



# **Human Resource Management in a Post-Epidemic Global Environment**

*Roles, Strategies,  
and Implementation*

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# Effective Employee Retention: Are Post-Pandemic Strategies Going to Change?

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### ABSTRACT

What are the main resources to run an organization? The answer is easy and quite obvious, organization's employees. Money is not the only thing required to run an organization. So an employee leaving the organization makes some sort of imbalance like pelting a stone in a static pond. Now in this pandemic situation, the major thrust area is employee turnover, but steadily another factor that also creates issues within the organization is effective retention of the skilled and knowledgeable employees. It became the major challenge an organization is facing postpandemic and there is a need to restructure their different policies in the new normal. As predicted by ASSOCHAM in a webinar that the biggest difficulty an organization faced is to retain their skilled employees. In this regard, one needs to focus on the new factors of employee retention, though classically, the major factors of retention remain the same but in new normal different new factors must influence employee retention. As well as one also needs to consider the job market of India. In some sectors, as predicted by different governance and monitoring bodies, the requirement of skilled employees became a major concern for the organization. So a sector-wise, analysis also needs to be

# *Canvassing Society*



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# Marginalization

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## Abstract

Marginalization is very common and pertinent topic in today's world. Marginalization is "a reciprocal process through which an individual or group with distinctive qualities, such as idiosyncratic values or customs, becomes identified as one that is not accepted fully into the larger group". In marginalization, people are blocked or denied full access to various resources, opportunities and rights that are normally available to other members of different groups. Here researcher mainly analyses seven research paper related with the social marginalization and social exclusion. Researcher papers which are evaluated in this study are done by Speer, P., Dey, A., Griggs, P. Gibson, C. et al. (1992). Sullivan, D. and Picarsic, J. (2012), Silver, Hilary. (1994)., Levine, M. & Perkins, D.V. (1997)., Haan, Arjan. (2009). And Bhalla, A. and Lepreve, F. (1997). In this research paper after selecting and analyzing all the papers carefully, researcher attributes and discuss about the marginalization and its related domains. Firstly, after analyzing researcher identifies different types of marginalization, namely, social, economic, political, educational and psychological marginalization. Secondly, researcher discuss about the causes of marginalization and social exclusion, those factors are Disaster, Migration or displacement, Globalization, Aggression – Direct and Passive and Prejudice and Stereotypical thoughts. After that researcher discuss about the consequences of marginalization at individual level and community level. Lastly, researcher discusses about some intervention strategies to reduce the social marginalization and social exclusion.

**Keywords:** Marginalization, Social Exclusion, Types of Social Exclusion, Factors of Marginalization.