



## Human Resource Practice in Nigeria: Examination of Post-Covid ERA

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### ABSTRACT

The paper adopted mean and standard deviation in the evaluation of human resource practice in the post COVID era, having used SPSS as analytical tool in the interpretation of data. The research surveyed three major banks in Obio/Akpor local government area of Rivers State, thus: Sterling bank, Access bank and GTB bank. The paper claims that the on-line trade system which is the dream of the capitalist states is fast clamping down on the African market for one, based on a survey done on three selected banks in Obia/Akpor municipality, it was observed that most of the companies took to the on-line trade system, having laid off some of their workers and some placed on the admin desk to report from their homes. The consequence of this is that the human resource practice is being challenged by the new media which in many ways helps the bank to reduce bank crowding and maintain social distance. In other words, while bank crowding is on the slide through the use of the ATM machine and the cyber space, the activities of the human resource personnel would rarely be needed. The paper recommends that while the traditional human resource practice is on the challenge, the best may be for personnel to sell their service to the online train.

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## Introduction

The sudden collapse of the world economy was perhaps envisaged by the capitalist dream. The dream of the capitalist especially the North Pole world trade system, in many ways, the dot – com - economy, is to control the African market. In many ways, as reported in-Richmond et al(2009), over half population of the world stays connected to the cyber space The major force of this is the capitalist dream to collapse the traditional market system where money is exchanged with goods and services. Today, the crypto system of trading is fast on the incline that many professions are now beginning to opt for the online train.

In other words, the population of the world market now places her service online as more audience value would readily be engaged. This mad throng did not only stem from the emergence of the outbreak that has not only left half of the world population aimless, but also reduced job intake in many organizations especially with organizations where many of the human capital activities can be reduced to online search.

In other words, as some of these companies are closing down, so also are innovations on the incline. One of such innovations is on how to trade the human capital without physical presence. It then follows that the emergence of the outbreak has culminated the socio- condition of the world especially professions now losing their relevance and market value. As pointed out in Iza(2020) over two thousand companies exist in Malaysia, five hundred in Nigeria, three hundred in South Africa, two hundred in Ghana etc. Out of these companies, 10% percent of them seem to have'a desk for human capital development. Dordevic (2010) attributed this to the issue of environmental perception about the profession. For most organizations, the human resource desk is just a nascent one that can always be taken over or run by the office of the admin.

This complication no doubt has necessitated about the non-employment of human resource specialists as it is believed that their jobs can always be handled by the admin. Reh (2018); King (2008) posit that for professional relevance to be installed in organizations, the industrial court must be involved to ensure that required offices in such organizations are occupied by the hands.

## Statement of the Problem

There is a growing shift on the traditional practice of human resource. This shift no doubt stemmed from the sudden outbreak that plagued the world in 2020. However, while advanced states are finding their way out of the distemper, the human resource practice in most companies in the developing states is fast on the slide. The danger of this is that the human resource practice is fast losing its market value and presence in traditional economy, as the desk is being taken over by the new media as a more innovative way in the post COVID era. Thus then, workers are merely being contracted to report from home. The danger of this again is that the worker loses strict supervision, job alienation and his essence as the human capital required for the company to remain afloat.

## Objectives of the Study

The following objectives will help guide the paper:

1. To evaluate the position of the human resource practice in post COVID era.
2. To ascertain how human resource practitioners are able to cope in the post COVID era.
3. To ascertain the impact of post COVID era on the on-line chain business.

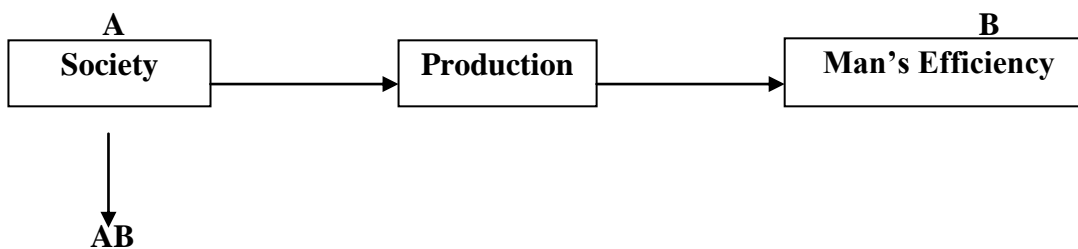
## Research Questions

The research questions below stems from the objectives of the study, thus:

1. What is the position of human resource practice in post COVID era?
2. How are human resource practitioners to cope in post COVID era?
3. What is the impact of post COVID era on the on-line chain business?

