



## Issues in Operational Control in Human Resource Desk: The Turn of the Pandemic

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Received 16<sup>th</sup> Aug 2022,  
Accepted 15<sup>th</sup> Sep 2022,  
Online 19<sup>th</sup> Oct 2022

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**Abstract:** The traditional system of work practice avows that company owners who have the means of production also have the power to control the will of their employees. The labour system was such that employees lobbied to earn their workplace. However, with the emergence of the new normal, companies are under threat as many young people who constitute the larger market of the workforce are beginning to shift their attention to the block chain economy. For many of these young minds, the daily routines of work can also be done from home. Having inclined themselves to the new media space, many of them resign to devote their time to the e-desk economy. The paper then avows that with the emergence of the new normal, company owners must adjust their work operational ethics and practice with their staff as decline in labour and service can affect the production desk, thereby leading to inflation. The paper is an anova test study of young people within the University of Port Harcourt axis on their attitude towards passive income system of earnings.

**Key words:** Operational Control, Human Resource, Pandemic.

### Introduction

The history of human society has always rested on class struggle. About this kind of social conflict Marx (1884) claims that in the beginning of human society, men lived in innocence and in close communal activities. Each man lived and survived his day according to his own need. The inequality system of the modern age was far from their thinking. Except in few cases of communal clash, there was no need for central authority to regulate the pattern of living.

But as society advanced, the mode of living and productions changed. According to Marx in his materialistic theology, the forces of productions were to be decided and determined by the upper class through the means of capital influence and philosophies. In other words, in earliest times, social strife as we have it to, was relatively checked with contentment. Industrial productions and activities of all kinds were of no essence to the primitive age. But then as humans advance in technical power and knowledge,

class struggle emerged; against the original intent of society, the strife has continued to linger. It is either between parents and children or between servants and their masters; or between kings and their subjects or between the state and the people. Each sphere of human activity there is always a conflict, displeasure that man is not pleased or satisfied with his present condition. In search of his identity then and freedom, he continually devises a pliable means of living to help him escape from the ruling forces. For one, labour is nothing to man when his humanity is being alienated by means of economic repression.

In response to this injustice, working people everywhere have always taken to revolution measures in order to better their condition of work. However, this seems not to improve the condition of labour as the whole system itself is being determined by the superstructure.

But then with the emergence of the pandemic, people are beginning to find new ways to run their life. For countries with dependency model, as their means of production, the loss of human capital can affect their industrial activities.

In other words, the pandemic though a threat to some economies is not altogether a collapse of the human race. Perhaps, it is also a way to balance the social system. For when it first hit the world, while physical economies were dying, individuals with depth technical knowledge were busy making their money. In the medical desk, some practitioners resigned to devote their skill to the block chain economy and the forest desk. On the teaching desk, the emergence of webinar could administer to live audience thousands of miles away, except for the few who are conservative in doctrine, such were indoors following the outbreak. The webinar programme reduced the rate at which human assemble themselves for social activities. All of these put together, owners of factories and capital chains, were losing their best of staff.

In fact, in a way, career women could now stay indoors and earn a living. Gradually, this is beginning to reconcile man to his original nature of communism, self- realization and fulfillment. The alienation of his humanity by the capitalists is relatively being checked.

It then follows that factory owners must think along this line. The pandemic is affording people a new way of living, especially within the age of eighteen to forty five. This has always been the major production age for all economies. The issue with this age then, is that the new media system interferes with their patience level.

The culture of commitment with the traditional society is fast lost. Perhaps, this is traceable to the fact that the new media, is now an alternative way of economic sustenance. For companies that do not appreciate their human resource desk, they are likely to lose their staff to the new media desk. Alternatively young minds see this as means to redeem themselves from managerial alienation. There is then need for a balance in the human resource desk among company owners. Knowing that the pandemic is now giving eligible workers new ways of living and solving their economic needs, company owners and the state cannot afford their policy measures with their workers.

### **Statement of Problem**

The emergence of the pandemic is not altogether a threat to economics. While polar economics may have suffered from it, individuals with block chain orientation are fast earning a living out of it. In other words, the pandemic can now afford humans, especially young people a new way of living. Most innovative with the pandemic is the passive income system, earned through diverse means, e.g. blockchain economy. The consequence of this is that many of these young gifted hands, well skillful in the new media system can now rely solely on the new media. Resigning from their physical work place has a way of affecting the production desk. Hence, company owners must adjust their operational ethics and work practice with their human resource desk as a decline in labour can affect production and service, thereby leading to a clash in the center system.

For according to the doctrine of functionalism society as a whole is made up of a different parts, which interact to achieve the general goal of the whole system. A clash in one or a withdrawal from service can affect other related parts thereby affecting the entire system.

### **Objectives of the Study**

1. To determine if labour is now finding a new way of living and reliance on the pandemic through its new media system
2. Determine how much the production desk depends on labour.

