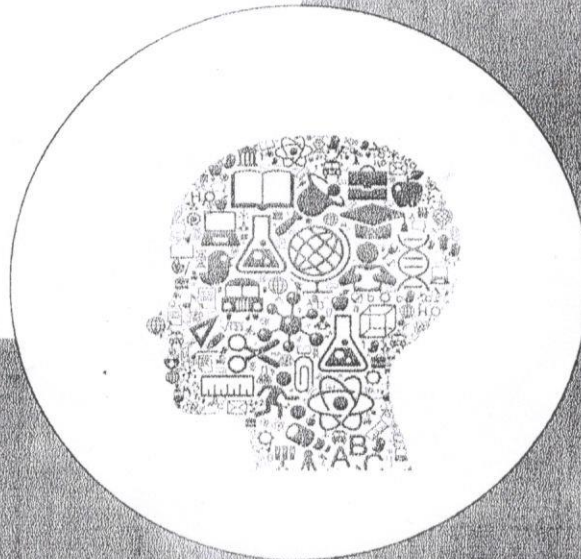


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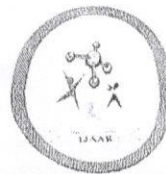




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**A STUDY ON WOMEN EMPOWERMENT IN INDIAN ECONOMY**

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**Abstract:**

As per the topic concerned Empowerment of women is one of the essentially part in the process of uplifting the economic, social and political status of society in large, the traditionally underprivileged ones, in the society. It is the process of guarding them against all forms of violence. Women empowerment involves the building up of a society in large, and also the political environment, wherein women can live without the fear of oppression, exploitation, discrimination and the general feeling of persecution which goes with being a woman in a traditionally male dominated structure. Women constitute almost 50% of the world's population but as compared to India it has shown unbalanced sex ratio whereby female's population has been comparatively lower than males. As far as their social status is concerned, they are not treated as equal to men in all the places. Still certain area are there where females are not having their own freedom. In the Western societies, the women have got equal right and status with men in all walks of life. But gender disabilities and discriminations are found in India even today. Thus this paper will focus on the place of women in the society of India which is having effect on the economy of the country. The one difference the women make is she changes the mind set of male by proving her self in all walks of her lives.

**Keywords:** Women Empowerment, Educational Rights, Discrimination in Society, Socio-Economic Status

**Introduction :**

Women has always constituted the important role in the of Indian society. No doubt the Rig Vedic Women in India enjoyed high status in society as their condition was good. Even the women were given opportunity to attain high intellectual and spiritual standard. But from enjoying such free and esteemed positions in the Rig-Vedic society, women started being discriminated since the Later-Vedic period in education and also her rights were withdrawn from her. Indian society doubts that we are in the middle of a great revolution in the history of women. The voice of women is increasingly heard in Parliament, courts and in the streets. While women in the West had to fight for over a century to get some of their basic rights, like the right to vote, the Constitution of India has given women equal rights with men from the beginning . The Ancient and medieval status of women in modern Indian society regarding Equality, Education, Marriage and Family life, Race and Gender, Religion and Culture is maintained or deteriorated.

During the Vedic Age wife was put in an esteemed position. She was considered as half of the man, his trust friend, companion in solitude, father in advice and the rest in passing the wilderness of Life. Also she was the care taker of children's and family members. The women were provided opportunity to attain high intellectual and spiritual standard. There were many women Rishis during this period. There was no sati system or early marriage. But from enjoying free and esteemed positions in the Rig-Vedic society, women started being discriminated since the Later-Vedic period in education and other rights and facilities. Child marriage, widow burning or sati, the purdah and polygamy further worsened the women's position The Indian cultural tradition begins with the Vedas. It is generally believed that the Vedic period is spread over from 2000 BC to 500 B.C. Vedic women had economic freedom. Some women were engaged in teaching work. Home was the place of production. Spinning and weaving of clothes were done at home. Apart from that Women also helped their husbands in agricultural work. The Medieval period Period proved to be highly disappointing for the Indian women, for their status further started diminishing during this period. Medieval India was not women's age it is supposed to be the 'dark age' for them. The Ancient and medieval status of women in modern Indian society regarding Equality, Education, Marriage and Family life, Race and Gender, Religion and Culture is maintained or deteriorated. The Rig Vedic Women in India enjoyed high status in society. The women were provided opportunity to attain high intellectual and spiritual standard. But as the time passed it became very worst situation where women were not considered important and her earning by stepping out side was a great issue in the society.

