

General Motors and Covid-19

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Introduction

It has been about a year since the COVID-19 outbreak wreaked havoc on people's lives, organizations, and communities. Many organizations have been forced to shut down due to the COVID-19 outbreak, causing severe disruptions in various industry sectors (Almeida et al., 2020). Short-term issues confront brands and retailers, including safety and health, supply chain, cash flow, workforce, consumer demand, marketing, and sales. Organizations, particularly start-ups, have imposed a hiring moratorium that can last indefinitely. Significantly, U.S. sectors such as automobiles, electronics, and trucks have abruptly collapsed (Fu & Shen, 2020).

According to a study, 22.9 percent of micro corporations in the United States said the COVID-19 outbreak had a significant negative impact on their organization. Many small organizations have quickly adapted to survive or fought to stay afloat throughout the pandemic (Han & Qian, 2020). The COVID-19 outbreak provides an opportunity to investigate how marketplaces emerge and dissipate quickly. This paper analyses the impact of Covid-19 on General Motors, it's a working environment, employees, and salary fluctuations.

Literature Review

In addition to personal distress, the novel coronavirus can potentially have a wide range of negative consequences on organizations. The potential is determined by the level of confidence in the firm, the changeable workplace environment concerning market turbulence, and demand and supply uncertainty, among other factors (Almeida et al., 2020). Furthermore, Covid-19 provides the sinister aim of increasing pressure on the administration of small and large organizations since they are perceived to be limited in their capacity to accomplish any modifications to their personnel effectively in a short amount of time (Chen et al., 2020).

In connection with the preceding statement, it may be claimed that these reasons cause businesses to fail since they render them unable to supply products or services to the respective customer bases (Xiong et al., 2020). In the aftermath of the worldwide health crisis, and to prevent a total cessation of the world economy, the adoption of various innovations previously considered non-essential by small firms became critical. Since then, many organizations of all sizes have adopted technologies like Zoom online meetings and other approaches (Muttaqin et al., 2020). During the shutdown of communities by distinct administrative levels to encompass the spread of this outbreak, these innovations have now been one of the survival mechanisms, allowing remote management of projects and

operations, as well as conducting meetings with clients without physical interaction among the workforce (Elrhim & Elsayed, 2020).

Millions of individuals in the United States submitted applications for joblessness in 2020. COVID-19 was responsible for 55 percent of the business closures. As a consequence, the overall unemployment rate has risen. Many individuals endure stress-associated impacts due to unemployment, which has been affecting people's mental health (Polemis & Soursou, 2020). Some industries, such as automobile organizations, have halted the production of reliable commodities at their plants. As a result, COVID-19 caused adversity that influenced the organizations' work performance. Businesses in specific industries that the government deemed necessary for continued economic activity could continue working under certain conditions, such as keeping a specified distance among workers (Han & Qian, 2020).

However, it is hard to imagine how things might have moved out if the technologies currently being utilized by organizations throughout this world health outbreak had not been as popular. On either hand, Covid-19 and the ensuing shutdown have amplified and hastened the influence technologies may have on the financial strategies of some organizations (Fu & Shen, 2020). Most businesses also have been capable of adapting and improving their business models by employing new strategies. Personal training, teaching, and client counselling utilizing online apps like Skype and restaurants that have switched to takeaways and delivery alternatives supported by online food purchasing are just a few instances (Lee & Lu, 2021).

Unemployment has hit its most significant degree since the great recession, a striking measure of COVID-19's financial consequences. As a response, unemployment support claims have continuously risen, even though so many individuals who have lost their work could not apply or even have difficulty doing so. These numbers, however, do not reflect the degree to which individuals are experiencing financial hardship as a consequence of employment losses due to COVID-19 (Fu & Shen, 2020). Employees working from home can keep their work schedules flexible. Organizations entrusted their workers to work from home because of the COVID-19 outbreak to prevent social exclusion. Workers at workplaces with high workloads provide their overtime in consideration for compensation. However, due to social distancing, factory workers were told to stay home because of unemployment issues affecting their productivity and performance (Devi et al., 2020).

