



The Role of HR in Crisis Management.

It is noteworthy that a crisis can happen to any organization and, when this happens, HR is involved in the protection of employees and the Company's continued performance. While the external threats are most conspicuous, pulling the organizational strings within the HR department becomes of utmost importance in making sure that the company braces the impact of these threats.

Preparation is Key

Of course, the position of HR is crucial even when no crisis arises. They contribute to the creation of a crisis management plan which also involves the communication plan, the plan of each personnel's safety and protection and the business continuity plan. This plan helps in the case when a crisis happens, to have a smooth and compacted reaction.

In a nutshell, appearance was maintained and calmness, clarity, and consistency were established when communicating with the employees. As the internal communication specialists, HR builds messages to inform the employees, calm them where the organization's actions have generated concerns, and boost morale. They also create avenues such as drop boxes for asking questions and raising concerns which make them to feel that they are valued.

Employee Well-being

One of the things that the author regards as a top priority is clear.

Emergency situations are exhausting to employees and can affect their psychological state. The HR comes in with a social role as explained below.

This may involve:

Employee Assistance Programs (EAPs): Providing an opportunity to help those who need counseling and other mental services.

Flexible work arrangements: Permitting the employees to work from home or shift their working hours they may need to attend to due to effects from the crisis.

Leave of absence: All and or some kind of leave either paid or unpaid to employees closely affected by the crisis.

Maintaining Business Continuity

Apart from this, the main role of HR is to facilitate for the smooth running of an organization's business. This may involve:

Workforce management: Determining staff requirements and making sure that necessary activities are being handled.

Payroll and benefits: Securing salaries and benefits are provided when regular business is interfered with.

Compliance: Adhering to the specific policies within the Human Resource departments, as well as legal requirements of the crisis.

Therefore, contrary to the mere technical view, HR is much more than procedures and protocols. They offer a personal approach during a rather impersonal process. They take time to hear the employees' complaint, respond to inquiries and provide directions.

Thus, HR is one of the key actors in incidents handling. Thus, with an emphasis on communication processes, organizational culture, and an understanding of business needs, the HR ensures that the organization effectively overcomes challenges and learns from them.



SYMPHONY SAMACHAR

- **Yes Bank Restructuring Triggers Layoffs of 500 Employees.** Highlighting a cost-cutting measure impacting workforce size. **The Times Of India**
- **Volvo Group Elevates Radhika Nair to Head of People & Culture.** A leadership shift demonstrating a focus on company culture.-**Peoples Matter**
- A survey reveals that 85% of Indian professionals plan to invest in upskilling themselves, but job confidence is declining, indicating a skills gap and potential job market anxiety.-**The Economic Times**
- Zurich Insurance plans to hire 600 new employees following their deal with Kotak Mahindra, showcasing an expansion strategy.- **People Matters**
- Nuvepro, an Indian IT company, announces plans to train over 100,000 professionals in generative AI, highlighting the growing demand for AI expertise.- **The Economic Times**
- HR professionals are discussing the phenomenon of "performative busyness," where employees feel pressured to constantly appear overloaded with work. This raises concerns about work-life balance and productivity. **hrkatha**
- HCL Technologies, an Indian IT company, announced the opening of new offices in New Jersey and California, potentially signalling hiring plans in the US. **peplematters**
- The Indian government is investigating allegations of gender discrimination by Foxconn, a major Apple supplier, after reports surfaced that they were not hiring married women for certain positions. **Source: India Times.**