## Conceptual Issues of Post COVID Era on Human Resource

Human resource practice is an essential part of human capital development. Ideally and for most scholars, it lies between the attitudinal production of man and machine. It is essentially about the relevance of man in the industry as production largely depends on man. In other words, while society depends on the extent of production she can get by the day, production itself depends largely on the extent man is developed to churn out his capacity into production. The model below explains:



The model above accounts to the fact that while society depends largely on the scale of production, production itself in return depends on human's efficiency. In many ways, human capital development or human resource as it is called in some quarters is about the efficiency of man in production chain.

In other words, the environment can be hostile to the production chain where man operates. One of such hostilities is the issue of policies, state interference, wars, distempers etc. These forces are capable of impacting on the human capital. And when they interfere, man withdraws from his production thereby reducing the availability of goods and services. In return, society suffers as the circle continues (McCroskey et al, 1996; Ehieaghe, 2017).

Kaplan et al (2004), sees human resource then as the common hope of society in that, to a great extent, organizations and companies depend on it to churn out societal needs. In what follows, Ome-Egeonu, 214; Muttaka, 2015; Lap, 2012 avowed that the human resource desk is the sum total of a nation's overall capital wellbeing as the Gross Domestic product of the country depends on her human efficiency, and whereby if man is not taking care of production, it can be threatened.

Thus then, over five thousand workers in Nigeria have been dropped in their work place in the recent times (Reh, 2018). The consequence of this is largely due to the calculated attempt of the capitalist states to dominate African market, in that while many staff are dropped from their desk, they end up finding recourse to the cyber space, hereby increasing the online relevance of the dot.com economy. In David (2021), the traditional human resource management through a more efficient app now slips into mobile workflow that many companies face in recent time.

Although, some companies like in China still fall back to the traditional system of human capital management, many companies however still face enormous efficiency crisis as against the best practices in the post pandemic era. It then follows that the outbreak of the distemper has completely given the practice of human resource management a new phase. One, it now reduces the work over load and time constraint of many staff. However, this is not without the danger of increasing the

unemployment of the country. And most sadly, there is the tendency of the new shift to enrich the advanced states through the dot.com economy (Iza, 2020).

### Methodology

The paper collected its data through direct delivery and recovery method. Statistical Packages for Social Sciences (SPSS) software version 22. Mean and standard deviation were used to interpret data based on the 4 point rating scale, 2.5 and above were set as the minimal acceptance level. Item below this level (2.5) was discarded.

**Research Question 1:** What is the position of human resource practice in the post COVID era?

**Table 1: Mean and standard deviation on the position of human resource is a total shift from the traditional practice**

| S/N | Statement 1   | Male X | SD   | RMK | Female X | SD   | RMK |
|-----|---|--------|------|-----|----------|------|-----|
| 1.  | Human resource practice is on the decline                   | 2.53   | 0.59 | A   | 3.12     | 0.62 | A   |
| 2.  | Most staff were laid off                                    | 3.42   | 0.63 | A   | 3.14     | 0.74 | A   |
| 3.  | Most companies channeled their resource to cyber space      | 3.15   | 0.59 | A   | 3.12     | 0.64 | A   |
| 4.  | Human resource workers report from home                     | 3.32   | 0.61 | A   | 3.21     | 0.57 | A   |
| 5.  | Admins are now taking space of human resource practitioners | 3.13   | 0.68 | A   | 3.33     | 0.62 | A   |

**Keys: X= mean: A = Agree**

The above shows the mean ratings and standard deviation of male and female workers on human resource practice in the post COVID era. The data showed that the respondents accepted all items (1-5) because these items possess mean scores of 2.53 and above. The standard deviation range between 0.58 and 0.74 indicating that respondents were not totally far from their claims. As well the table showed that the highest mean score was 3.42 while the lowest mean score was 2.53.

