

Remote Working in the Face of the Pandemic: Current Issues, Technological Impacts and Future Implications.

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SUMMARY

The COVID-19 Pandemic has brought about a tremendous impact on work-life balance, disrupting traditional workflows, which in the foreseeable future might be the new normal in the face of existing realities and in promoting the health and safety of workers. The study research question is on remote working: implications for employees and organizations and the response of the human resource management in the face of current realities and what it means for the future nature of work. Furthermore, the impact of technological advancements on the nature of work, benefits and challenges to HRM in modern management. The study adopted a survey research design in which a well-structured questionnaire supported with experts' opinions on the study's objectives. The finding of this study reveals the impact of technology on human resource management in an organization., the role of HR in the technological world, the emergence of technology in HRM and various challenges faced on working from home and the implications on upskilling of employees. The study concludes that HR function has a key role in helping employees navigate the changes to the world of work, particularly in relation to skills development, work organization, mental health, and the sustainability of the organization, against the backdrop of this technological advancement.

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