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EMPLOYEE ATTITUDE AND BEHAVIOR TOWARDS HR PRACTICES IN PANDEMIC CONCERNING IT SECTOR

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ABSTRACT

The main scope of this study is to know employee attitude and behavior towards HR practices adopted by any organization in a pandemic. Employee performance is influenced by their attitude and conduct, which in turn influences the organization's performance. Attitude is one of the hidden, difficult-to-measure aspects that may make or break a company's success. Employee attitudes, for better or worse, have a significant impact on a company's productivity, both directly and indirectly through the influence of other job-related factors. The research focuses on the behaviour of workers toward businesses and is primarily based on original data provided by employees. The pandemic situation may force many Organizations to innovate work methods to keep the business on and lead to adaptation to technology as better as possible. This method will not only be applied in the lockdown period but also be used in normal periods in the future. This adaptability will lead the association to increase technology utilization in the near coming days. The virtual training and capacity development program can benefit employees to innovate, and many employees will face a challenge in adaptation having the chance of job loss, and some employees will be clever to show the skill. Yet technology consumption and management will lead the potential HRM purpose in total. Yet data sanctuary payroll administration and line administration will be a challenge for the organization.

KEYWORDS

Employee attitude, Behavior, HR practices and Pandemic.

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INTRODUCTION

Employees in remote work may have a optimistic or negative approach towards harvest or services, detailed work tasks, coworkers or administration, or the organization. If an employee's attitude in remote work is poor, even the most bright and skilled individual may be bound to perform poorly. Employee behavior is defined as an employee's reaction to a particular situation at the workplace.

Employees need to behave sensibly at the workplace not only to gain appreciation and respect from others but also to maintain a healthy work culture.

Importance of employee attitude and behavior

Career success

Employees' success in the lay of work is measured through their performance.

Instead of whining or making excuses for poor performance, human resources with a positive attitude will constantly think of ways to complete their jobs in a well-defined manner. This leads to success, either in the form of a promotion or a raise in pay.

Productivity

Employees that have a good quality attitude are more interested in what they do and produce. As a result, they generate higher-quality work with fewer mistakes. This boosts both their total production and productivity.

Leadership

Managing a diverse staff is an important part of working in a business. Some employees gain people's respect quickly and they are often followed and listened to. This is made feasible by leaders' optimistic attitudes.

Teamwork

Employees who have positive interpersonal relationships are more likely to build effective teams in which all members are united and working toward a common objective. Rather of being annoyed by team members' flaws, a positive attitude enables employees to recognize each other's abilities and work together to achieve common goals.

Decision making

Employees with a positive attitude are better equipped to make objective decisions. It encourages a healthy mental process, helping employees to make sound judgments.

Interpersonal relations

Customers love to work with someone who is upbeat. Employees with a pleasant attitude have a stronger relationship with consumers, which leads to significant client loyalty.

Stress management

Stress has a detrimental effect on the health of employees. Positive thinking may help reduce stress,

and with less stress, employees will have better health and use fewer sick days.

Importance of employee behavior

Employee productivity

Employee productivity is the quantity of work (or production) generated by a solitary employee during a certain time period. As a boss, you have the authority and obligation to assist your employees in achieving their goals. Employee productivity may be measured in three ways. Goals are being measured.

Absenteeism

Absenteeism is defined as an employee's regular absence from work. Habitual non-presence goes past what is considered to be a logical figure of days away from the office for valid reason like as vacations, rare illnesses, and family emergencies.

Turnover

Turnover is an accounting term that refers to how rapidly a company's activities are completed. Most commonly, turnover is used to determine how quickly a business earns cash from accounts receivable or sells its goods... The term "overall turnover" refers to a company's entire revenue.

Organizational citizenship behavior

Citizenship behaviour in the agency Individual, discretionary activities taken by workers outside of their official job description are referred to as organisational citizenship behaviours (OCBs). Employees that are willing to go above and further than the call of responsibility will aid businesses in dealing with change and unpredictability..

Job satisfaction

Job satisfaction, also recognized as employee satisfaction, is a metric that assesses how happy employees are with their jobs, whether they enjoy it or not, as healthy as specific features or facets of the job, such as the natural world of the work or supervision. Others have characterised it as a person's satisfaction with his or her employment, or if they like it.

Features of employee attitude

Employees' attitudes influence their behaviour by preparing them to respond positively to items in their surroundings.

Attitude is developed over a era of time. Learning. The procedure of developing attitudes begins in childhood and continues throughout a person's life.

Attitudes are imperceptible because they are a psychological phenomena that cannot be immediately viewed. They may be noticed by observing an individual's conduct.

Every individual has an attitude toward the items in his surroundings, and attitudes are widespread. The socialisation process forces attitudes, which might be related to anything in the environment.

They are visibly passionate.

They are open-minded.

They are not embarrassed by their job title.

They turn out to be company smart.

They center on the client.

They persistently improve the procedure and system they work in.

They do what they speak they will.

They are high-quality communicators.

They add skill and skill and skill.

The attitudes and actions of employees who offer frontline service, as well as the extent to which male and female employees' relationships differ. The entire model predicts the effects of role stress and work/life conflict on customer-service personnel' job performance, job and life happiness, and intention to resign. The findings of structural equations modelling point to a significant role for work/nonwork conflict in general, as well as two areas of intriguing gender variance. Multisampling structural equations studies show that role stress impacts female service providers' work performance more negatively than males', and that job satisfaction is linked to leaving intent more strongly among men. Overall, the findings reveal intriguing gender variances and commonalities.

Employees have attitudes or opinions regarding a variety of circumstances in their professions, careers, and organisations, and these viewpoints are critical to the organization's success. Employees with good morale will lift the spirits of their teams and even their managers. Employees with negative attitudes have a momentous off-putting influence on corporate morale. Their whining can lower morale among

employees, and their often poor performance causes tension among coworkers.

Employee views and behaviour regarding HR practises are the focus of this study. Employees' attitude has a direct influence on their work presentation. Several other factors influence employee work-related behaviour. The impact of employee behaviour on job performance. The research focuses on elements that are thought to influence employee behaviour in the workplace, such as leadership, job satisfaction, commitment, motivation, and training. Attitudes, on the additional hand, have been examined with varying degrees of concentration and approaches in excess of the years. Because the number of published definitions and descriptions is nearly endless, it is vital to be exact when describing attitudes. There are two methods to describe attitude: conceptual and operational. There is a significant variance in the meaning of the term attitude, and various viewpoints on the subject have emerged. "Attitude is a mental and neurological state of readiness that is organised by experience and exerts a directive or dynamic impact on the individual's behaviour to all objects and circumstances with which it is associated."

However, upon assessment of the literature. little is recognized of the role of human being reserve (HR) practices on deviant work behavior, despite the existing evidence at the result of such practices on shaping worker attitudes and behavior consisting of structure Dedication, method satisfaction, and task overall performance.

When it come to employee satisfaction with HR processes, the direct supervisor's influence cannot be overstated. Several important HR administrative tasks-hiring, performance management, and compensation-have been delegated to line managers as a result of many organisations delegating operational HRM to people who directly supervise staff. Supervisors' actions and behaviours can be well thought-out as key antecedents of employee attitude and behaviours since they have some degree of leeway in dealing with these practises. That leaders do not interact with all subordinate in the same way, but rather build a unique connection by means of each one on a dyadic basis. Despite

widespread agreement on the import of employees' relationships with their supervisors, little research has been done on the link stuck between and employee behaviour to date. Every firm expects its workers to act responsibly and follow the codes of conduct in addition to the laws and regulations. At work, there must be some semblance of ethics, with each employee ethically accountable. Attending the office only to earn your monthly income is not a good idea. Money is a powerful motivator, but moral ideals, discipline, and ethics are just as vital. After all, we be all responsible for our own actions. Isn't that the case? How can we take our wage if we don't know how much we've contributed to the organisation? Please be truthful to your companionship and, more importantly, to yourself.

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Objectives of the study

To know the HR practice adopted by the selected organizations in pandemic.

To understand employee attitude on HR practice.

To analyze the crash of HR practice on employees' behavior in pandemic.

Need of the study

To learn the employee attitude and behavior towards HR practices adopted in pandemic by the organization. The HR practice are changed in

pandemic and how employees' attitudes and behavior changed based on HR practice and to recognize the consequences faced by the workers during COVID-19 plague situation.

Scope of the study

This cram is mainly focused on understanding the employee attitude and behavior on HR practice in the IT sector in Hyderabad. This learn is confined to the HR of the IT section. This includes the different factor that boast an effect on the level of manner and behavior of the workers towards the work they perform during the remote work in a pandemic situation. The factor that power the employee attitude and behavior include training, work timings of the association, coordination among the departments, social security benefits provided to them, and the level of job approval. Identifying and understanding the factor which most significantly influence the employee attitude and behavior .and helps to know the quantity of engagement of workers in work.

