefore pleased about this. The higher education department has been given Rs 40,828 crore for the upcoming fiscal year, an increase of 6.6% over the current fiscal year, and the department of school education and literacy has been given Rs 63,449 crore, a rise of Rs 9,000 crore.

The scholarship incentive program for females' children from scheduled tribes and rural areas was drastically reduced in the union budget for 2022–2023 as well. Additionally, no funding has been set out for the Padhna Likhna Abhiyan Scheme, which promotes basic literacy, for the coming financial year. This year, around Rs 11,000 crore has been allotted for the PM Poshan initiative. It received a budget of Rs. 10,233 last year. The total funding for all of these programs has been cut to zero for the fiscal year 2022–2023.

6. Loss in Physical and Mental Immunity: Mental health is an area where educators may make a significant difference in the lives of their students. They may have a conversation on what health is and why it's important for students. They may be used to instruct students in basic techniques such as slow, deep breathing, muscular relaxation, diversion, and encouraging oneself. "Life skills" for stress management may be taught through virtual seminars with a greater focus on real-world examples. When it comes to mental health, they may serve as a first point of contact, identifying patients and referring them to specialists as needed. They have a role to play as a catalyst between the parents based on their contacts with students and the outcomes of screening instruments. If they observe anything amiss, they may talk to the parents and recommend that their child or adolescent consult a psychiatrist or psychologist. Teachers may play a key role in assisting pupils in understanding the importance of virtues like kindness and compassion. This may help them recognize the distinction between social and emotional isolation.

II. IMPACT OF CORONAVIRUS PANDEMIC ON PAYROLL

[Percent of companies with employees]

NAICS	Industry	Reduced Hours/ Benefits/Pay	Increased Hours/ Benefits/Pay	Other Impact	Impact on Payroll
	Total¹	39.2	5.9	0.2	45.3
21	Mining	50.1	3.0	0.0	53.0
31-33	Manufacturing	39.2	5.1	0.3	44.6
44-45	Retail trade	36.5	9.6	0.7	46.8
61	Educational services	40.3	6.8	0.0	47.1
62	Health care and social assistance	46.9	8.8	0.4	56.1
71	Arts, entertainment, and recreational services	56.9	3.7	1.5	62.1
72	Accommodation and food services	62.1	7.1	0.2	69.3

¹ - Total over all published sectors

Source: U.S. Census Bureau, 2020 Annual Capital Expenditures Survey.

DMS: 7500041/Approval ID: CBDRB-FY22-242

About 45.3% of businesses that had workers in 2020 had their payrolls affected by the corona virus pandemic. Breaking this down further, 39.2% have cut down on employee hours/benefits/pay, 5.9% have raised these things, and 0.2% has had some other effect on their payroll.

Sector highlights:

- The mining industry (50.1% reduction in hours/benefits/pay), the arts/entertainment/recreation sector (56.9%), and the lodging/food service sector (56.9%) (62.1 percent)
- Increased hours, benefits, and compensation in the following industries: manufacturing (5.1 percent), retail (9.6 percent), health care and social assistance (8.8 percent), and lodging and food services (5.1 percent) (7.1 percent)

III. BUDGETARY ADJUSTMENTS CAUSED BY THE CORONAVIRUS EPIDEMIC

[Percent of companies with employees]

NAICS	Industry	Canceled Budgeted Capital Expenditures	Postponed Budgeted Capital Expenditures	Decreased Budgeted Capital Expenditures	Increased Budgeted Capital Expenditures	Introduced New Unbudgeted Capital Expenditures
	Total¹	6.0	9.7	8.2	1.5	1.7
21	Mining	19.4	23.8	21.7	0.0	0.2
31-33	Manufacturing	10.3	13.6	9.4	0.7	1.7
44-45	Retail trade	7.2	7.0	5.8	1.2	1.3
61	Educational services	6.0	15.1	8.2	5.8	2.2
62	Health care and social assistance	4.3	10.5	10.5	2.4	3.2
71	Arts, entertainment, and recreational services	9.3	12.3	11.0	1.4	1.3
72	Accommodation and food services	8.2	13.4	10.1	2.1	2.0

¹ – Total over all published sectors.

Companies may have reported in multiple categories.

Note: Companies may have reported both a change to their budgeted capital expenditures as well as having introduced new unbudgeted capital expenditures.

Source: U.S. Census Bureau, 2020 Annual Capital Expenditures Survey.

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During the 2020 corona virus pandemic, 6% of businesses cancelled capital investments, 9% delayed them, 8% reduced them, and 1% raised them. To the tune of \$1.7%, businesses have begun making unplanned investments.

Sector highlights:

- Mining (19.5%), manufacturing (10.3%), retail (7.2%), amusement and leisure (9.3%), and lodging and food services (6.3%) have all cancelled planned capital investments (8.2 percent).
- Mining (23.8 percent), manufacturing (13.6 percent), education services (15.1%), arts, entertainment, and recreational services (12.3%), and lodging and food service (12.3 percent) all had projected capital expenditures that were delayed (13.4 percent).
- Mining (21.7%), health care and social assistance (10.5%), the arts, entertainment, and leisure (11.0%), and the lodging and food service industries (11.0%) have all seen decreases in anticipated capital expenditures (10.1 percent).
- Expenditures in the areas of education (5.8 percent), healthcare and social assistance (2.4 percent), and lodging and food service (1.1 percent) have all seen increases in their anticipated capital expenditures (2.1 percent).
- Included new line items for out-of-pocket investment in areas like education (2.2% of the total), healthcare and social assistance (3.2% of the total), and lodging and food service (all 4.2%). (2.0 percent).

IV. SIGNIFICANCE OF THE STUDY

The importance of the study lies in identifying the major challenges faced by the management in the post pandemic era in the ever evolving and ever changing world because identification of the challenges is an important factor for adapting to the change for smooth and productive functioning of any organization.

V. OBJECTIVES OF THE STUDY

The objective of the study is to determine and analyze the major post pandemic challenges of management in the education domain.

VI. RESEARCH METHODOLOGY

The present study is theoretical in nature. The data for the present study has been collected from secondary sources. The data analysis has been done through secondary review and content analysis has been performed to arrive at conclusions and discussion. The secondary sources of the data includes books, journals, newspapers, published and unpublished research work, various search engines, etc.

VII. CONCLUSION

The problem caused by COVID-19 has had an unprecedented effect on the educational system. It has hampered efforts to improve education throughout the world and hit the poorest people the hardest. The education industry, however, has shown to be strong, laying the framework for a turnaround. Still, the risk of falling into an escalating feedback cycle of social isolation and knowledge decay remains. As a result, more and more educators and school administrators are dealing with students who worry about their emotional and physical well-being at school. Having already experienced trauma at home, many adolescents show up to school with symptoms including self-harm, anger, depression, and anxiety. School closures pose a threat to children's education, food security, mental health, and overall development. When schools are closed, it's harder to provide child safety services and conduct screenings..

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