**Women Empowerment :**



*Empowerment is about change, choice and power. In short it is the freedom to live their own lives. It is a process of change by which the individuals and groups with little or no power gain the power and ability to make choices that affect their lives. Women empowerment is a stage which a stand for their own power so women in order to understand her rights and to perform her responsibilities towards oneself and others in a most effective way.*

According to K. Sayulu, G. Sardar & B Sridevi, (2005) "Women empowerment is any process that provides greater autonomy to women through the sharing of relevant information and provision of control over factors affecting their performance".

#### **Importance of Women Empowerment :**

Women empowerment is such a continuous and dynamic procedure which gives women the interest in making their own choice in financial matters and social lives in the general interest and improves their capacities to change the process and condition that keep them at a hight. There are lot of amendments made for women safty. In the Amendment of 73rd which spoke about the exertion for women's empowerment which was supported by the state also the 33% seat in Panchayats at workplaces were saved for ladies. Reservation in the Panchayats was viewed as a noteworthy milestone during the time spent empowering women in India. Empowerment of women is an essential part for maintaining economic development of the nation about 50 percent of the population comprises of ladies. Women's empowerment is important as their considerations and their value system lead to the improvement of a decent family, great society and eventually a decent country. It has been acknowledged worldwide that country's advancement is not thinkable without women's empowerment. The worldwide efforts towards women's empowerment have made a similar situation in India likewise where the empowerment of women has received importance on the nation's advancement agenda. Since women empowerment depends not only on economic determinants but on social factors also, Government of India has brought fourth-three dimensional strategy of social empowerment, economic empowerment and provision for gender equality. The Government has taken a few activities including projects and strategies to guarantee this present system's success. Many such Act and Law's has been initiated to women for the Protection of Women from Domestic Violence and so the Domestic Violence Act, 2005, has been come up. Next is the Immoral Traffic Prevention Act, the Prenatal Diagnostic Techniques Amendment Act, 2003, Sati Prevention Act, Beti Bachao, Beti Padhao Scheme. Various plans actualized under The Ministry of Women and Child Development like Swayamsiddha, Support for Training and Employment Program (STEP) and so on., Rashtriya Mahila Kosh (provides small scale credit), Kishori Shakti Yojana, Nutrition Program for pre-adult young ladies, are the couple of out of numerous means attempted by the Government to improve financial status and gender equality. The ultimate aim is to make the gender stand on equal rights. Womens too should be treated well and should be given their own rights. Then only the countries economic will increase. Working ladies lodgings have additionally been set up to help working ladies in increasing financial power and further their societal position. Strengthening legal system to eliminate discrimination against women and mainstreaming gender perspective in development process are the main objectives of women empowerment.

#### **Women Empowerment In Indian Economy :**

We have seen that women and men have different preferences, and that the household does not efficiently bargain to choose the actions that maximize the household's utility, suggesting that women and men will have different policy preferences. First, women will prefer policies that better reflect their own priorities. Since they are particularly concerned about child health and nutrition, they should prefer policies that will help them achieve these objectives. Second, women should be in favor of policies that will increase their bargaining power within the household, that is, policies that improve their situation in cases of divorce, and policies that increase their productivity in everyday work or improve their chances to access the labor market. In practice, we do see that women and men have different preferences over policies.

