

Preparing for New Normal



The Covid-19 pandemic has disrupted the global economy like never before. From Multinationals and Indian Business Houses to MSMEs, all businesses are under STRESS. To overcome this situation, companies need to prepare the way ahead for the next six months and beyond – including the bounce back and how this will occur against the headwinds of what economists firmly predict will be a deep recession.

As companies prepare to return to the “New Normal”, **below is a list of initiatives that HR should prepare for to support organizations & the employees BounceBack:**

- **Start-up Manual** – Design a detailed manual covering the measures and actions to be taken by the organization for opening of Offices/ Factories while ensuring employees well-being and safety
- **Work from Home Policy (WFH)** – WFH is a new reality and is here to stay. Design your new WFH guidelines. WFH policy will define the expectations, responsibilities, eligibility, and other work from home guidelines
- **Employee Wellness Survey** – Employee health has become one of the top concerns during this crisis scenario. At this moment, organizations are worried about employee’s wellness, physical and mental wellbeing. Conduct a Employee Wellness survey to help you gauge how the employees are coping with the situation and to establish a direct correlation to employee’s happiness, productivity, and retention
- **Compensation Restructuring** – Compensation structure realignments as a response to COVID-19 crisis
- **Manpower Optimization** - Arrive at the optimum manning along with restructuring of the organization
- **Compensation Benchmarking** - Benchmarking of compensation and arriving at the pay philosophy post COVID-19 scenario

If you need support with any of these initiatives, our team of HR consultants and industry experts are here to help. Contact us at info@bouncebacklist.com