

Original Paper

The Commitment of the Human Resources Department on Work
Ethics during the Corona Pandemic and Its Impact on the Job
Security of Employees
“Lebanese Ministry of Tourism and the Radisson Hotel as Case
Study”

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Abstract

The current research aims to analyze the impact of the corona pandemic on the job security of employees and discussed the commitment of the human resources department on work ethics. The population in this research targeted the hospitality sector in Lebanon through the ministry of tourism representing the public sector, and the Radisson hotel that represents the private sector. The data was analyzed and a comparison between the two sectors was shown with the repercussions of the Corona crisis, and the study showed that private companies did not secure job security for workers because they deliberately dismissed a large number of employees from work, and therefore there was no application of laws and a guarantee of workers' rights despite their existence. Here we faced another problem, which is the lack of application of laws in a period of crisis, while the public sector provided job security for employees, so there was no case of dismissal of the state employee, but the salaries remained the same, and thus job security was secured for the employee, but the public sector was not able to maintain on the standard of living of workers, their wages remained the same.

Keywords

human resources, work ethics, Corona pandemic, job security, employees

1. Introduction

It can be said that what the world is witnessing in terms of events and changes that accompanied the spread of the Corona epidemic, Covid-19, made the task of “human resources management” facing the most difficult challenge, and required new measures to be taken in managing this crisis by those in charge of managing human resources.

In addition to the crises afflicting the world as a result of the epidemic, large human resources departments-imposed interventions at their time in different countries, even if they were not similar, but what distinguishes the Corona crisis today is that it comes to unite millions of specialists around the world to solve similar crises for their workers and to impose new foundations for work after Corona crisis.

However, the saying “that the whole world has become in the time of globalization one village” had never been more expressive than it is in our days. The Covid-19 virus has spread from one neighborhood and covered the whole earth in record time, as if it had cut a road in this small village. Not only that, but the whole earth has one goal: Eradicating the virus, and all countries have come under the microscope to assess efficiency, as this is a country that succeeded in containing the disease and that failed, recording a sharp rise in deaths. We also see the race to attract the most qualified doctors, in addition to the various medical personnel. It is as if you were applying a lesson in human resource management to the whole earth.

Despite the different cultures, concepts, policies and procedures, human resources departments have adopted somewhat similar methods to face the crisis. Such methods include working remotely (from home), reducing working hours, changing working conditions and holding meetings via web technologies. Moreover, these methods guarantee successful conditions in preserving the productive labor force in this difficult period.

Here, the role of managers and officials in the various types of human resources departments appears in adopting a new approach in line with the requirements of the current crisis through five axes:

First: The Human Resources Manager, being a strategic partner at work, must focus on a deep analytical study of the current reality and a serious evaluation of the effects of the crisis on the company or institution.

Second: Communication with all employees is more than necessary at this delicate stage.

Third: Ensure that preventive measures are followed that promote a healthy work environment on the one hand, and the mental health of all workers, on the other hand.

Fourth: Training workers on the drastic changes imposed by the crisis in work conditions.

Fifth: Despite the severity of the crisis and the high percentage of deaths and losses incurred by all economic sectors, especially the service sectors, the director of human resources must be positive.

Sooner or later, man will overcome this deadly epidemic and all of humanity will triumph, and life will return to the whole earth as it was. However, the companies and institutions will emerge from this crisis losing, and there are those who will emerge victorious, preserving their workforce, raising their

performance and sufficiency, teaching them new ways in the face of risks, revealing in them their creative ability to overcome the unfamiliar, establishing more effective leadership methods and contributing with them to improving the local and global health system, as individualism does not win, but collective action remains the only way where all efforts are combined to overcome the crisis; the time is time to work ... and everyone matters...

2. Method

2.1 Problem Statement

The dependencies experienced by companies under Corona have made workers confused; some sectors have achieved job security for their employees, while some sectors have not achieved this job security for their employees by dismissing them from their work. We have noticed how many companies have reduced the number of their employees due to Economic conditions, and how there were new administrative cases and conditions in employee management that were due to this new epidemic, in light of these changes. This had a significant impact on employees and on human resources management in general, so in our research we addressed the following problem:

- What extent does the Human Resources Department achieve job security for employees through its commitment to work ethics in light of the Corona epidemic?
- What are the ethics of human resource management?
- What are the changes that stormed Lebanese companies due to the Corona epidemic?
- Was the management of human resources in the time of the Corona disrupted between the public and private sectors?
- Was there an adjustment by the human resources department in the companies to the changes occurring due to the Corona epidemic?