Investing in women's economic empowerment is intrinsic to achieving the Sustainable Development Goals (SDGs). It sets a direct path towards gender equality, poverty eradication, and inclusive economic growth. Yet despite the important progress that has been made in these areas, large gender gaps in economic opportunities and outcomes still remain across all countries and regions. Therefore, in the context of the 2030 Agenda, UN Secretary-General Ban Ki-moon announced the first-ever High-Level Panel for Women's Economic Empowerment. The Panel, comprised of influential leaders from various fields of government, business, academia, and civil society, made action-oriented



recommendations on how to improve economic outcomes for women in the context of the Global Goals for Sustainable Development, promoting women's leadership in driving economic growth, and galvanizing political will power.

Post the UN Women's Executive Director's consultation with the representatives of various informal sector constituencies in 2019 in India, an Expert Working Group (EWG) on Women's Economic Empowerment was constituted to develop a National Roadmap to contextualize the recommendations of the Report of the High Level Panel on Women's Economic Empowerment to the Indian context. Chaired by the Self Employment Women's Association (SEWA) Bharat and co-chaired by UN Women's Office for India, the EWG came up with the contextualized recommendations identifying key advocacy and programmatic priorities for strengthening the rights of women workers in the informal sector in India.

#### **Government Schemes for Women Empowerment**

- Beti Bachao Beti Padhao Scheme.
- Working Women Hostel.
- One Stop Centre Scheme.
- Women Helpline Scheme.
- Mahila E-Haat.
- Mahila Police Volunteers.
- STEP (Support to Training and Employment Program for Women) .
- SWADHAR Greh.

#### **Conclusion :**

As per the topic it has been concluded that women are a part of our society. They play a very crucial role in our society as per the environment it has been observed the conditions are changing in 21<sup>st</sup> Centuries . The importance of women is given to them by removing restriction and making her live freely by choosing the right path of her life. It makes lot of difference to our society when a women is educated and economically independent it is having its direct effect on the economy as a whole. India has made Various laws and regulation for the purpose of women's protection. It has become the need of the hour for educating a women and making her liable to stand in society by making her economically independent and also saving her from unwanted harassments.

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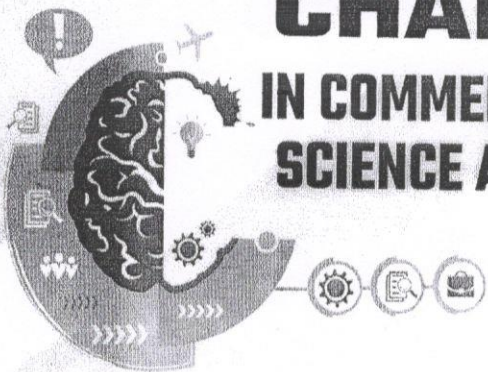
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## Cashless Economy In India – Present Scenario

**Assistant Prof. Ruchira Pawar**

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### Abstract –

A cashless transaction in India is an practices to move towards a cashless economy by reducing the use of physical cash. The main objective of the study is to present the current status of India in usage of digital currency in distinguish to other countries and find the challenges and opportunities which are associated with the cashless transaction in India. The information of different countries which are related to usage of digital currencies has been collected. Information is gathered of it. The collection of the information revealed that the introduction of cashless economy in India can be seen as a step in the right direction of economy growth and development. It has been conducted to reveal the challenges and opportunities of cashless economy by promoting electronic money instruments, developing electronic financial infrastructures and spreading digital transaction habits among people. The announcement was made in (2016) for the revolutionary move towards the cashless economy in India. The study recommends that more and more people of India should start using digital payment methods which will serve a cashless economy or less cash economy.

**Keywords:** Cashless Economy, Digital Currency, Global Economy, Economy Development, Economic Freedom, Internet Banking , Modern Digitalization.

### I. Introduction

Transformation into a cashless economy is an international problem and many of the countries have almost become cashless economy. A cashless economy is where financial transactions are not being done in the terms of currency notes, coins or physical cash money. It was in trend when barter age of cashless transaction was there and then other methods of exchange e.g food crops or other goods were used. However, the new concepts of cashless transactions in cashless economy are made with the help of digital currencies where legal money is exchanged and recorded only in the electronic digital form. So many challenges and opportunities are associated with the effects of digital transactions in today's world. Indian population where 98 per cent of total population is still doing economic transactions through cash. Many of the cash transactions being done in the country are small for the exchange for goods or services. As Millions of people still do not have a bank account, internet network and connection is not proper, lack of knowledge to use online payment methods. Also they have fear of losing their money vis internet. These are some of the challenges are there in the front of the country especially in small towns, rural areas and untapped markets in urban India, need to be resolved and people make assure that to adopt digitalisation in their payment system. It is a big task in front of the government of India and their policy maker to transform their society into a cashless economy or less cash economy with the India's fast growing population. The introduction of cashless transaction has made the government of India to move towards cashless economy.