### **Research Questions**

1. To what extent does labour now find a new way of living and reliance on the pandemic through its new media system?
2. How much does the production desk depend on labour?

### **Theoretical framework**

The paper provides its base from the earliest work of Emile Durkheim, Marx Weber, Robert Merton and Talcot Parson. Functionalism as it is called, claims that society as a whole, is made up of parts. These parts must interact and function together. In order to achieve the societal objectives the above idea represents the system approach where all the parts must function to provide a continued running of the system.

Relating this to the study the researcher claims that every organization is made up of different parts, one of which is the human resource desk. A collapse in personnel due to policy issues can also affect a continued running of the system (the organization) while then the labour depends on the management for living, the emergence of the pandemic seems to create a new divide, where labour may no longer depend on the management for earnings. Through the new normal, the salvation of man that Marx talked about and his humanity is regained.

### **On the Issue of Human Resources**

Companies thrive because the workers are creatively engaged in their production desk. The human resource desk then sees to productive utilization of human capital and labour for the general actualization of the objectives of the organization. This service ranges from the one of recruitment of credible staff, provision of their welfare package, retrenchment and returning of labour etc.

It then follows that the relevance of human capital in the workplace is largely a determinant to the growth of the organization. Companies thriving beyond market ratio or some kind of comparative advantage are probably human capital structure.

In other words, as cited in Jorgenson (2000) when labour produces without a commensurate reward, they are being alienated from their creative endeavor. For one, the superstructure will have nothing to legislate on nor the capitalists having any material to buy without the creative efforts of the working people (Zhang et al, 2011; Zellars et al2011)

This probably is the reason why working people everywhere are busy forming unions to help protect their welfare. As Akani (1996) puts trade unions all over the world have in recent times engaged in providing welfare package for members and even for the larger community especially the host environment where economic activities take place(Ogeonu,2014).

The reality of this then is that the trade unions function without the scope of human capital relevance in the production desk. Ranging from the employment of disabled staff to member needs,it buttresses the

fact that the trade unions function without the functional role to intervene in the work place and oversee job regulation. (Rahman, 2011; Lap, 2012).

In other words, the issue of human resource practice is a question of the role of man in the production desk. The industrial era of machine would have necessitated it. This was an era where machines took the place and probably earned more services than man himself. But with the emergence of the humanists following the collapse of the defunct Soviet Union, the corporate divide has been bridged. Now organizations following the issue of red hunting; poaching of staff and comparative advantage, are beginning to pay more attention to the demands of personnel (Speed et al, 2009; Silber, 2005).

Although, it may well be said that the appreciation of the human resource desk is largely dependent on the workplace economies. Countries like China, India, Hong Kong, seem to have esteemed this desk more as many of their activities are outsourced. It probably follows that Nigeria is yet to emerge in the business of outsourcing of labour. (Zauderer, 2014; Zapf, 2004) However, with the emergence of the pandemic, there is likely to be a shift in the modern day work place as the new trade economy is now giving workers a novel way of life to leverage on. The consequence of this is that the work place is likely to be affected in terms of production turn-over as many of the staff are likely to resign for a better condition of service (Werner, 2008; Stephenson, 2008; Shima, 2005).

### **Interpretation of Data**

Focus group method, aided with Hegelian dialectics and functionalism, was used in the interpretation of data. About Hegelian Dialectic as advanced by George Wilhelm Friedrich Hegel a German Political Philosopher, he says that every situation has its opposite, and that the opposite will always clash with the old fashioned way, and that the crisis that arises as a result of the clash will lead to a new way of things, through this society is under continuous influx. This theory will be used to test the attitudinal change of folks towards the pandemic

#### **Q1: To what extent does labour find a new way of living and reliance from the pandemic through its new media system?**

Focus group report has it that the emergence of the new wave has completely shifted their understanding of business activities. Against the traditional practice, economic activities can now be done online, thereby reducing the supply of labour. Hence, it may well be said that the modern day labour system now finds reliance and a novel way of life from the new wave economic system.

#### **Q2. How much does the production desk depend on labour?**

From the key person interview, there is a great creative dependence of production on labour. The group avowed that so many of their staff hardly last for one year without a decline from work. This then has continued to affect the production desk as many of the company owners cannot do without outsourcing their activities. Hence the result generated from the above data agreed with the Hegelian dialectics and the functionalist belief that the society as a whole is made up of parts and each one depends on the other to survive. As well, in Hegelian dialectics, the paper concludes that the outbreak of the pandemic has completely generated a new way of doing things. Hence, the model below:

### **Recommendation**

1. The paper then recommends that company and factory owners must understand the trend to be able to remain in business.
2. Policy formulations within the organization work place must respect the humanity of labour as self-searching and freedom is one major factor that forces labour to resign from work.

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