2.2 Significance of the Study

This research adopts the following approaches:

The documentary curriculum: The documentary curriculum combines three complementary meanings: collection, investigation and history, although it is possible to suffice in the context of the specific research with some of them without some, according to the nature of the research and its goal, which is to collect the parties or parts of a topic, and reconstruct them in a consistent scientific composition, after what was scattered. Between the references and sources of science.

The descriptive approach, which is based on accurate monitoring and follow-up of a phenomenon or event by a quantitative or qualitative means in a specific period of time, and depends on the classification of motives, needs, behavior patterns, levels of interest and preference, and then analyzing and interpreting them in order to arrive at accurate facts.

2.3 Research Population and Sample

The Radisson Blue Hotel: in the Verdun area of the capital, Beirut, is the thriving shopping district of Beirut. Our Beirut hotel is located close to the most attractive shopping street in the city, close to major malls and upscale stores, and is an ideal location for both business and leisure travelers.

Lebanese Ministry of Tourism: A tourism department was established around the thirties of the twentieth century within the Ministry of National Economy in Lebanon. The role of this department is limited to supervision. In 1948, the General Commission for Tourism, Summer and Winter (MOS) was established and enjoyed autonomy, meaning financial and administrative independence, similar to the French law that established the General Commission for Tourism in France.

Consequently, we will make a content analysis of the procedures that have been taken by the hotel administration and the Ministry of Tourism during the period of the Corona epidemic, and what steps have been taken by the hotel management to make matters work, whether in terms of procedures related to employees or workflow.

2.4 Research Variables

The independent variable: The corona epidemic.

Dependent variables: The human resource management in the public and private sector.

2.5 Research Objectives

- The issue of Corona epidemic and its effect on corporate management science.
- Knowing the consequences of the Corona epidemic on the Lebanese employees.
- Examine the issue of the impact of Corona on unemployment and suggest solutions.

2.6 Research Hypotheses

- There is a statistically significant relationship between successful human resources management and the specialists in its management.
- There is a statistically significant relationship between the emergence of the Corona epidemic and the weak production of some Lebanese companies.
- There is a statistically significant relationship between the emergence of the Corona epidemic and the reduction in job security in some Lebanese sectors.
- There is a statistically significant relationship between the existence of the corona epidemic and the high unemployment rate in Lebanon.

2.7 Literature Review

A series of studies on the impact of the Coronavirus pandemic, prepared by the Jordanian company Ipsos in 2020, which examined the effects of the Corona pandemic on small and medium-sized companies.

The study concluded that although companies appreciate the efforts made by the government to protect the overall economy in the Kingdom, they express concern and doubts about the effectiveness of government decisions related to addressing the immediate challenges facing their businesses.

Thus, small firms, along with manufacturing firms and service providers, were the most skeptical of the aforementioned government's efforts; Being the most affected and affected by this crisis. On the other hand, and given that Defense Order No. 6 allowed wholesalers and retailers to resume work according to specific preventive measures, a quarter of this group stated that this law solved many of their challenges.

In view of the sharp decline in revenues that companies have witnessed, they have high expectations of the required government interventions. Indeed, it expects these measures to be on a wider scale, to include tax exemptions, postponement of more payments, and greater support for loans, in addition to increasing spending to stimulate the economy. Moreover, since the highest costs incurred by companies are rent payments, they look to government measures to reduce this burden, to help them reduce their costs in the short term.

A study conducted by the United Nations "ESCWA", in 2020, entitled: "Coronavirus: The economic cost to the Arab region".

The study concluded the following results:

The Arab region is expected to record losses of no less than 42 billion dollars due to this epidemic, in addition to the expansion of this global epidemic in the countries of the European Union, the United States of America and other major economies, and as a result of the multiplier effects of low oil prices, it is feared that income losses will increase more and more in the Arabic region .