Limitations of the study

A number of of the limits of the learn are as follow
This learn is base on Primary data and secondary data.

This learn is base on IT sector.

Difficult to access some information due to company policies.

Research methodology

The goal of research is to find answers to problems via the use of scientific processes.

The term "research methodology" refers to a method for solving a research topic in a methodical manner. Not only the research methodologies / techniques, but also the methodology, are required for the research.

Research methods

Different methods are used in research accordings to their convenience and availability to the research.

Mail questionnaire was second-hand for the research study and collected both primary and secondary data.

Primary data

It is collected through a survey with a questionnaire and through interview method.

Secondary data

It is collected from Newspapers, Magazines, Articles.

News

The in order was collected by the new in, “The Economic times”.

Magazine

The in order was collected by the Magazine of the “HR today”.

Articles

The Articles are collected by the previous research papers

Habeeb Ur Rahman

Rashmi Kodikal

Sainath Maliseet

Malathi Narayanan

LITERATURE REVIEW

Ying Wang, Sunghoon Kim (2020)¹ the learn has been undertake to know Employee Perceptions of HR Practices. The study explained employee attitude and behavior that HR perceptions vary across the organizational hierarchy.

Mwita K.M, Blatch-Jones *et al*, Gordon, Gulua (2020) owed to the COVID-19 outbreak, business firms were not hiring new staff. This is because organizations avoid unnecessary spending on hiring due to a slowdown in business operations. Owing to COVID-19, employee training had been severely affected. Safeguarding employees from contacting the virus, organizations canceled training programs that contain been scheduled before. To minimize employee physical interactions, organizations should adopt E-HRM practices. Establishments are increasingly engaged in adopting technological instruments to recognize, hire, and preserve workers. The widespread implementation of computer-based tools for enrollment is repository/portal sorting, which is reckoned effective and meets enrollment targets. Very few digitized retention tools are usually used for SMS or email reminders. The aptitude to exercise entraining in any situation from afar is the most significant manifestation. The usage of e-digitized devices on a usual basis is beneficial in a figure of areas, including security and transparency, comprehensiveness, and scheduling. Relationship

between people HRM has a number of responsibilities in terms of dealing with people and assisting management with strategic organisational choices. It makes a significant contribution to the organisation at times of crisis and uncertainty. As a result, HRM should regularly connect with workers in arrange to ameliorate the situation in a business throughout a pandemic. At the similar time, senior management should support and encourage HR managers in their efforts throughout the crisis.

Bhavan Raina, Dr. Anjali Kalse (2019)² the learn has been undertake to know employees’ attitude and behavior towards Human Resource Practice. The data has been composed from the workers in the industry.

Willard Nyamubaya, Crispin Chipunza (2019) the learn has been take on to know Descriptive investigate has been used. The study concludes that the eclectic nature of HR practices complicates the extent of generalizability of such methods across organizational settings, thus showing that HR practices that work in firms cannot be applied in large firms with equal success.

Shaosheng Li, Christopher J. Rees, Mohamed Branine (2019)³ the cram has be undertaken to know Employees’ Perceptions towards Human reserve practice and Employee Outcomes depends on attitude and behavior The study explained that it was establish that present is a relationship between employees’ perceptions about the use of HRM practice and employee outcomes at the person level.

Shweta Maheshwari, Veena Vohra (2015)⁴ the extensive text review on organizational change is presented to all members during transition. To fill in the gaps, further research on the efficacy of HR strategies used by HRS during organisational transition is explored. The literature on employee perceptions and commitment to change is examined to see whether there are any connections to HR practises during organisational transition. Finally, eight propositions are offered in order to create an integrated conceptual framework for identifying essential HR practises and their impact on employee perception during organisational transition.

Kennedy Alusa, Anne Kariuki (2015)⁵ the study has been understood to know Human Resource

organization Practices, Employee Outcome, and presentation. The descriptive research design has been second-hand for this learn. This study establish that employee outcome fully mediates the power of HRM practices organization performance.

Ann P. Bartel *et al*, (2011)⁶ despite the basic set of commercial human reserve organization techniques that encompass all departments, there is a particular headquarters component to worker attitudes. Differences in employee attitudes at the branch level are quite substantial and cannot be explained only by coincidence. Furthermore, the study discovered that new employees' opinions converge with those of their more tenured coworkers, either through changes in employee attitudes over occasion or from side to side abrasion. The study also discovered that cross-branch variances in attitudes are strongly linked to branch sales performance-branch sales performance in which personnel have more constructive attitude and perform

Parbudyal Singh *et al*, (2010)⁷ employee Behavior, as work dedication and job happiness, has gained educational and practitioner interest for various reasons. The crash of gender on employment attitudes were studied in this learn. Men and women contain distinct interests in their employment, according to the data. The findings corroborate the job model or structuralism approach, indicating that after work-related factors are controlled for, women, men exhibit similar job views.

Robbins and Judge (2007)⁸ argue that although we frequently think that cognition causes an effect that triggers behavior, these mechanism are often difficult to divide. As stated, "cognition affect and behavior determine attitudes and attitudes determine cognition, influence and performance." Adds that knowledge of the three mechanism is valuable when measuring or changing attitude.

INDUSTRY PROFILE

The (IT) commerce has turn out to be alive a pillar of the India economy in the modern world. During the recent pandemic, every industry had faced some trouble, but the IT manufacturing had brought revenue for the economy. Further, the gain in the IT engineering had increased, which is not a surprise

because digital technology usage had increased. India had been in a prominent put in the global information technology earth. It has been playing a key position in the service sector and providing international services in information technology. The political environment is much supporting for information technology in the contemporary world.

Market Overview

As for each the statistics, for twenty years from 2001 to 2020, the share of IT had increased rapidly. In 2001 the proportion of IT spending in India was 2.5 percent, spending in 2008 8.4 percent, 9.7 percent in 2010, and 18.5 percent in 2020. In this method, the share of IT has increased constantly in the previous two decade

The aptitude to develop localization had become possible with the hold up of the in order technology sector. In foreign countries also localization had been formed with IT sector development.

In 2018 the cost of Information Technology (IT) services exports was valued at seventy-four billion. Business Process organization (BPM) had a value of thirty-one billion USD. It is anticipated that in2021 the revenue from digital exports may cross eight billion USD. Telecommunication and digital technology have made India a significant share in the global information technology sector. Software as a service had made India

IT sector to improve its market share in the global digital business world. Within five years, the Indian digital industry may reach a revenue of 350 USD.

There are various reason for the drastic growth of the IT sector in India with starting from its geographical location. India can give back-end support because it can operate when the client's business officially closes in another fraction of the earth. The timings are plus points for India because in the nighttime it provides services where it would be day time for its clients and vice versa. IT industry accounts for twenty-five percent of total exports from India, which is considerable and displays the image of this excellent information technology sector.

India's global sourcing market is growing at a faster rate than the IT-BPM industry. India is the world most popular sourcing location, with a market share of over 55% of the US\$ 200-250 billion global

services sourcing industry in 2019-20. In 2020, the IT industry will contribute for 8% of India's GDP. Despite a drop in worldwide technology investment outstanding to the coronavirus pandemic, the country's information technology industry is predictable to grow by 2.3 percent to \$194 billion this fiscal year, according to NASSCOM.

India had become land of opportunity for many things like investment, in order technology sector and manufacturing sector. Information technology (IT) industry had grown at a faster rate in India since of support from its work force. There is the abundant workforce in India by means of skills and information. Government initiatives have provided for creating conducive urban infrastructure and business surroundings for the IT industry. Automation is the primary cause for creating potential demand for information technology crop and armed forces. In developed nations the business process are automated and they need backend support. The operational costs of businesses decrease by more than fifty percent when information technology products are utilized in the business process. For example when a client visits bank for making either withdrawal or deposit it attracts operational cost but with mobile banking it is completely eliminated.

India had become the land of opportunities for investment, the information technology sector, and the manufacturing sector. The (IT) industry has grown faster in India because of support from its workforce. Present is an abundant workforce in India with skills and knowledge. Government initiatives have created a conducive urban infrastructure and business surroundings for the IT industry.

Automation is the primary cause for creating potential demand for information technology products and services. The business process is automated in developed nations, and they need backend support. Businesses' operational costs decrease by more than fifty percent when information technology products are utilized in the business process. For example, when a customer visits a bank to make either withdrawal or deposit, it attracts an operational cost, but it is eliminated with mobile banking.

