IDC30AT ASSIGNMENT

GROUP: 22

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Tshwane University of Technology

IDC30AT

**Group: 22**

**Class:C**

**Lecture: Dr Seaba**

**Question 1**

Interview between one leader of an organisation and regarding the company struggles and challenges that occurred as result of Covid19.

**As a leader of the Organisational Behaviour, due to the pandemic of Covid19, outline the challenges that the company has faced.**

* The Organisation performance of the company has been negative impact based on its vision, mission and goal; hence this has made the company to have challenges based on employees of the company. Some employees were losing their jobs due to this crisis of pandemic.

**From your own point of view, what is the key you have learnt from Covid19 crisis in a business?**

* Organisation has been remained unchanged from Covid19 as the organisation still forcing to restructure standing process, we are still trying to find new ways of working and to seek new workers in order to develop new products or services all in record time.

**How do you ensure the organisational performance is maintained well in a company?**

* As the leader of the company, it is important to reinforce organisation values by helping employees and to improve the goal, opportunities and recognition of the company.

**Finance**

* Regarding Finance industry, the economic were negatively affected as many people were losing their jobs.
* with a lot of people losing their income, finances for the companies had to be revised.
* Covid19 pandemic affected economy of the country as there were no imported goods or services from foreign countries.
* The economic growth in a country was affected as the prices of goods and services were increasing.
* The price of medication increased as people can not afford to buy medicine.
* Instore service – customers had to wait in long queues to go in store. Sales were affected negatively.
* Office space – Running of office became expensive since most staff members were working from home. Empty office spare still had to be maintained.

**Health**

* During Covid19 pandemic there was lack of incentives in hospitals.
* Many people were dying because of this pandemic.
* Due to this pandemic, nurses and health workers are at high risks of Covid19 exposure.
* Companies were losing their employees as they were infected with Covid19
* Hospitals were packed, which resulted in patients returning home.

**Education**

* Schools. Colleges and Universities were forced to be closed as there was high risk of Corona virus.
* The developing countries were affected in education as there were lack of network infrastructure, computer and internet access.
* Tzifopoulos, 2020 stated that “Also public schools’ teachers and students have limited or no access to the internet”.
* Di Pietro et al, 2020 stated that “students in rural areas and from disadvantaged families lack access to technology, internet access and educational resources”.
* Students had to work from home as they had to obey the Covid regulations
* If students return to campus full time and attend classes, the Covid cases will rise rapidly

**Government**

* Most Business were closed in which it affected tax.
* The price of food increased as most stores were closed.
* Businesses working under the government sector were struggling to make money, they received less income.

**Question 2**

**Education**

* We as a team we think that student should go back to schools with strict Covid regulations because some students do not attend online classes as they struggle to connect to the internet as well as some students do not ask question about the lessons. We also think that this will help students to catch up with the work and no student will be left behind with schoolwork. This will also help the lecturer to conduct classes properly. Another solution is that all lecturers and students should vaccinate, continue washing your hands and wearing of mask should be compulsory whether vaccinated or not. Social Distancing should be maintained in class and outside as well as surfaces should be cleaned and sanitised regularly. For students who do not want to vaccinate, should get tested every after 24 – 72 hours or possibly every day. And lastly hosting information sessions and workshops for educators and for students as this will help spread information and educate them on how to deal with challenges they are facing.

**Question 3**

**How can we help graduates that are unemployed?**

There are thousands of graduates, who are qualified to work in our country. Some their qualifications are scarce skills. A suggestion to solve the unemployed graduate situation, is to elect younger leadership in the government.

The younger leaders will understand the type of struggles younger people of the country are going through. They will have fresh ideas as solutions to unemployment. They will advocate with both public and private sector to create jobs that will employ graduates; upskill them to fill scarce skills.

Private and public companies should be forced to employ a specific percentage of graduates annually.

**How can we solve the issue of students coming back to campus?**

* There are students who struggle to study at home, so the only way is to return to schools and obey strict covid regulations. For instance, wearing of mask, washing or sanitising your hands as well as sanitising the classes everyday etc.

**Question 4**

Opportunities and challenges

**Globalisation of organisation**

* Globalization is a process in which all the countries in the world are interconnected economically, politically and culturally with each other.

**Workforce diversity**

* Workforce diversity refers to the composition of representatives of an organization in terms of gender, language, age, education, etc. Managing such diversity is indeed a challenge for human resource management.