In addition to the fact that this spread of the epidemic could cause a severe decline in oil prices, and this decrease has intensified as a result of the oil price war, which led to the loss of oil revenues of nearly \$ 11 billion in the region. However, if oil prices remain the same, the region will lose approximately \$ 550 million a day, and although prices return profits to oil-importing countries, these are small gains compared to the losses of the exporting countries.

It is expected that the Arab region will lose at least 1.7 million jobs due to Corona in 2020 alone, as the Corona affects job opportunities in all sectors, especially the services sector, as a result of the practice of social distancing in the global arena, the services sector decreased by half. However, given that this sector is the main source of job opportunities in the Arab region, the dire effects affecting it will translate into large job losses.

Report issued by the United Nations Industry Development Organization, 2020, which is a guide for small, medium, and micro-enterprises.

The report has come up with the following results:

It is most likely that you did not expect the Corona pandemic to occur, as it either did not appear in the list that you prepare for the events that occur frequently, or you have never witnessed a pandemic that has any severe impact on your work before. Thus, how can anyone prepare for this type of epidemic? Such an event would have been counted in the "Very Low" section of the risk assessment chart, and it can be said that the risk assumes that the probabilities of any kind of risk can be statistically computed. Therefore, organizations of any kind, including medium, small and micro companies, are developing a

risk management system, so as to become more capable of defining risks and mitigating them effectively. However, it is understood that the purpose of risk management is to create and protect value, improve risk management system, improve performance, encourage innovation and support goal realization.

3. Theoretical part: Human Resources Management

3.1 Defining Human Resource Management

Human resources management can be considered as one of the most important administrative processes in the organization, as it is concerned with the human element that carries out its activities and all its projects. In addition to that, this element has a major role in achieving its goals, noting that it is an organizational process that deals with matters related to people working in the organization, such as their selection, appointment, and training, and other matters related to work affairs, in addition to the other dimensions that arise from their lives. However, it is worth noting that the skills that characterize the human element constitute a means to achieve continuous success. Besides, it is considered to have an important competitive advantage, because it cannot be imitated, and because its generosity is growing, in addition to that it is the engine of all other production factors.

The concept of human resource management the researchers' definitions of human resources management have varied, as the concept has moved in its traditional form of managing people to the concept it is now, and it reflects the complementarity and comprehensiveness between several functions harmoniously between them, such as planning, appointment, job evaluation, wages, and development. And other matters, and in the following some definitions that have been reached: Dr. Mustafa Nadjeeb Shawish defined it as: "The administrative activity related to identifying the project's needs of the workforce, providing them with specific numbers and competencies, and coordinating the use of this human wealth with the highest possible efficiency".

(Flippo) defined it as: "planning, organizing, controlling, attracting, developing, rewarding, integrating and maintaining human resources for the purpose of realizing objectives of the enterprise".

- The Importance and objectives of Human Resources Management are represented in the following points:
- Helping to provide an appropriate organizational climate for work, by motivating employees, which will positively affect their job satisfaction, and thus increase productivity.
- Taking interest in achieving the organization's strategic goals, by making use of the competencies present therein.
- Paying attention to employee training and achieving job stability, as well as wages and salaries to ensure increased productivity.
- Saving the high costs of the organization, which employees may incur if they are suspended from work, or if they are not granted promotions or bonuses.

- Achieving belonging to the human element, by setting up a fair system of wages, incentives, and caring for human relations in the institution.
- Achieving the highest possible productivity, through qualitative and quantitative planning of the human resources the organization needs.
- Maintaining work ethics, paying attention to behavioral policies, and opening the field for communication between management and workers.
- Provide support to executive directors in order to achieve the goals of the organization.

3.2 Functions of the Human Resources Management

The Human Resources Management has several tasks, including:

The human resources planning function: this function is concerned with making decisions regarding the use and development of human resources. In addition to that, it contributes to obtaining human competencies in the external or internal labor markets in the organization, noting that they help to reveal the strengths and weaknesses in the human resources available in the organization. Besides, it improves ways of dealing with workers, which leads to reducing costs and time to the least possible extent, in addition to improving decisions, by providing a large base of available data.