India was the world's fastest growing major economy in the last quarter. India has topped the World Bank's growth outlook for 2015-16 for the first time with the economy rate having grown 7.6% in 2015- 16 and also expected to grow 8.0%+ in 2016-17. It is seen that growth of the Indian economy in the future is positive. India has already introduced some of the option of payment methods such as Ola money and Phone Pay accounts to pay rents via internet banking. Indian government has taken a decision of demonetisation (2016) by discontinuation of all 500 and 1000 banknotes, as it would no longer be recognised as legal tender. This move has been executed with the aim to curb the circulation of "black



money" in the country and associated problems. India is going towards cashless economy very fast but it may be a long process for years to be come complete cashless economy or less cash economy.

## II. Review Of Literature

Review of literature gives way for a clear understanding in the areas of research already undertaken and throws a light on the potential areas which are yet to be covered. Here an attempt has been made to make a brief survey of the work undertaken on the field of Cashless economy in Indian in the present scenario. The reviews of some of the important studies are presented below. Cashless economy if we see is not the complete absence of cash, it is an economic setting in which goods and services are bought and paid for through electronic media Eg: PayTM, Google Pay, Phone Pay.

According to Woodford (2003), Cashless economy is defined as one in which there are assumed to be no transactions frictions that can be reduced through the use of money balances, and that accordingly provide a reason for holding such balances even when they earn rate of return. In a cashless economy, how much cash in your wallet is practically irrelevant. You can pay for your purchases by any one of the credit cards or bank transfer. As it has been observed that developed countries of the world, to a large extent, are moving away from paper payment instruments toward electronic ones, especially payment cards. Some aspects of the functioning of the cashless economy are enhanced by e finance, e-money, e-brokering and e-exchanges. These all is referred to how transactions and payments are effected in a cashless economy .

Marco and Bandiera argue that increased usage of cashless banking instruments strengthens monetary policy effectiveness and that the current level of e-money usage does not pose a threat to the stability of the financial system. However, it does conclude that central banks can lose control over monetary policy if the government does not run a responsible fiscal policy. Even for people with access to banking, the ability to use their debit or credit card is limited because there are only about 1.46 million points of sale which accept payments through cards. A study as shown that wallet users have already surpassed the number of mobile banking users and are three times the number of credit card users.

Digital payments methods became well established in countries across the world by 2010's. There are some of the countries (Table-1) have adopted different mode of digital payment that encouraged the public to opt for cashless transaction options.

**Table-1 Mode of Digital Payment and use in Percentage of different Countries in**

Name of Country	Mode of Digital Payment	Digit al Tran sactio n
United Kingdom	Paym a Mobile Payment System	89%
USA	e-Banking, Mobile Banking and Card Payments	45%
Australia	Internet Banking, NAB a Mobile Banking app and Card Payments	35%
Germany	Online banking and EC-Karte a Debit Card	33%
Japan	Online banking, Mobile Banking and Card Payments	14%





China	Internet Banking and CUP Cards	10%
India	Electronic Banking, Credit and Debit Card Payments	2%

### III. Objectives of the Study

The main objective of the study is to examine that the importance of cashless policies in the economy of a country and how it affects to their economic growth. Specifically the objective of this study includes:

- To find out the Present scenario of India in comparison of other countries in terms of cashless economy.
- To find out various threat and opportunity connected with the application of the cashless policies in India.
- To find out solutions against threat associated with the application of the cashless policies in India

### IV. Scope of the study

Work on the cashless economy is scarce, so scope of study is more. Researchers further need to understand the mechanism of cashless policies effecting cashless payments and their effect on the Indian economy.