New Technology

Every moment the technologies become updated in the information technology sector. Employees in the IT sector rigorously update themselves with training and development programs. The clients insist on implementing business processes with new technology, which creates a workload on employees. For example, earlier people used to shop for online products through traditional computer systems, but now they are doing online shopping from their mobile phones instantly. The static data had been eliminated in the modern world, and instant technology was implemented to sustain the business world-some new. Technologies that have changed the face of the IT industry are:

- Artificial Intelligence
- Cloud Computing
- Distributed Databases
- Block Chain
- Machine Learning

COMPANY PROFILE

Infosys

Pune, India According to Forbes Global 2000, Infosys is the second-largest Indian IT firm by 2020 revenue predictions, trailing only Tata Consultancy Services, and the 60^{2nd} largest public company in the world. The company's credit rating (rating by CRISIL fourth Indian corporation to attain a market capitalization of \$100 billion on August 24, 2021) is CRISIL AAA/Stable/ CRISIL A1+. It is a worldwide information technology organisation headquartered in India that provides business consulting, information technology, and outsourcing services. The company was established in Bangalore).

Employees

As of 2021, Infosys has a total of 259,619 workers (also known as "Infusions"), with women accounting for 38.6% of the workforce. 229,658 software experts make up the company's overall staff, while the outstanding 13,796 work in hold up and sales. In 2016, India accounted for 89 percent of the company's workforce.

During the fiscal year 2019, Infosys received 2,333,420 applications from potential workers, interviewed 180,225 individuals, and hired 94,324

people, a 4 percent increase over the previous year. These figures do not include the company's subsidiaries. Forbes named Infosys as the 3rd Best Regarded corporation in the World in 2019.

Vision

To be an internationally acclaimed firm that produces best-of-breed business solutions via the use of technology and delivered by best-in-class people. Infosys' aim is to be a company that not only focuses on growing its business and income, but also on providing the finest business solutions by attracting the most-talented individuals and eventually becoming a reputable and renowned company.

Mission "To achieve our goals in a way that is fair, honest, and courteous to our clients, employees, vendors, and the general public. In order to achieve this goal, Infosys focuses on preserving justice, honesty, and a positive attitude toward its clients, workers, vendors, and community. These three crucial features, they feel, were the most important in realizing their goal.

Cognizant

Cognizant is a global technology industry based in the United States that specializes in business consulting, in sequence knowledge, and outsourcing. Cognizant, based in Teaneck, New Jersey, is a member of the NASDAQ 500 and trades under the symbol CTSI. It began as a Dun & Bradstreet in-house skill unit in 1994 and began serving external customers in 1996.

In 1998, after a series of corporate reorganizations, the company went public for the first time.

Cognizant saw rapid growth in the 2000s and was named to the Fortune 500 in 2011; as of 2021, it is ranked 185th.

Vision

No one have added Cognizant Technology solution dream declaration yet.

Mision

Cognizant's single-minded objective is to assist with customers to strengthen their companies by applying our business process and knowledge innovation know-how, deep industry understanding, and global resources.

TCS

Employees

TCS have over 500,000 of the worlds best-trained consultant in 46 countries.

Vission

To be one of the world's top five most admired information technology solution providers, with an emphasis on delivering products, solutions, and internationally competitive services.

The New Generation of TCS Technology:

Globally competitive products and services are delivered.

Constantly improving our goods, processes, and people.

A learning organisation comprised of dedicated and contributing workers that work on a competitive schedule.

Consistent consumer, shareholder, and employee satisfaction.

Expansion of our core competencies and the creation of new competencies.

Mission

TCS Technology will produce goods and services that not only meet, but also exceed, our customers' expectations via planned and ongoing development of our Services, Products, Processes, and People.

The Human Resources Department's Mission is to Recruit, Develop, and Retain a Diverse Workforce of High Caliber, Employee-Centric Organization

Clear policies and procedures

Long-term involvement with a variety of project opportunities

A well-defined learning curve in conjunction with the performance management system

Netcracker

This year, Netcracker has set itself on an aggressive growth path.

There is strong potential but no visibility of progress Netcracker is sure a big player. It has excellent potential with the kind of expertise it houses. The visibility of management is zero. No initiative to brand Netcracker in-house.

Employees

Netcracker has 7,000 employees and is ranked 9th among its top 10 competitors.

Vission

Mission, Vision, and Values of Netcracker Technology.

Mission

Mission statement” on your most crucial step. The next one“.

IBM

Employees

IBM is a prominent provider of cloud platforms and cognitive technologies. IBM, which has been reinventing itself since 1911, is the world's most powerful technology and consulting firm, with over 350,000 people servicing customers in 170 countries.

Vission

IBM's business ambition is to "be the world's most successful and important information technology company." Successful in assisting clients in utilising technology to address their challenges. Successfully introducing this one-of-a-kind technology to new consumers. We will continue to be the major source of most of what is invested in this business, thus it is necessary.

DATA ANALYSIS AND INTERPRETATION

Graphical representation of Gender wise classification

From the on top of data, the survey shows that females 17.1% and remaining 82.9% are males.

Graphical representation of Age wise classification

From the on top of data, the survey shows that 25.7%% of the respondent are 20-30 years, 54.3% of the respondent are 30-40 years, 20 % of the respondent are above 40 years.

Graphical of the HR practice adopted by the association in a pandemic

From the on top of data, the survey shows that 28.6 of the respondent are virtual on boarding, 2.9% of the respondent are E-training, 2.9% of the respondent are E-recurring, 65.7% of the respondent are all the above.

From the above data, the survey shows that most of the team leads, and managers feel that all three be HR practices are adopted by the association in pandemic.

Graphical representation of the workers is controlled in a pandemic

From the on top of data, the survey shows that 88.6% of the respondent are by using virtual meetings, 8.6% of the respondent are by training and connecting remote employees, 2.9% of the respondent are through games and quizzes.

From the on top of data, the survey shows that the majority of the team leads, and managers feel that in pandemic. Employees are connected through virtual meeting in pandemic.

Graphical representation of the Employee attitude towards recruiting

Interpretation

From the on top of data, the survey shows that 42.9% of the respondent are, Excellent 42.9% of the respondent are Very good 14.3% of the respondents are good.

From the on top of data, the survey shows that the majority of the team leads, and managers feel that in pandemic the employee attitude is Excellent during recruitment period.

Graphical representation of employee’s perform well in the training period

From the on top of data, the survey shows that 11.4 % of the respondent are neutral, 11.4 % of the respondent are strongly agreed 54.3% the respondent is agreed.

From the above data, the survey shows that most of the team leads, and manager feel that in pandemic employees are performing well in the training period.

Graphical representation of employees perform well to complete their targets in pandemic

From the on top of data, the review shows that 17.1% of the respondent are neutral, 40 % of the respondent are strongly agreed 42.9% the respondent is agreed.

From the above data, the survey shows that most of the team leads, and managers feel that in pandemic employees performing well to reach their targets in pandemic.

Graphical representation of is you satisfied with your employees’ performance

From the on top of data, the survey shows that 42.9% of the respondent are, highly satisfied 54.3%

of the respondent are satisfied 2.9% of the respondent are neutral.

From the above data, the survey shows that the majority of the team leads and managers feel that in a pandemic, the Managers and Team leads are content with their employees' performance in pandemic.

Graphical representation of the compensation benefits provided to employees

From the on top of data, the survey shows that 20% of the respondent are insurance plan, 11.4% of the respondent are performance bonus, 24% of the respondent are Both A and B.

From the above data, the survey shows that the majority of the team leads, and manager feel that in pandemic the compensation benefits provided to employees by the organization.

Graphical representation of employees is comfortable with HR practices implemented during the pandemic

From the on top of data, the survey shows that 48.6% of the respondent are agreed, 51.4% of the respondent is strongly agreed.

From the above data, the survey shows that the majority of the team leads and managers feel that in a pandemic, employees are comfortable with HR practices implemented during the pandemic and working through it.

Graphical representation of employees works on project timelines being met consistently during pandemic

From the on top of data, the survey shows that 57.1% of the respondent are Always, 42.9% of the respondent is Sometimes.

From the above data, the survey shows that the majority of the team leads, and manager feel that in pandemic employees are working on project to complete and reach the timelines.

Graphical representation of your employees coping with the pandemic work style

From the on top of data, the survey shows that 34.3% of the respondent are Extremely Comfortable 51.4% of the respondent are Comfortable 14.3 % of the respondents are Neutral.

From the above data, the survey shows that the majority of the team leads and managers feel that in

pandemic, every employee is facing coping with the pandemic work style.