**Working with people from different cultures**

* Every organisation has employees who different from each other in terms of race, gender, culture etc. This may be one of the biggest challenges as individuals have different views and opinions.

**Stimulating innovation and change**

* Organisations must foster innovation and be proficient in change if not they will not be able to continue, and the organisation will seize to exist.

**Changed employee expectation**

* Employee expectations have changed along with workforce demographics. Employees now must conduct business remotely.

**The emergence of e-commerce**

* Refers to the process of marketing and selling goods and services online. Business operations also involve electronic mode of transactions, example presenting products on websites and filling orders online. This has become the most effective solution to carry out business duties as it is aligned with the pandemic regulations.

**Help employees balance work and outside work life**

* Some employees have complaint about balancing work life and outside of work life in which it causes conflict and an increase in stress.

**Improving quality and productivity**

* Quality is the extent to which consumers believe the products and services surpass their expectations. This can be achieved by conducting training and development programmes.

**Improving ethical behaviour**

* Due to the outbreak of the virus, business operations are forcing the workplace to face ethical problems where the rights of employees need to be defined in order to complete their activities.

**Empower people**

* Empowerment refers to as putting employees in charge of what they are required to do, their duties and activities within the workplace.

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| **Possible Challenges** | **Opportunities** |
| **Artificial Intelligence**   * One of the biggest challenges surround the use of AI in education relates to the privacy concerns on students and lectures. * Privacy violations mainly occur as people expose an excessive amount of personal information in online platforms.   **Internet of Things**   * The greatest challenge faced by people is the use of Internet of things where it increases social distancing and reduces personal communication.   **Cloud Computing**   * Some students lack awareness of the benefits and risks of cloud computing system * Cloud computing needs a higher amount of research and due to its complexity, it becomes a tedious task. This requires immense knowledge and expertise. * There are many professionals in the field that can perform the job, but these jobs are usually high paying therefore this increases the cost of the institutions even more.   **Big Data Analytics**   * Technological challenges deals with the accessibility and the equality of its data. It is impossible to connect different data sets, now and again it's even difficult to recover the information required from the various systems. * Another set of challenges revolves around human and organisational capacity. Technology opportunities seem to grow faster than humans and organisational structures such as infrastructure, leadership structures and collaboration structures are also looking, additionally there isn't just a look of mastery among teachers, yet additionally a look of specialists who can help them in the utilization of huge data.   **Machine Learning**   * The shortfall of good balance data, messy and loud information can make the entire interaction very debilitating. * Quick hit and preliminary analyses are being continued. The interaction is changing subsequently there are big number of mistakes which makes the learning complex. It incorporates dissecting data, eliminating the information inclination, preparing information and applying complex numerical computations subsequently it's a muddled interaction which is one more enormous test for Machine learning. | **Artificial Intelligence**   * It can help students learn better and faster when paired with high quality learning materials and instruction. * AI systems can also help students get back on track faster by alerting teacher to detect the problem.   **Internet of Things**   * The rise of mobile technology and the IOT allows schools to improve the safety of their campuses, keep track of key resources, and enhances access to information in the learning environment. * Teachers can even use this technology to create “smart lesson plans”, rather than the traditional stoic plans of other years * By coordinating IOT with validation access control frameworks, the school can capture attendance, which can notify the teacher which student is present or absent. * It will enable schools to follow the whereabouts of students so should a crisis happen; locating them will be easier.   **Cloud Computing**   * More resources available for data protection. * Replication of data in multiple locations, increasing data security * Cloud Computing allows students to access online school notes and media tools reduces purchasing textbooks.   **Machine Learning**   * It gives people better content, better curriculum and able to manage it. * It helps analyse which work is best suited for the lecturer and what works for the student. * Educators are using this to identify students that need support earlier and act to improve success and retention   **Big Data Analytics**   * Through big data analysis, lecturers can identify areas where students struggle or thrive, understand the individual needs of students, and build strategies for personalised learning * This helps students with their educational path. |

**Question 5**

**Low Risk**

**Problem:**

People over 60 years old have a higher chance or a higher risk of catching Covid-19, whereas people below 60, they have a slight (medium or low-risk) chance to catch it. We have also witnessed that new variants can spread quickly on places that are overcrowded, that includes universities too.