### Opportunities of Cashless Economy

The main advantage of cashless transactions is that a proper record of all economic transactions is possible to keep. It is remedy to remove black market or underground economies that often prove damaging national economies. Since, cash is the primary mode of transactions in money laundering and terrorism financing, a cashless economy discourages such activities. Central government also get benefit from such cashless transactions as it allows central control of money supply and it is easier to monitor income tax paid by an individual. Cashless transactions are helpful in the context of negative global inflation and quantitative easing. Going cashless is also reducing the levels of corruption prevalent in the country.

### Some more benefits of cashless economy are as follows:

- Real estate prices will reduce because of curbs on black money as most of black money is invested in Real estate.
- There is greater efficiency in welfare programmes as money is wired directly into the accounts of recipients with great transparency.
- There are efficiency gains as transaction costs will also come down by using methods of digital payments.

### V. Conclusions:

The objective of this study is to find the threat and opportunities of cashless economy. Cashless economy can be gained by acceptance of proper methods and techniques of digital payments. It only requires full proved new financial policies, centralised administrative control, regular monitory attention on the bankers, government agencies and other private service. Safe and secured services like immediate certification of payments, clear statement of their accounts, no hidden charges, full control on money, shorten process of transaction by fulfil of mandatory information. As an overall review, most of the major developed countries in the world are moving in a very excellent way of cashless economy. A history of delayed in development in India is too long. Now the time, India should progress in full steam ahead and create a new legacy. This is time to embrace the cashless economy like other developed countries and we must make the most of it.





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**IMPACT OF COVID-19 ON HUMAN RESOURCE**
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Recently, it has been observed that COVID-19 frequency is increasingly upsetting organisations operations in magnitudes. In equal measures, the HR operations have considerably been pretended. Through an analysis of different sources and individual experiences there is a need for the employees and employers to establish appropriate strategies in ensuring that they persistence in their organisation operations. In the modern business environment, HRM plays a critical role in authenticating that all employees operations and stakeholders are implemented and effective. In this case, HRM to play an active role in determining the approach to be followed in the return to work for all employees, working strategies and promoting the health and well-being of their employees. This would assist in impact employees with the required skills for adopting an effective organisation operation. To maximise fully on technology it would be possible to adopt technology to facilitate effective remote working and online platforms.

**Key words:** COVID-19 HRM (Human Resource Management), HRM Practices and Strategies

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**Introduction:**

The COVID-19 has badly affected the modernised world of work quantitatively and qualitatively. This is evident by the extent to which organisations globally have invested comprehensively in people management policy in the last few months. These scheme include inaccessible working, working hours reduction, reduced costs of training and development policy, and banning on recruitment, among others. Various approaches adopted by the organisation in this period are affirmed by study that had focused on Human Resource (HR) function approach to overcome stagnation impacts and hypothesised that HR plays an important role in applying various strategies & techniques. These are basic practical in their existence and aims on achieving comprehensive business performance. Despite different studies having focused on analysing the role of HR in times of decline and other crisis, there exist less research who have explore on evaluating the impact of HR in the event of health calamities such as the COVID-19 pandemic. The less research in this area exists despite the impact of the 101-year old Spanish Influenza that had cost more than 50 million lives is proof. Many organisations globally have failed in integrating strategies that would place them appropriately to tackle the aftermath of the COVID-19. In this topic, the impact of COVID-19 pandemic on HRM practices has been evaluated. To achieve this, a focus on the HR activities at play in the current crisis has been checked.



the role of top management in supporting the HRM strategies, and pro activeness of HR management in assisting organisations in absorbing the impacts of the COVID-19 to the HR has been equally checked.