Job analysis and design function: As work analysis is an extension of its design; it begins at the end of the design that is its basis, and which also aims to define the characteristics of the work, which is a process aimed at collecting information about the organization's functions, and summarizing it after the completion of its analysis in the form of written foundations. To clarify its tasks, powers, and everything related to the institution in terms of matters, a process that aims to reach the following results:

- Work performance standards, by collecting information about jobs, and analyzing this information, which leads to a detail of these job or job standards.
- The job description in which the job objectives are defined, and the tasks required of the employee, whether physical or mental.
- Job specifiers that indicate the conditions that should be met by employees.

The function of attracting, selecting and assigning human resources: It is a process that aims to attract the largest possible number of competencies, by following a deliberate strategy that includes attractive programs that create motivation in human resources and increase their desire to work in the organization, and it is worth noting that this process must achieve a number of goals; In order to become effective, and among these goals:

- The ability to reduce the number of unqualified people applying for jobs in the organization, which leads to reducing costs wasted as a result of wrong choices.
- Achieving stability in human resources at a high level, by attracting people who continue to work for a long time.
- Attracting qualified competencies, which in turn contribute to reducing training costs later.

- Employing the appropriate numbers of employees in the institution, and at the least amount of costs.
- Adherence to the means of searching for appropriate competencies, and adherence to the specified legal procedures, which leads to the guarantee of legal, social and ethical responsibility.

3.3 Ethics of the Business Administration

Business ethics represents the set of beliefs, values and principles that govern an individual's behavior in making decisions and distinguishing between what is right and what is wrong. Ethics constitute the comprehensive framework through which one can judge actions and actions towards things and distinguish between right and wrong in light of the prevailing system of values and ethical standards. In society, work ethics can also be defined as a set of behavioral principles and values that govern the behavior of an individual or group in distinguishing between right and wrong.

In addition to that commitment to ethical principles and behavior at the level of the individual, the job, a specific profession or a group of business organizations is of great importance to various segments of society, as it leads to adherence to the principles of correct and honest work and if we want to indicate the most important benefits that can be obtained Business organizations, as a result of their commitment to the ethical perspective, it can be said that business ethics contribute to enhancing the good reputation of the organization in the local, regional and international environment because it has a positive impact on the organization. In addition, modern trends see that ignoring work ethics is a displacement towards narrow self-interest, while adherence to the ethical dimensions of work places it within the framework of enlightened self-interest and it is known that negative reactions to unethical behavior may arise from competitors, the government, and other groups of society and this It leads to damage to the reputation of the institution in the long run, in addition to that it may cost business organizations a lot as a result of neglecting to adhere to ethical standards, and here comes the unethical behavior that puts the organization in the face of many lawsuits and problems.

3.4 Human Resources Performance

Concept: Performance generally expresses all practical behavior performed by an individual, group, or organization. This behavior includes actions, actions and intentional movements in order to work to achieve a specific goal or goals.

The term individual performance implies three meanings; it can be a success, the result of the work, or the work itself. The individual satisfies the requirements of his job in terms of the quantity and quality of work submitted by him.

Performance means improvement:

One of the most important concepts of the current era is that strong competition and creativity do not only result from the use of modern machines and the attempt to reduce costs, but by using the most important source at all, which is the human resource. Their performance, the latter requires a holistic view that starts from the roots represented in business ethics, passing through continuous education and training, in the end, to provide a stock of professional skills in the organization.

Relation between business ethics and performance of the human resources:

Real performance is seen as the product of a number of interrelated elements without ignoring one of them, as business ethics represents the most important of these elements as the heart of performance evaluation (functional and organizational). Performance evaluation, the latter cannot be accurate, fair and reasonable without a proper formulation of business ethics in the organization by specifying the responsibilities, rights and main duties of each individual, as these ethics are viewed from the angle of duties and obligations.

Business ethics is related to the performance of people through the values that can be the legacies of the people themselves or from their organizations, as the relationship of ethics to values is limited in the fact that the latter is considered part of the first (ethics), as values express a set of rules and standards of behavior that enable the individual and the institution to Distinguishing between right and wrong and what is desirable and what is not desirable, as Max Schiller believes that ethics is an application of values to nature, as most organizations want their human resources to have a higher limit of values related to business ethics in order to achieve high quality and better performance.