**Research Question Two:** How are human resource practitioners to cope in post COVID era?

Table 2: Mean and Standard deviation on the various means that human resource practitioners resorted to help them cope to some extent.

| S/N | Statement 1   | Male X | SD   | RMK | Female X | SD   | RMK |
|-----|---|--------|------|-----|----------|------|-----|
| 1.  | Human resource practitioners went into on-line businesses | 3.33   | 0.69 | A   | 3.32     | 0.72 | A   |
| 2.  | Some were placed on contract basis                        | 3.32   | 0.73 | A   | 3.34     | 0.74 | A   |
| 3.  | Some gave themselves more to block chain business         | 3.45   | 0.69 | A   | 3.32     | 0.74 | A   |
| 4.  | Some report to office from home                           | 3.22   | 0.71 | A   | 3.21     | 0.67 | A   |
| 5.  | Some went into other training                             | 3.23   | 0.58 | A   | 3.43     | 0.62 | A   |

**Keys: X= mean: A = Agree**

The above data showed the mean rating and standard deviation from male and female workers on how human resource practitioners were able to cope during the post COVID era. The data clearly revealed that the respondents accepted the entire items from 1-5 in that these items have mean scores of 3.22 and

above. The table showed the highest mean score was 3.45 while the lowest mean score was 3.22, showing clearly that most human resource practitioners saw the on-line chain business as their last resort.

Research Question Three: What is the impact of the post COVID era on the on-line chain business?

**Table 3: Mean and Standard Deviation of the impact of post COVID era on the on-line chain business ended up in reaching the capitalists and advanced states**

| S/N | Statement 1  | Male X | SD   | RMK | Female X | SD   | RMK |
|-----|--|--------|------|-----|----------|------|-----|
| 1.  | Traditional stores were closing down                               | 3.33   | 0.69 | A   | 3.32     | 0.72 | A   |
| 2.  | Capitalists were able to advertise their goods                     | 3.32   | 0.73 | A   | 3.34     | 0.74 | A   |
| 3.  | The on-line business has more population now than ever             | 3.45   | 0.69 | A   | 3.32     | 0.74 | A   |
| 4.  | Many people withdraw from the on-line business                     | 3.22   | 0.71 | A   | 3.21     | 0.67 | A   |
| 5.  | High techno advanced states were able to maximize the mad - throng | 3.23   | 0.58 | A   | 3.43     | 0.62 | A   |

**Keys: X = mean: A = Agree**

Table 3 above shows the mean rating and standard deviation of the impact of the post COVID era on the on-line chain business as responded by male and female workers. The data revealed that the respondents agreed with all the items in that the items on their own ranged at the mean scores of 2.82-3.55. Hence showing that during in the post COVID era for folks thronged to on-line business than ever thereby increases the capitalists' and the advanced states.

### Conclusion

While the dot.com economy is now on the incline, it probably means that the outbreak of the distemper has been the dream of capitalist states as most workers are now dropped by their companies to resort to mobile work flow. The consequence of this is that while the pandemic will make work easy having given companies alternative measure, the new phase however opens more doors to unemployment. As well, the outbreak through the techno effort of advanced states has now left developing states dependent.

### Recommendations

1. While there is no reversal to the traditional system, the remedy perhaps is for the states to be resolute and deliberate in its policy formulation to keep back the old bureaucratic measures in order to check the dismissal rate of workers.
2. Where this is not pliable, retrenched workers should be paid off at least five years of salaries to enable sustenance before they can put themselves together
3. Redundant and dismissal workers should be taught and encouraged to go into block chain business as the larger population of the world's companies are now turning to the dot.com economy, especially the block chains and crypto currency.
4. Time-chain management approach should be adopted as a way to reduce or check dismissal or labor turnover rate.

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