#### Research Problem:

It has been noted that a consequence of the COVID-19 pandemic, more than 80% have been working from home with turnovers being evident. This phenomenon has been common globally with most of the developed organisations being affected by the COVID-19 implications. Based on this view, noted that as an effect of the pervasiveness of COVID-19 pandemic, organisations are assimilating their mission, values and societal impacts. This is with a focus on employees, stakeholders, and the community. In specific, developed organisations are supposed to structure their practices in a manner that is broadcasting a climate of leadership and management engagement while providing timely, concrete, absolute, detailed and steady communication. This is in the entire organisation levels and as a best practice of the employee's management as they are the most resourceful asset. Taking this problem statement into account, this chapter intends to appraise the impact of COVID-19 on the HRM practices.

#### Research Methodology:

The present study bases in secondary data. In order to conduct research, secondary data is of prime significant. To get deep insight of the study books, Journals, Magazines, Periodicals, Newspapers, Reports and Internet was used.

#### Impacts of COVID-19 on HRM Practices:

A mass of the issues having a direct impact on the HRM practices as a result of COVID-19 is as a result of people management aspects. In HRM, people management are identified by as being included in policy set in place by organisation in the management of their workforce and the changing practices. From a general point of view, as a result of COVID-19, the workplaces are now identified as being increasingly energetic and responsive owing to the changing instance. This means that organisations must be privileged with the need to be flexible with different legal issues the internal integrity and procedures, which could be disregarded to offer.

Impact of COVID-19 on Human Resource Practices 313 increased dexterity and flexibility levels. The importance of this, as noted in, is that the dexterity HRM practices would be ready to proactively respond to the changes in their business environment rather than domineering only a lookout and reactive role.

For instance, if organisations continued with their management practices similar to how they were doing them before the pandemic; their operations would be more productive and coordinated. In general, the employees now have to learn promptly about supporting an active report working. The phenomenon is also proof in areas of performance, changing the benefit scenarios and overall psychological well-being.

#### Current Practices in HRM which has Changed Result of COVID-19:

Due to many of the existing information on the impact of COVID-19 on the working practices and HRM are many a general and basically focused on defining a new problem. For instance, the information argues on the possibility of flexible working or remote working would be a new norm. Despite the validity of these information, it is necessary to examine the impact of the COVID-19 pandemic on the existing working practices, well-being, and HRM is more specific context. In a study by that had suggested an input-output escalation design framework for the organisations operations in the crisis condition, the good practice in managing in such a circumstance has been provided. The study shows that the HR impact the employee's hiring and the overall workforce. The need to arrange the approach of HR on the worker's roles in today's business environment and the future is informed by the likelihood of the emergence of pandemics in the future. Since all organisations; HR needs to be appropriately prepared in encouraging the effects



linked to such pandemic's occurrence.

Apart from the people management, business continuity is also critical in their working practices. In part of best practice in modern COVID-19 time would involve making sure that organisations are operating with advanced operational technology. Part of this is ensuring that there prevails a high-level communication, being supported by increased productivity, and performance management. Additionally, the levels of the realignment of the employees' *gains and redesign of existing policies pertaining to remote working being put into account.* Report has identified the impacts as including practices to ensure organisations navigate through an active disruption.

**Training and Development Strategies in Remote Working:**

The best practice in the period of COVID-19 has been promising and ensuring that employees are working from home. This is accepted by report that had pointed out that during the COVID-19 period, approximately 94% of employees operate in countries characterised by some degree of workplace closure and measures prioritised. 70% of employees in the modern workplace have ended up working remotely away from their physical workplace. For organisations to be successful in flexible working, report that had focused on the tele-working and hybrid working. Organisations had suggested on the need for ensuring that all employees are provided with skills and knowledge for remote working. These strategies would include the provision of the worker training and HR manager training, and coaching strategies, and coming up with employee resource groups targeting the remote workers and families. Training would need to scope from establishing a physical office and online workspace for time and well-being management and guidance to the managers. This is affirmed by the report that had published the best strategy of flexible working. Through the use of this strategy, flexible working is put in place that assists an organisation in attracting top talents, increasing diversity, and improving the overall employee's wellbeing. In the period of COVID-19 and other pandemics, remote working is an efficient strategy of supporting the level of business continuity to handle energetic working strategies and other unexpected challenges.