The performance of the worker is consistent and consistent with his values. For example, people who hold the values of independence at work will work in a manner that achieves that independence, and if they are unable to achieve the material incentive of their value through work, the quality of performance will decline. The individual is similar to the values of others in the same work group, so that pushes him to interact with them in several positive ways, and thus his performance will rise and improve, and in return, the individual who sees that he is at odds in values with his group behaves in a different way and this feeling of difference always leads to conflict, and when it occurs conflict reduces the attraction to the group.

3.5 Management during Corona Pandemic

There are many changes that affected the management of human resources during the time of the Corona epidemic, the most important of which are the following:

First: Redrawing plans and strategies: It is natural that these major changes that occurred in the world were not expected or imagined by many when setting annual plans and goals. One of the most important steps required is redrawing and developing plans based on the new reality, especially since the end of the crisis is not clear and difficult to predict.

It goes without saying that the authorities work to reduce costs and cancel or postpone all that may be postponed from projects or commercial deals until matters stabilize or the future picture becomes clear.

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It goes without saying that the authorities work to reduce costs and cancel or postpone all that may be postponed from projects or commercial deals until matters stabilize or the future picture becomes clear. Second: Effective Communication: A governmental or private entity cannot succeed without collective action and integrated coordination. And to ensure that this is achieved in light of the social and physical distancing at the time of Corona, one of the administrative challenges is to achieve effective communication and digital convergence to ensure that the workflow is not affected. There is no doubt that digital meeting programs and applications will support efforts aimed at maintaining the highest possible level of productivity. Providing this digital infrastructure is an essential measure for many organizations. And my reading that these programs will be an essential part of the work culture in the post-Corona world.

Third: Internet Marketing: The current situation is an exceptional case for many parties to advertise on the Internet, especially with the expansion of the market size due to the presence of the public in homes, which creates a valuable marketing opportunity. The Japanese expert, Ogawa Tadahiro, states that Japanese companies were paying fifteen dollars to attract one customer via the Internet before Corona, while this cost decreased to only one dollar after the outbreak of the Corona crisis.

Given the difficulty of applying this method to everyone, however, each entity can use digital marketing in the appropriate way for it.

Maintaining the health and safety of employees and their families: It is natural to fully adhere to official government instructions regarding the Corona crisis. It is also nice for managers to try to respect time limits and work times in light of the spatial distance in order to preserve the psychological and mental health of the employee, especially with the spread of the phenomenon of work and communication 24 hours around the world under the current circumstances.

Fourth: Investing in employee development: Time is one of the most important resources that organizations have. And to ensure that this important resource is utilized as possible during this crisis, especially with the possibility of surplus time as a result of reducing the hours of movement between homes and workplaces, it is good to think of using these times to develop the capabilities of employees through e-learning programs remotely, as many training courses around the world are currently offered for free. This makes it a golden opportunity for employees to develop their skills and capabilities, especially if the departments take the initiative to motivate and encourage employees to do so.

In conclusion, let us remember that great challenges create new opportunities, and the secret of success is a flexible and wise management.

4. Practical Part of the Research

The analysis of the content in this research will be based on a comparison between the Lebanese Ministry of Tourism as one of the public sectors, and the Radisson Hotel as one of the private sectors in Lebanon, and then the comparison will be through many points and aspects in which all aspects related to employees are presented in the public and private sectors.

4.1 Content Analysis and Comparison between the Ministry of Tourism and the Radisson Hotel

Table 1. Comparison between the Ministry of Tourism and the Radisson Hotel

	Ministry of Tourism	Radisson Hotel
Sector	Public	Private
Employees	Minister General Director vice president Tourism Development Authority The Tourist Police Authority Tourism Equipment Authority Tourism Investment Authority	390 employees Includes administrative staff, food preparation, room service and reception Presence during the Corona period Exists and continues to work exists and continues to work The measures taken during the corona period none of the workers dismissed more than 190 employees dismissed
Wages	remained in the Lebanese currency (which lost more than ten times its value)	calculated in local currency, while part of the salaries was deducted
Market share	decreased by a large percentage due to the crisis, which has negatively affected the tourism sector in Lebanon	Affected negatively
Revenues	The majority of Revenues are contained in the Lebanese currency because it is the approved pricing for government transactions in the Lebanese state	Most of the Revenues in foreign currency (dollars) or in Lebanese currency, but according to the exchange rate linked to the black market and not the rate of the Central Bank of Lebanon.
Laws	There are job safety laws	There are job safety laws (but

most of them guarantee the rights of the hotel and not the employees)