Graphical representation of employee of your Team leaves the organization during pandemic

From the on top of data, the survey shows that 51.4.% of the respondent are Yes 48.6% of the respondent are No.

From the above data, the survey shows that the majority of the team leads and managers feel that in pandemic some employees are left the association and some workers are continuing with the organization.

Graphical demonstration of you find your employee working overtime

From the on top of data, the survey shows that 71.4% of the respondent are Yes 28.6% of the respondent are No.

From the above data, the survey shows that the majority of the team leads and managers feel that in pandemic employees are working overtime to reach their targets.

Your team members actively participate in team building meetings and activities.

Graphical representation of team employees participate in any team building activities

From the on top of data, the survey shows that .91.4% of the respondent are Yes 8.6% of the respondent are No.

From the above data, the survey shows that the majority of the team leads and managers feel that in a pandemic, employees are actively participating to team structure activities.

Graphical representations of any factor show impact on employees' behavior

From the on top of data, the survey shows that 51.4% of the are work environment 28.6% of the are motivation 20% of the are rewards.

From the above data, the survey shows that the majority of the Team leads, and manager feel that in pandemic work environment show impact to employees by change of work style.

Graphical representation of employee behavior will be affected by the HR practice

From the on top of data, the survey shows that 42.9% of the are strongly agreed, 45.7% of the are agreed 11.4% of the respondents are neutral 11.4%.

From the above data, the survey shows that the majority of the team leads and managers feel that in pandemic employee behavior is affected by the HR practices adopted in organization in a pandemic.

Graphical representation of kind of problems faced by employees in pandemic

From the on top of data, the survey shows that 11.4% of the are Network issue 22.9 % of the are communication gap 14.3% of the are unclear information.

From the above data, the survey shows that the majority of the team leads and managers feel that in pandemic employees are network issue problem in a pandemic.

Graphical representation of any change in employee behavior towards HR practices

From the on top of data, the survey shows that 20% of the are dissatisfaction

65.7 % of the respondents are workforce 14.3 % of the are grievance.

From the above data, the survey shows that the majority of the team leads, and managers feel that in pandemic employee performance changed due to work stress in a unsafe disease.

FINDINGS AND SUGGESTIONS

Findings

From the above analysis on the study of worker approach and behavior towards HR practice in pandemic reference to IT sectors.

Objective No.1: To know the HR practice adopted by the organization in pandemic

65.7% of team leads and manager are agreed that HR practices adopted by the association in a pandemic

88.6% of team leads and managers are agreed that employees are controlled in a pandemic by using virtual meetings.

Objective No.2: To understand employee attitude on HR practices

42.9 % of team leads and managers agreed that employee attitude towards recruiting period is Excellent and good

54.3 % of team leads and managers are strongly agreed that employees perform well during the training period.

42.9% of team leads and managers are agreed that employees perform well to complete their targets in pandemic.

54.3% of the Team and manager are agreed are satisfied with their employees' performance

68.8% of Team leads and manager are agreed that Employees are comfortable with HR practices implemented during the pandemic.

Objective No.3: To study the crash of HR practice on employee behavior in pandemic

51.4% of Team lead and manager are strongly agreed that workers are comfortable with HR practices implement during the pandemic

57.1% of Team lead and managers are agreed employees works on project timelines being met consistently during pandemic.

51.4% of Team lead and managers are agreed that employees are comfortable with the pandemic work style.

51.4% of side leads and managers agreed that employees of the Team leave the organization during a pandemic.

71.4% of squad leads and Manager are agreed that employee is working overtime.

91.4% of squad leads and Manager are agreed that employees are actively participating in team building meetings and activities.

51.4% of Team lead and Manager are agreed that work environment show impact on employees' behavior.

45.7% of Team lead and Manager are agreed that employee behavior will be affected by HR practices.

62.9% of Team lead and Manager are agreed that network issue problem faced by employees in pandemic

65.7% of Team lead and Manager are agreed that workforce changed employee behavior towards HR practices.

Suggestions

The association should provide development programs to improve their standards to reach the targets. The association should adopt a practice of giving both coaching and feedback to the employee's behavior.

Workers attitudes and behavior should change according to HR practice and policies.

Employees should be encouraging and acknowledge good attitudes.

Avoid criticizing them for mistakes and use a positive approach to complete their tasks.

Reduce workforce to employees in remote work.

Table No.1: IT exports (In Billions)

S.No	Financial Year	BPM	IT Services	Software Products
1	2009	10	25.8	9
2	2010	12	26	10
3	2011	14	26	11
4	2012	16	34	13
5	2013	18	40	14
6	2014	20	44	14
7	2015	23	52	20
8	2016	24	61	22
9	2017	26	66	25
10	2018	28	70	28
11	2019	31	74	31

(Source: Compiled from Statista.Com)

Data analysis

Gender wise classification

Table No.2: Representation of the Gender wise

S.No	Particulars	No of respondent	Percentage (%)
1	Male	29	82.9%
2	Female	6	17.1%
3	Total	35	100%

Age wise table

Table No.3: Representation of the Age wise

S.No	Particulars	No of respondent	Percentage (%)
1	20-30 years	9	25.7%%
2	30-40 years	19	54.3%%
3	Above 40	7	20%
4	Total	35	100%

Company-wise classification

Table No.4: Symbol of the Company-wise

S.No	Particulars	No of respondent	Percentages
1	Infosys	2	5.72%
2	DBS Asia HUB-2	1	2.86%
4	Bank of America	3	8.58%
5	SR Group	1	2.86%
6	Amazon	2	5.72%
7	Cognizant	2	5.72%
8	Netcracker	1	2.86%
9	Choice hotels	1	2.86%

10	Hexagon	1	2.86%
11	TCS	4	11.44%
12	IBM	5	14.13%
13	GMK Research laboratories Pvt ltd	1	2.86%
14	Pay pai	1	2.86%
15	Splunk	1	2.86%
16	CGI. Technologies And Solution Inc	1	2.86%
17	Zensar Technologies	1	2.86%
18	FTT. Inc	1	2.86%
19	AR properties	1	2.86%
20	Deloitte	1	2.86%
21	Kla	1	2.86%
22	Sierra-cedar India Pvt.ltd	1	2.86%
23	Accela Inc	1	2.86%
24	Department of health (CANBERRA)	1	2.86%
25	Total	35	100%

Position wise classification

Table No.5: Demonstration of the place of the employee

S.No	Particulars	No of respondents	Percentage
1	Manager	10	28.6%
2	Team leader	14	40.04%
3	Sr. Splunk engineer	1	2.86%
4	Splunk Architect	1	2.86%
5	Senior Software Engineer	1	2.86%
6	Tech lead	1	2.86%
7	Architect	1	2.86%
8	Data Architect	1	2.86%
9	Senior inventory executive	1	2.86%
10	Analyst	1	2.86%
11	Senior Software engineer	1	2.86%
12	Principal Software Engineer	1	2.86%
13	Senior System engineer	1	2.86%
14	Total	35	100%

Objective No.1: To be acquainted with the HR practices adopted by the association in a pandemic

The HR practices adopted by the association in a pandemic

Table No.6: Representation of the HR practice adopted by the association in a pandemic

S.No	Particulars	No of respondents	Percentage
1	Virtual on boarding	10	28%
2	E-Training	1	2.9%
3	E- recruiting	1	2.9%
4	All the above	23	65.7%
5	Total	35	100%

Employees are connected in a virulent disease

Table No.7: Representation of the workers are connected in a pandemic

S.No	Particulars	No of respondent	Percentage
1	By using virtual meetings	31	88.6%
2	By training and connect remote employees	3	8.6%
3	through games and quiz	1	2.9%
4	Total	35	100%

Objective No.2: To understand employee attitude on HR practices

Employee attitude towards recruiting

Table No.8: Representation of the employee attitude towards recruiting

S.No	Particulars	No of respondents	Percentage
1	Excellent	15	42.9%
2	Very good	15	42.9%
3	Good	5	14.3%
4	Total	35	100%

Employees perform well in the training period

Table No.9: Demonstration of the employee's do well in the training period

S.No	Particulars	No of respondents	Percentage
1	Neutral	4	11.4%
2	Agree	19	54.3%
3	Strongly agree	13	11.4%
4	Total	35	100%

Employees perform well to complete their targets in pandemic

Table No.10: Representation of the workers perform well to complete their targets in pandemic

S.No	Particulars	No. of respondents	percentage
1	Neutral	6	17.1%
2	Agree	15	42.9%
3	Strongly agree	14	40%
4	Total	35	100%