The situation is proof from the different organisations are increasingly budgeting resources for re-skilling their workforce. The major challenge for organisations is, however, ensuring that they are designing one-off training programs to their effective one-off training strategies. This challenge cannot be solved by establishing a one-off program. The best practice would be for the organisations establishing effective ecosystems actively implemented through the adoption of highly powered inventory skills, reskilling strategies, and ensuring that they explore partnerships in active collaboration with both traditional and non-traditional institutions of learning.

**Harnessing Employees Well-being for Future workplace:**

Prior to the appearance of the COVID-19 pandemic, organisations had already focused on renewing a full dedication in their job's performance, automation strategies, and demographics in their roles. Nevertheless, limited organisations have prioritised on the aspect of well-being as an approach to establishing a future comprehensive workplace.

The importance of the wellbeing of the employees has been made complicated by the COVID-19 phenomenon. This is since apart from the mental health issues, the popularity of COVID-19 has equally contributed to the physical health issues in the modern workforce. The circumstance is also proof for the employees currently involved in remote learning as they usually are facing mental issues as a effect of confinement and physical challenges to accommodate their workspaces. This is since while involved in the work requirements, and such employees could equally be engaged in activities that involve caring for their family, home-schooling roles, and being worried about their economic



compromised or the absent friends and the members of their family. The suggestion strategies are authorized by, who noted that employees committed in remote working could ensure that they are putting in place distinct approach ensuring that all employees are not in any way isolated in their roles and there is a high-level sense of purpose. Additionally, the study had recommended the need for employers to integrate strategies that would ensure that the employees operate through an improved work-life balance. This is by dedicating their time on home working, which is best enhanced by appreciating their financial positioning, setting of varying financial goals, and understanding their needs of using the financial resources.

As a result of the effects of the COVID-19 on the employees' normalcy of doing things, there is a high possibility that their dread would be directly affected. As a result, modern organisations must be best positioned in putting in place viable strategies for reassuring the popularity of restlessness as an effect of the coronavirus.

#### **definition of the Modern Business Practices:**

The COVID-19 has considerably impacted the living strategies of the populations and doing business. A research conducted by had noted that this indication would be transitioned beyond the use of Artificial Intelligence and mobile computing. Part of the rethinking process would involve a direct impact on the extent to which the coronavirus presents an opportunity of rethinking the varying assumptions of the products, services, and business model. This is on top of the need to integrate blended training strategies tailored towards arming the employees with admissible skills to assist them in their future practices. As aforementioned, through an increased shift in the workplace strategies, COVID-19 has already considerably altered the extent of modern working in the areas of cooperation between different stakeholders, working remotely, re-skilling strategies, hiring that is informed by existing skills and harnessing the transformation level of sustainable corporate learning. These strategies have been recommended in study that noted them as creativity, which involves establishing and communicating ideas that are sustainable and meaningful. The HRM practices are a critical determinant in the process of controlling and shaping the workplace attitude, behaviours and skills and individuals. Also, HRM determines the most effective policy and practice that can be followed by contemporary organisations in the arrangement and management of work, which is also inclusive of the fundamental structure of the work organisation. It is through such strategies that organisations are best positioned in mitigating the negative implications of the calamities. A similar phenomenon is applicable in the case of COVID-19 where innovation has been prevalent to redefine modern and future workplace Practices.

#### **Reduced Working Hours:**

As a result of the prevalence of the COVID-19 pandemic, organisations have been prompted to make considerations of requesting their employees to reduce their hours of work to work temporarily. In some countries such as the UK, [18] report points out that the Government has put in place a strategy identified as a partial furlough pay. As a consequence, based on the ordinary employment law, employers through senior management have to agree with the temporary or permanent contractual change. This is a change to a part-time working role, which could be a costly practice if they have to wait until the end of the Furlough scheme. Organisations operating in the COVID-19 period have been required to have precise information pertaining to the rationale of reduction of the working hours and increasing their level of preparedness in responding to all issues of an organisation. The situation would be worse for the employees working for normal hours having to receive less pay and, as such, would receive feelings of demoralization.