General Motors and Covid

General Motors shut down almost all its North American plants by March 2020. Since May 2020, North American production and other operations workers have needed to be on-site to complete their job that came back to work. General Motors is closely working with state and federal health regulators in the United States to evaluate the accessibility of COVID-19 vaccination and priority cohort determinations within every state (Yohn, 2020). G.M. is collaborating with healthcare systems and medical providers, including nationwide pharmacies, to hold vaccination programs and deliver vaccines to workers and communities at their locations (Sheth, 2020).

This organization has created an internal initiative to support and encourage vaccine enrolment by providing a testimonial foundation for leadership at all levels, workers, and key influencers. Everyone is recommended to receive the vaccine to help secure themselves, their family, acquaintances, and colleagues. The outbreak has negatively impacted this organization. The country was put on shutdown in 2020; sales dropped by over a third (Sheth, 2020). A two-month plant stoppage exacerbated the problem, putting dealers in a shortfall when demand for new vehicles soared (Krishnamoorthy & Keating, 2021).

G.M. has implemented strict new guidelines designed to decrease the risk of diseases on the manufacturing floor, such as using personal protective equipment, social distancing, and apps that prevent those who have already been sick from coming to the workplace (Han & Qian, 2020). Because of parts shortages induced by the coronavirus outbreak, General Motors had to shut down production at some of its major assembly sites. Market analysts worried that more interruptions were coming as the number of Covid-19 infections reached new levels. G.M. had pushed to increase output at both plants to address shortages caused by the company's two-month stoppage last spring (Elrhim & Elsayed, 2020).

However, such measures have found it challenging to return to normal production levels and rebuild vehicle inventories. However, if the condition worsens, additional vehicle shortfalls could jeopardize efforts to have the auto company's sales and economic recovery return on the course, resulting in new employment cutbacks. General Motors recorded a second-quarter deficit during July 2020 due to poor vehicle sales caused by the novel coronavirus. Its North American division, which is generally the most profitable, lost 101 million dollars (Sheth, 2020).

Furthermore, the manufacturer lost eight of its thirteen manufacturing weeks during the period. Subsequently, G.M. clarified that workers must self-certify their medical condition (Krishnamoorthy & Keating, 2021). The screening comprises a poster posted at the

facility's entryway that collects information such as if the individual would have any COVID-19 indications recently or if they have had a connection with others who have had signs or tested positive for COVID-19 recently. If such an individual responds yes to either of the criteria, the G.M. personnel determine whether or not the individuals are eligible to enter (Han & Qian, 2020).

Organization Highlights

The General Motors Company is a global automobile manufacturer with headquarters in Michigan. The firm is the leading automobile manufacturer in the United States and among the largest in the world (Krishnamoorthy & Keating, 2021). To meet growing essential needs, General Motors awarded 3.6 million dollars in grants to charitable groups nationwide. To alleviate a significant shortfall of personal protective equipment throughout the medical system, General Motors created and supplied many face masks and millions of face shields, aerosol boxes, and protective gowns (Yohn, 2020).

Moreover, G.M. has funded the effort and keeps promoting it through multimedia resources directed at empowering workers to develop informed decisions regarding immunization for themselves and their family members. In collaboration with the U.S. Red Cross, this organization has also actively participated in the SleevesUp Initiative. With a simple internet pledge, G.M. workers and others pledged to donate blood in their communities to preserve the safety and health of their communities and individuals (Krishnamoorthy & Keating, 2021).

Remote Working

After a virus, organization management measures included continuing operations with worker shift records and virtualizing the organization's needs to maintain revenues. This makes it difficult for corporate executives to keep employees motivated throughout an outbreak. The reason for this is a readiness to put forth much work to achieve corporate objectives and fulfil personal needs. This motivation may be a sign of an organization's success in human resource management (Fu & Shen, 2020).

In April, General Motors announced its novel Work Appropriately strategy. This cultural shift allowed many salaried employees to work from home or drive into the workplace as needed to do their tasks. It took effect on July 19th. The company's simpler dress code inspired its remote work concept. Such flexible and ambiguous standards are intended to allow G.M. executives to accept accountability for their divisions and staff. To set

out the remote work plan, General Motors recently organized 52 sessions targeting 1,100 business executives (Yohn, 2020).

Moreover, G.M. refused to say the amount of money it expects to save on workplace expenditures due to the new program. Officials also refused to specify how many staff could work from home. G.M. believed that its new approach, referred to as a "mindset," would aid in the recruitment process; some of the applicants would not be employed in traditional G.M. locales (Elrhim & Elsayed, 2020).