Is you satisfied with your employees' performance

Table No.11: Representation of is you satisfied with your employees' performance

S.No	Particulars	No. of respondents	percentage
1	Highly Satisfied	15	42.9%
2	Satisfied	19	54.3%
3	Neutral	1	2.9%
4	Total	35	100%

The compensation benefits provided to employees

Table No.12: Representation of the compensation benefits provided to employees

S.No	Particulars	No of respondents	Percentage
1	Insurance plan	7	20%
2	Performance bonus	4	11.4%
3	Both A and B	24	68.8%
4	Total	35	100%

Objective No.3: To study the collision of HR practices on employee behavior in a pandemic

Employees are comfortable with HR practices implemented during the plague

Table No.13: Representation of workers is comfortable with HR practices implemented during the plague

S.No	Particulars	No of respondents	Percentage
1	Agree	17	48.6%
2	Strongly agree	18	51.4%
3	Total	35	100%

Are employees works on project timelines being met consistently during pandemic

Table No.14: Symbol of employees works on project timelines being met consistently during pandemic

S.No	Particulars	No of respondent	Percentages
1	Always	20	51.4%
2	Sometimes	15	42.9%
3	Total	35	100%

Your employees coping with the pandemic work style

Table No.15: Representation of your workers coping with the virulent disease work style

S.No	Particulars	No of respondents	Percentage
1	Extremely Comfortable	12	34.3%
2	Comfortable	18	51.4%
3	Neutral	5	14.3%
4	Total	35	100%

Employee of your Team leaves the organization during pandemic

Table No.16: Representation of employee of your side leaves the organization during pandemic

S.No	Particulars	No of respondent	Percentages
1	Yes	18	51.4%
2	No	17	48.6%
3	Total	35	100%

You finds your employee working overtime

Table No.17: Symbol of you finds your employee working overtime

S.No	Particulars	No of respondents	Percentage
1	Yes	25	71.4%
2	No	10	28.6%
3	Total	35	100%

Table No.18: Representation of your team members actively participating in team building meetings and activities

S.No	Particulars	No of respondent	Percentages
1	Yes	32	91.4%
2	No	3	8.6%
3	Total	35	100%

Any factor show impact on employees' behavior

Table No.19: Representation of any factors show impact on employees' behavior

S.No	Particulars	No of respondents	Percentage
1	work environment	18	51.4%
2	Motivation	10	28.6%
3	Reward's	7	20%
4	Total	35	100%

Employee behavior will be affected by the HR practices

Table No.20: Representation of employee behavior will be exaggerated by the HR practices

S.No	Particulars	No of respondents	Percentage
1	Strongly Agree	15	42.9%
2	Agree	16	45.7%
3	Neutral	4	11.4%
4	Total	35	100%

Kind of problems faced by employees in pandemic

Table No.21: Representation of kind of troubles faced by employees in pandemic

S.No	Particulars	No of respondents	Percentage
1	Network issue	22	62.9%
2	Communication gap	8	22.9%
3	Unclear information	5	14.3%
4	Total	35	100%

Is there any change in employee behavior towards HR practices

Table No.22: Representation of any alter in employee behavior towards HR practices

S.No	Particulars	No of respondents	Percentage
1	Dissatisfaction	7	20%
2	Workforce	23	65.7%
3	Grievance	5	14.6%
4	Total	35	100%