**Solution:**

* Administrators should take simple measures to prevent the spread of the disease on campus.
* This helps by instructing students appropriately wash their hands, cover their nose and mouth when sneezing and coughing with their elbows, and self-isolating if they are experiencing flu or cold-like symptoms.
* People should also be aware of students who have travelled extensively during the spring break and remind those who have been abroad in heavily affected areas to be mindful about returning to campus.
* All lecturers and students must always vaccinate and wear face masks, everyone is entitled to vaccinate for free at government health facilities
* Wash your hands with sanitiser and maintain social distancing in class or outside, Sanitisers are offered at every entrance and social distance is encouraged

**Medium Risk**

**Problem:**

Vaccination should be mandatory for all employees and students who will interact and engage with one another. Vaccination is the only way to prevent the virus from spreading among people; the infection can only pass via humans. The ignorance of many people who oppose vaccination should be addressed in such a way that they become convinced that immunization is the best answer.

**Solution:**

* Using social media to launch immunization efforts to combat misinformation and misinformation about COVID-19 vaccinations.
* Assisting student volunteers in leading campaigns to help students register for vaccines.
* Activating COVID-19 messaging and health services directly on university or campus campuses to engage students.
* Creating and promoting programs that feature young role models who are vocal about COVID-19 prevention and immunization.
* Collaborating with university radio stations to include open talks about COVID-19 vaccinations and broader concerns in programming.
* Health checks should be done every day to keep track of everyone’s health conditions, this would be effective, but it will be time consuming and too much paperwork.
* Hosting information sessions and workshops for educators and for students also. The purpose for this is to spread information and educate everyone on how to deal with challenges they are facing.

**High Risk**

**Problem:**

Isolation was crucial in preventing the virus from spreading among students and employees. Because teaching and learning cannot occur regularly when there is no contact between students and staff, this leads to non-functional methods of getting and retaining information in students. Students, as well as certain university employees, were not permitted on campus. They may suffer due to less social interaction among students. There tends to be more task orientation and exchanging less social emotional information than being face-to-face.

**Solution:**

* Virtual learning use computer technology to tie together physically dispersed members in order to achieve a common goal.
* Meetings are done through web-links, video conferencing, email, and teleconferencing
* For effectiveness trust must be established among team members.
* Lecturers must ensure team progress is monitored very well by asking questions based on what they have been lecturing during the session.
* The efforts and contributions are publicised during the session.
* Conduct teaching and learning through means of internet (e-learning). Lecturers are overwhelmed and unsupported to do their jobs well and not all students had supporting materials e.g Laptops.

**Question 6**

**The main problem that should be addressed to leader is that many employees are losing their jobs and affected due to coronavirus**.

**The best solution that should be justified to the leader is that health checks should be done every day to keep track of everyone’s health conditions and this would be effective**.

* All students and stuff should be vaccinated, sanitize and wear face masks.
* A vaccine is aimed to prevent immunity against covid-19. If majority of students and stuff are vaccinated it minimize the chances of people around campus to be infected.
* It was suggested by studies that coronaviruses may persist on surface for hours or several days. The surfaces we use throughout the day should be disinfected e.g., class and offices. Students should sanitize before and after class to protect themselves against infection.
* Face covering limits volume and travel distance of expiratory droplets produced when talking breathing and breathing. Wearing mask around campus can help by a preventing infected droplets from getting in and out of people’s mouth.
* Before opening or return of employees to work it is important as the leader to tell the employees that it is strictly for them to wear masks, as wearing masks will be advantageous to all of them.
* For every employee health checks it is important to be conducted safely and respectfully to maintain social distancing to workers.
* Every worker should be protected and be safe according to the law and regulation of Consolidated Coronavirus Covid19 Direction on Occupation Health and Safety Measures in Workplaces. This regulation it maintains and ensures that all employees and employers is safe and there are no risks to workers.
* The above regulation will be helpful to employees as if they are sick or have symptoms of Covid19 they must not come to work, and they are also allowed to work at home**.**
* It will be effective when employees and employers are being checked every day regarding their health, because if there are any workers that are being affected by this coronavirus they will get helped before it spread to others.
* As employees will be checked every day there should be sanitizers and machines of screening before they enter workplace, according to the state and local public health authorise.
* Having the special measures such as sanitizers to eliminate the high risks of Covid19 would be helpful for workers that are vulnerable.
* Every worker should have a medical evaluation in order to be confirmed that they are fitness enough to work especially if the worker had moderate or severe illness.

**Reference**

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