Flourished Employees

Remote working has led to several positive outcomes. Employees have been able to manage their work-life balance, leading to better work performances, and thus employees have flourished. According to research, the future of employment would involve people being able to work from home alongside peers worldwide. Employees are frequently ecstatic about improved work-life harmony. So, when these advantages come without compromising performance, it is an obvious win-win situation (Sheth, 2020).

Remote work sparked fresh enthusiasm for their current work and the organization. While working remotely, many employees indicated they feel safer requesting flexible working and mental health assistance. Most employees responded by stating that they are now working remotely, and individuals build confidence. Many remote employees indicated that being capable of sending an email and instant message rather than talking is the most critical component in being more confident. In contrast, many said that being capable of accomplishing duties without feeling observed is the most crucial aspect (Irfandi & Mulyana, 2021).

Furthermore, remote employees value the time they save by not having to travel. In the last two years, the average worker has conserved 252 hours in traveling time, while several workers say this helps them to get more done throughout the day. When COVID-19 made it mandatory for organizations worldwide to send their workers home to work remotely, working became a significant issue (Fu & Shen, 2020).

However, once everyone had established themselves, the office-based teams rapidly realized that employees could be just as efficient and concentrated when they were not in the workplace, in many instances, far more. Employers realized that remote working is a viable option (Yohn, 2020). Once it came to attending to the requirements of individuals' daily lives, having control over their job schedule was necessary. In the United States, the mean one-way

commute period is 27.1 minutes, over an hour per day consumed traveling from and to the workplace, and it mounts up quickly (Irfandi & Mulyana, 2021).

Additionally, regular one-way traveling of over 30 minutes has been linked to higher anxiety and stress levels. Studies reveal that daily traveling ten miles to the workplace is linked to health problems. Ditching the travel helped them boost their physical and emotional wellness. Working from residence significantly reduced interruptions, office politics, lower noise levels, and fewer (or more productive) meetings. When workers were included in the lack of travel, remote workers often had more time and fewer distractions, resulting in higher productivity, a significant advantage of working remotely for both company and employees (Irfandi & Mulyana, 2021).

Salary Reductions

GM had been slashing the salary of thousands of paid staff to save money during this outbreak. Whereas many employees were laid off, others consented to salary cuts, and the manufacturer promised to rehire them and reduce their wages on time. This statement came sooner than planned, and the firm's white-collar employees were overjoyed. The company's senior executives planned to retain their compensation deferments in position as part of a good faith management endeavour. The approximately 65000 white-collar workers of the Detroit-based manufacturer had deferred 20 percent of their monthly salary (Sheth, 2020).

Additionally, their medical benefits were unaffected. Senior executives' pay had been slashed by 30 percent, whereas other executives' pay had been slashed by 25 percent. Well before the COVID-19 pandemic, G.M.'s balance sheet and business were in excellent shape. Management's efforts would enable them to regain lost momentum as rapidly as feasible after the situation is passed. Furthermore, under a program, approximately 6,500 highly paid workers in the United States, the majority among whom never could work remotely, might take leave. They received 75 percent of their wages (Krishnamoorthy & Keating, 2021).

Effectively sailing the ship across the storm demands a strong and resolute leader. It is time for the company to acknowledge the 69,000 workers who contributed to its success by sacrificing a percentage of their pay. It is an example of what management looks like, and it serves as a reminder to dealership owners to care about those who assisted them in coping with difficult situations (Yohn, 2020).

Conclusion

This can be concluded that the coronavirus outbreak is a thriller with an ambiguous conclusion. Firms are still suffering the ramifications of a range of methods. They are trying to figure out ways to manage the long-term consequences, deal with accelerated digital innovation, and fulfil stakeholder and societal expectations. It is obvious that the aftermath has already been horrific, and businesses must move quickly to safeguard their workers, identify business threats and challenges, and assist in mitigating the outbreak by any measure they can.

With the constraints of a severe economic crisis and recession, such critical conditions demand solid and effective management. A comprehensive and integrated business concept includes infrastructure with sector-by-sector initiatives. It is to help businesses thrive by influencing the effectiveness of those that have reliable and long-term business strategies. Considering that the outbreak is expected to endure for a prolonged time on a worldwide scale, its effects are expected to stay long after the outbreak may end.

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