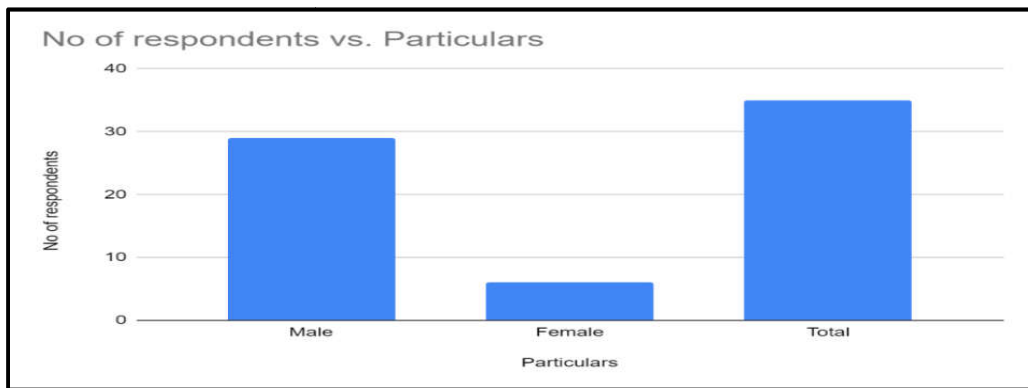


Figure No.1: Representation of gender wise classification

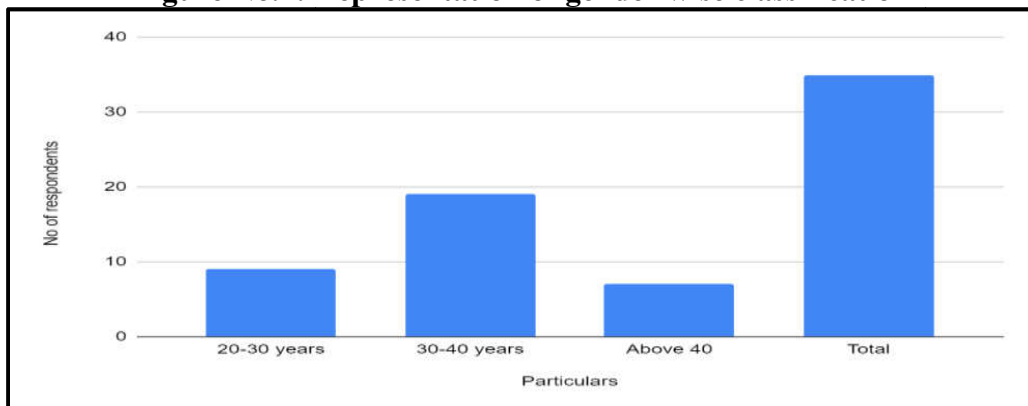


Figure No.2: Representation of age wise classification

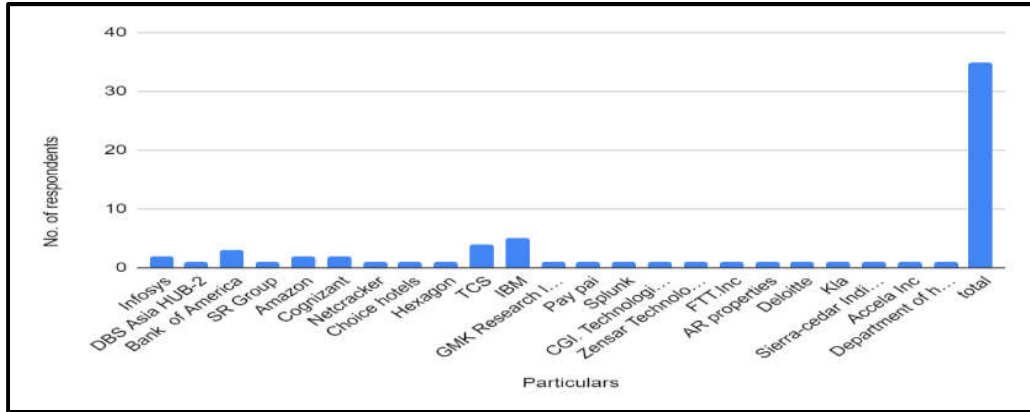


Figure No.3: Demonstration of company-wise

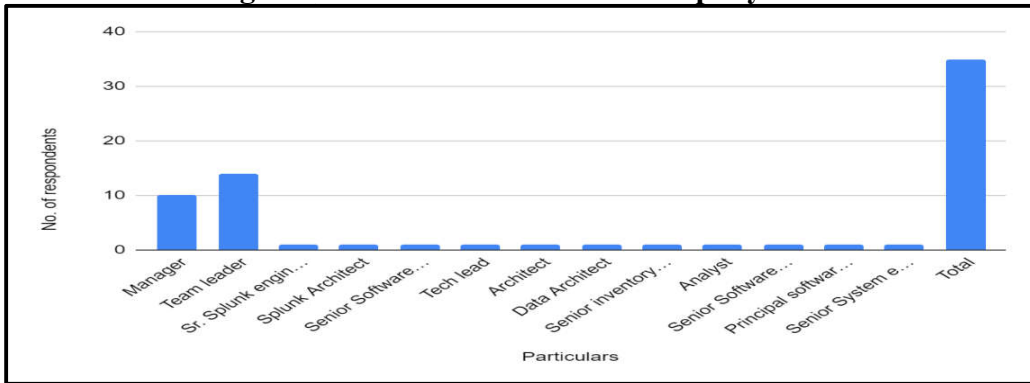


Figure No.4: Representation of position of employee

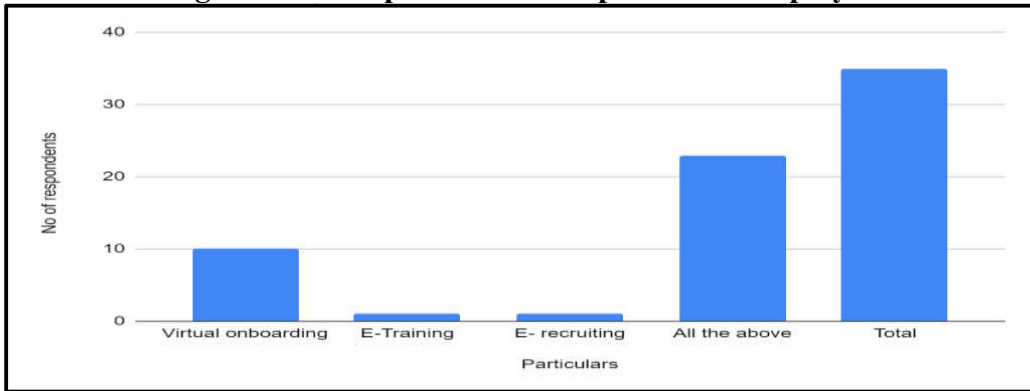


Figure No.5: HR practice adopted by the association in a pandemic

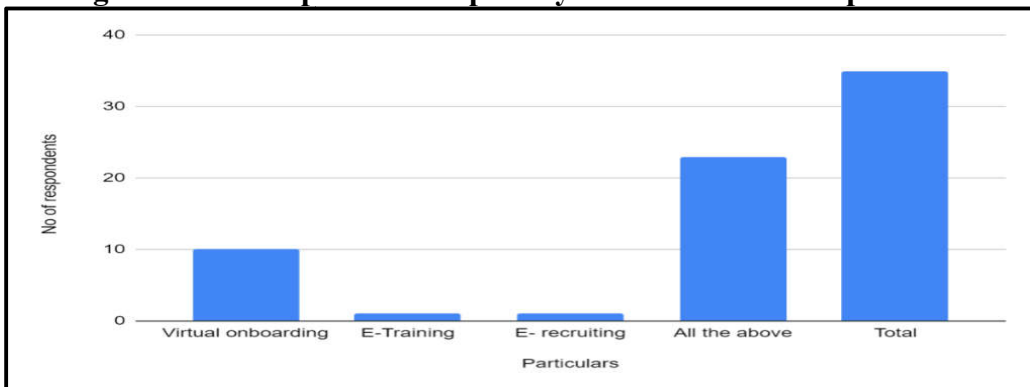


Figure No.6: Representation of the workers is controlled in a pandemic

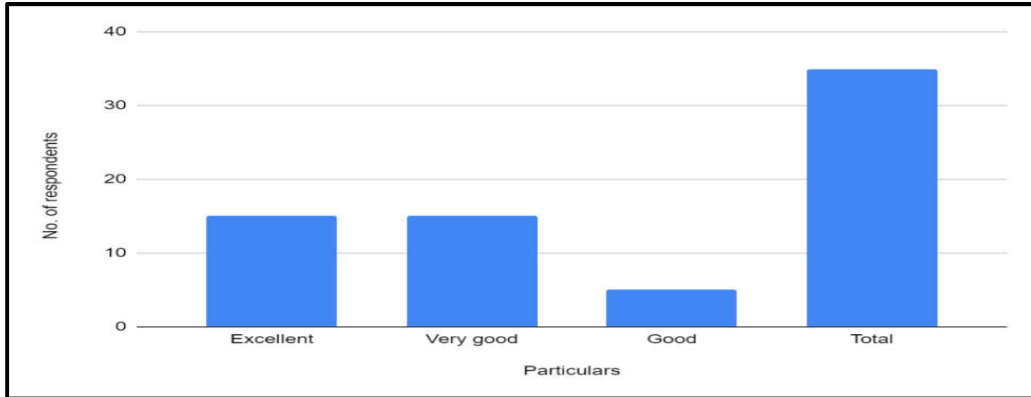


Figure No.7: Representation of the Employee attitude towards recruiting

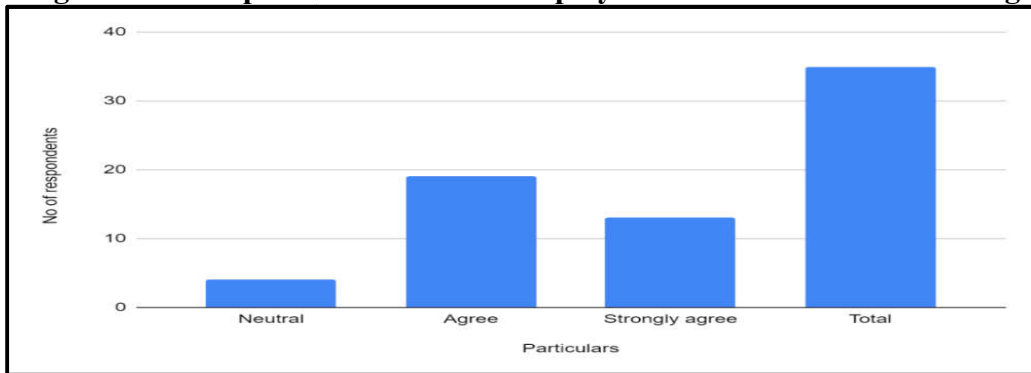


Figure No.8: Representation of employee's perform well in the training period

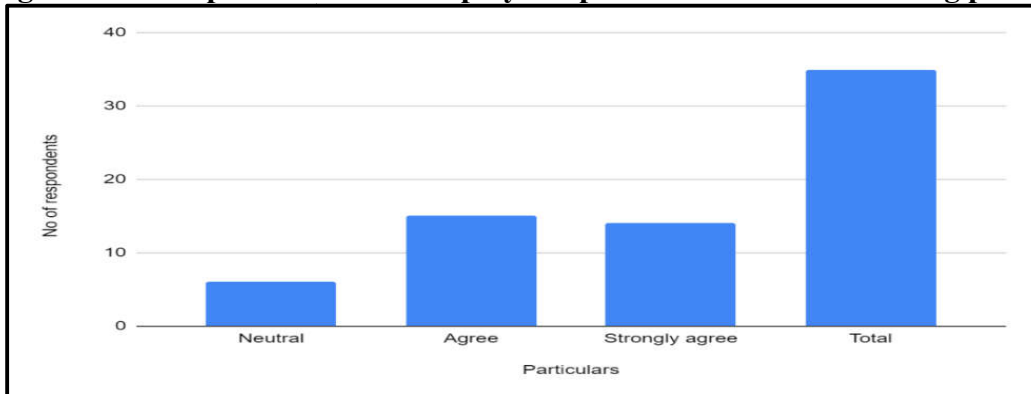


Figure No.9: Representation of employees perform well to complete their targets in pandemic

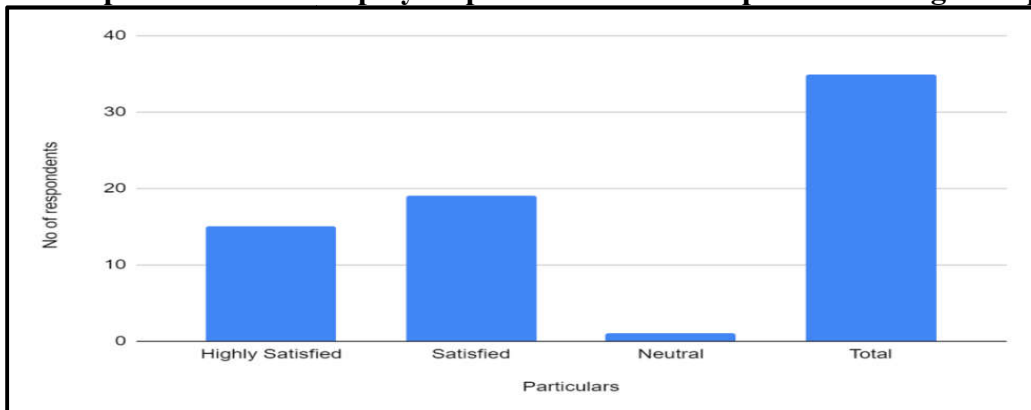


Figure No.10: Representation of is you satisfied with your employees' performance

