

Empowering Employee Performance Against the COVID-19 Pandemic in Human Resource Management in Industry

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Abstract

This study aims to determine the impact of empowering employee performance on the Covid-19 pandemic and knowing the methods of empowering employee performance against the Covid-19 pandemic. In the methodology there are 8 steps to achieve the results according to the research objectives, these steps include: formulate the problem, develop and validate the review protocol, search the literature, screen for inclusion assess quality, extract data, analyze and synthesize data and report findings. The research results show that Covid-19 has had a very bad impact on the economy, including in the employee performance sector. In the short term, many countries implement strict quarantine policies, economic activity becomes very limited. The long-term consequences of this pandemic lead to many layoffs, so that mass unemployment and business failures will occur, this triggers the emergence of psychological disorders that can disrupt the mental health of individual employees so that it also affects employee performance. The fact is that it shows a linear pattern between economic instability and the increasing level of psychological disorders felt by individuals. Many companies implement work from home, which is a change in work activities experienced by all companies during the Covid-19 pandemic, this change is proven through the work system of employee performance which is strongly influenced by work facilities and infrastructure factors, employee monitoring in operating online applications and the accuracy of the collection of work results in accordance with the plan. If the company optimizes employee performance results, then the company's system is likely to experience no operational disruptions and company revenues.

Keywords:

Empowerment, employee performance, pandemic, human resource management

Biography

Haryadi Sarjono as a permanent lecturer majoring in management with specialization in operations management, Bina Nusantara University, West Jakarta, Indonesia, since 1996, has received the best paper at IEOM 2021 Surakarta, Indonesia.

Hendry Hartono is currently serves as Research Coordinator at BINUS Business School since October 2017 until now. He completed his Bachelor of Economics at the Faculty of Accounting, Atma Jaya University, Jakarta (2000), Master of Management at Atma Jaya University, Jakarta (2004), and Doctor of Philosophy in Management at Doctoral Research in Management, Bina Nusantara University (2017) with a specialization in Entrepreneurship. & Innovations. Currently hold Certified International Research Reviewer (CIRR) and Certified Leadership Management Associate (CLMA). Currently conducting 2 international research grants for 3 years on: (1) ASEAN Entrepreneurship Profiling,

(2) Dexterpreneurship, He has produced 15 papers in international journals indexed by Scopus/Web of Science, with an H-index of 2. Has produced more than 9 Intellectual Property.

Ricky Ramadhan Putra is a student majoring in Business Management at BINUS University. The Prospect in the future will make my own restaurant business.

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