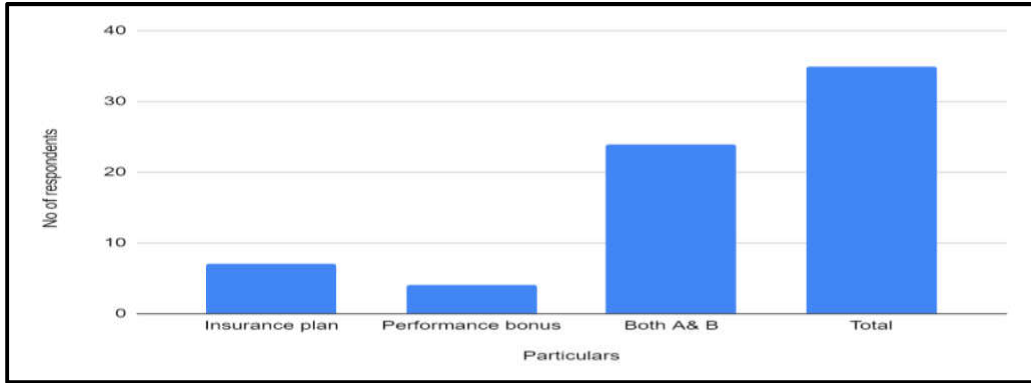


Figure No.11: Representation of the compensation benefits provided to employees

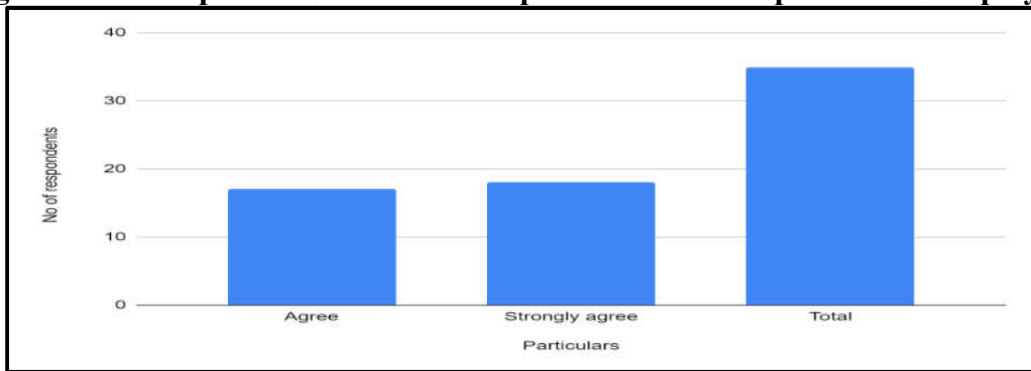


Figure No.12: Representation of employees is comfortable with HR practices implemented during the pandemic

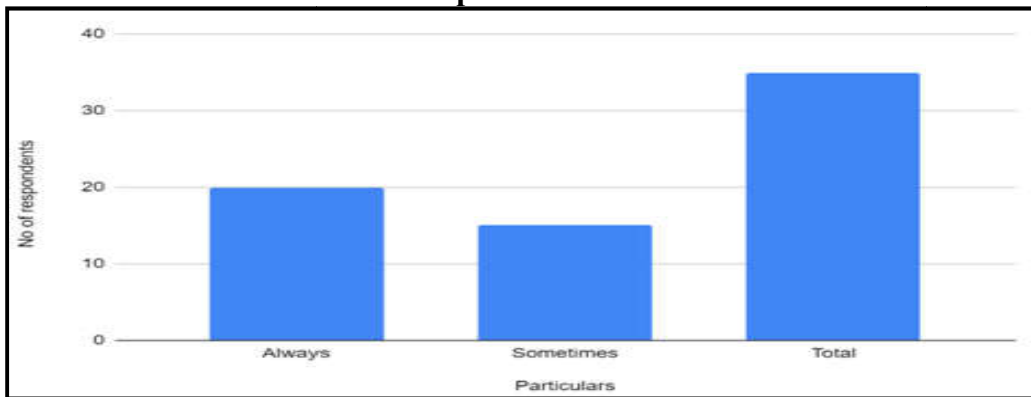


Figure No.13: Representation of employees works on project timelines being met consistently during pandemic

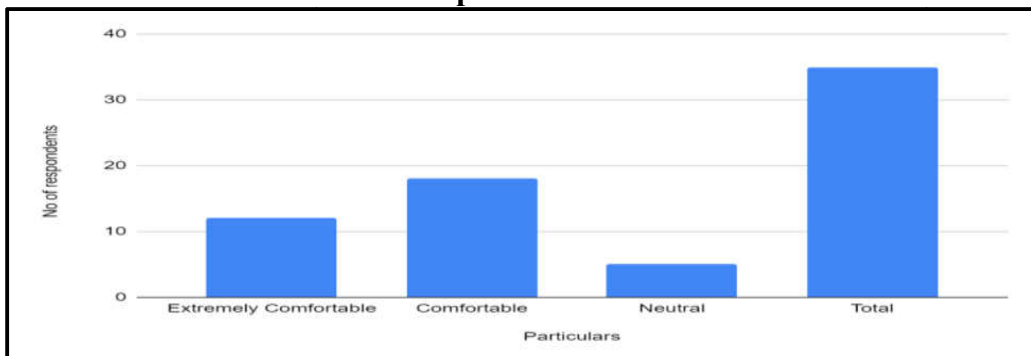


Figure No.14: Representation of your employees coping with the pandemic work style

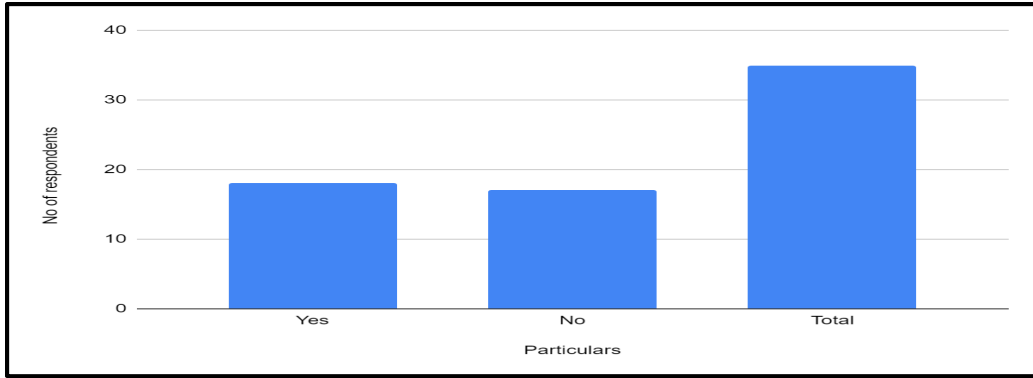


Figure No.15: Representation of employee of your Team leaves the organization during pandemic

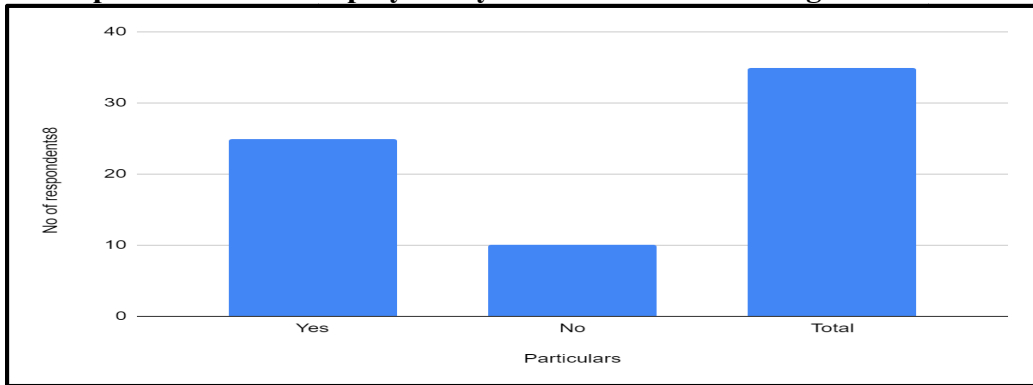


Figure No.16: Demonstration of you find your employee working overtime

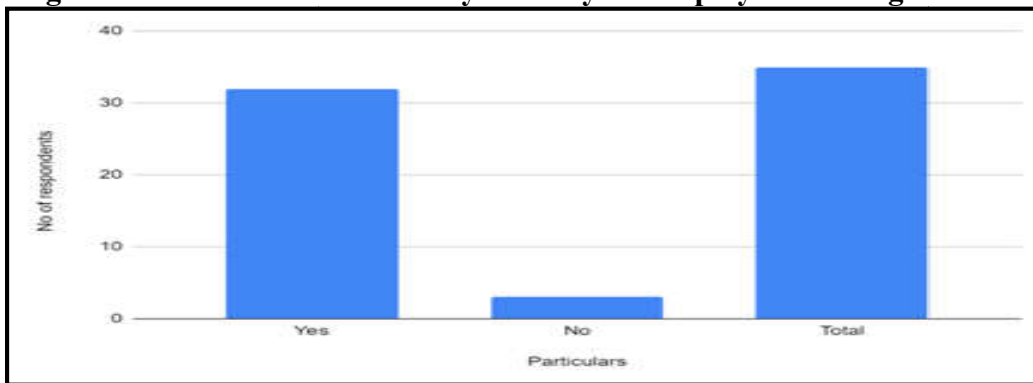


Figure No.17: Representation of team employees participate in any team building activities

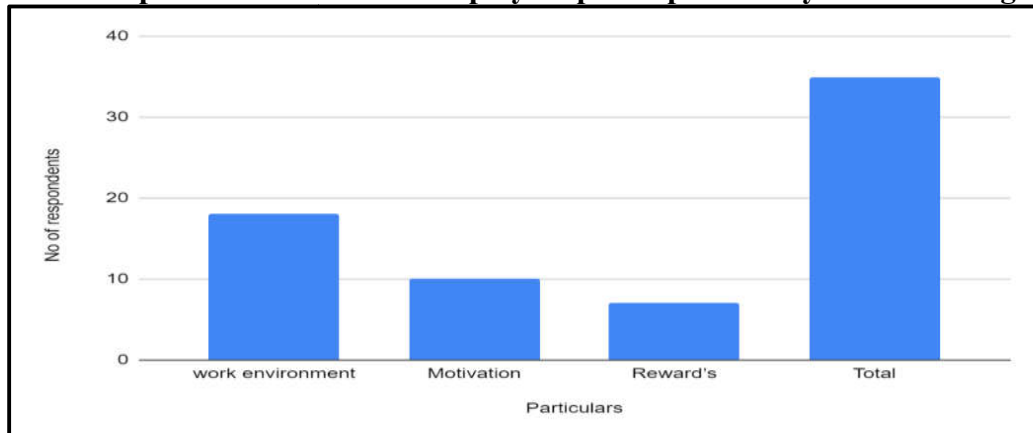


Figure No.18: Representations of any factor show impact on employees' behavior

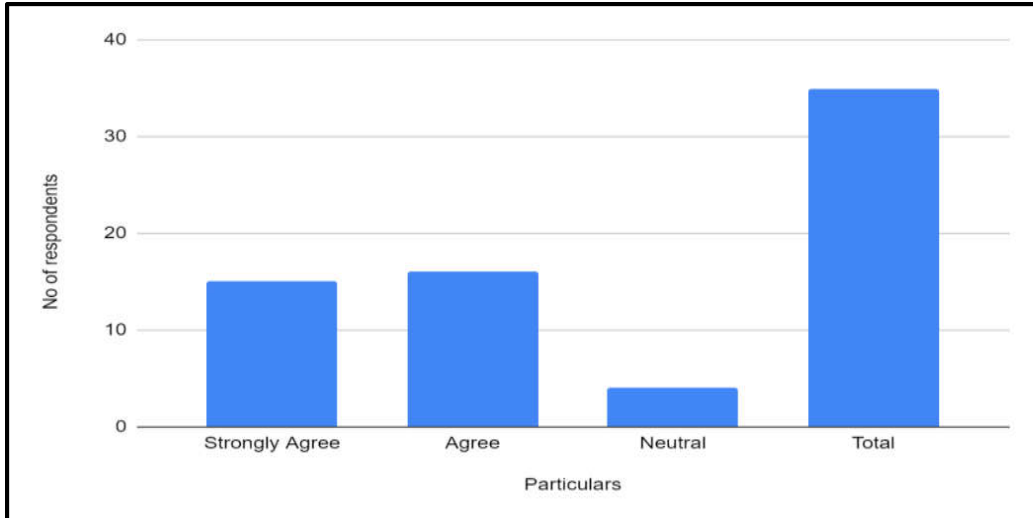


Figure No.19: Representation of employee behavior will be affected by the HR practice

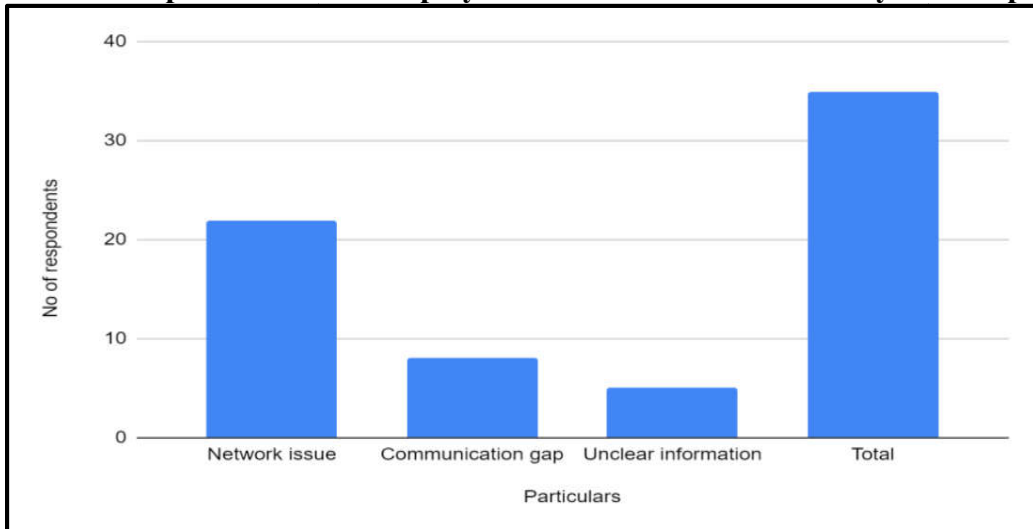


Figure No.20: Representation of kind of problems faced by employees in pandemic

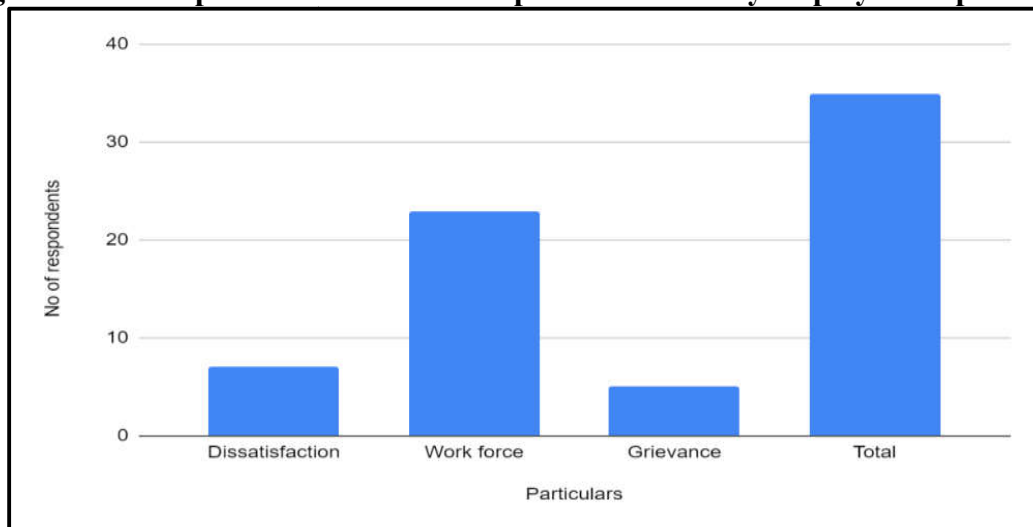


Figure No.21: Representation of any change in employee behavior towards HR practices

CONCLUSION

Measuring an employee's attitude and behavior indicates how successful the organization fosters a conducive environment that nurtures a good mood among employees towards their job and company. The Research shows that the workers are proud to be a fraction of the Organisation strongly consider in the institution's leadership. The Research establishes that most employees are content with the existing system, which shows positive attitudes among the employees. It is also concluded that employees can enhance skills for improved prospects, their work-related evils are solved timely, and they obtain enough recognition and respect in the association. The report also finds that employees believe the work procedure is too long and that internal communication is out of date. Nonetheless, they have tremendous regard for their company.

The attitude of an employee can impact their personal and professional life. Employees who labor in a supportive environment, have turn out to be more responsive to their managers, and satisfied with their job

The employee is a vital resource to the company. Employee performance determines whether the organisation succeeds or fails. As a result, firms are spending a lot of money on staff development. The identified essential factors are connected to employee attitude and behaviour.

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CONFLICT OF INTEREST

We declare that we have no conflict of interest.

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