Source: Prepared by researcher

4.2 Questions and Answers

- First question: What are the ethics of human resources management?

Business ethics is a set of beliefs, values and principles that govern an individual's behavior in making decisions and distinguishing between what is right and what is wrong. The prevailing ethics in society. Work ethics can also be defined as a set of behavioral principles and values that govern the behavior of an individual or group in distinguishing between right and wrong.

- Second question: What are the changes that stormed Lebanese companies due to the Corona epidemic?

The changes that entered the world of business administration were represented in the changes that took place, which at the beginning were in the lack of work, meaning the weakness of funding, and then there were major challenges associated with dismissing many workers from work, and this step collided with the existing laws that preserve the rights of workers, in addition to the associated challenges. The great decline in the value of the Lebanese currency, as salaries have become much less than their value, and the employee became in urgent need of an increase in his salary, or for the company to pay its salaries in foreign currency (dollars).

- Third question: Did the management of human resources differ in the time of the Corona between the public and private sectors?

After research, it was found that there is a difference between the public and private sector in dealing with the consequences of the Corona crisis, as private companies did not secure job security for workers because they deliberately dismissed a large number of employees from work, and therefore there was no application of laws guaranteeing workers' rights despite their existence. And here, we faced another problem, which is the lack of implementation of laws in a period of crises, and the public sector has secured job security for employees, so there was no case of dismissal for a state employee, but the salaries remained the same, and thus job security was secured for the employee, but the public sector could not Maintaining the standard of living for workers, their wages remain the same.

- Fourth question: Was there an adjustment by the human resources department in the companies to the changes occurring due to the Corona epidemic?

After research, it was found that the departments have adapted to the changes that occurred as a result of the Corona crisis, but this adaptation was at the expense of employees in the public sector, as the private sector resorted to layoffs and dismissal of a large number of employees, while the public sector kept the employees, but without improving their condition during the period Crises.

4.3 Research Results

- It has been shown through research that business ethics present a set of beliefs, values and principles that govern an individual's behavior in making decisions and distinguishing between what is right and what is wrong. Right and wrong in light of the system of values and ethical standards prevailing society. Work ethics can also be defined as a set of behavioral principles and values that govern the behavior of an individual or group in distinguishing between right and wrong.
- There have been many changes that have affected the world of business administration represented in the changes that took place, which at the beginning were the lack of work, that is, the lack of funding, and then there were major challenges associated with dismissing many workers from work, and this step collided with the existing laws that preserve the rights of workers. In addition to the challenges associated with the great decline in the value of the Lebanese currency, as salaries have become much less than their value, and the employee becomes in urgent need of an increase in his salary, or for the company to pay its salaries in foreign currency (dollars).
- It can also be said that there is a difference between the public and private sector in dealing with the consequences of the Corona crisis, as private companies did not secure job security for workers because they deliberately dismissed a large number of employees from work, and therefore there was no application of laws guaranteeing the rights of workers despite their existence. And here, we faced another problem, which is the lack of implementation of laws in a period of crises, and the public sector has secured job security for employees, so there was no case of dismissal for a state employee, but the salaries remained the same, and thus job security was secured for the employee, but the public sector could not Maintaining the standard of living for workers, their wages remain the same.
- The departments in the Lebanese institutions tried to adapt to the changes that occurred as a result of the Corona crisis, but this adjustment was at the expense of employees in the public sector, as the private sector resorted to laying off and dismissing a large number of employees, while the public sector kept the employees, but without improving their condition in the period of crises .

4.4 Research Hypotheses Testing

- The first hypothesis: There is a statistically significant relationship between successful human resource management and the specialists in its management.

After research, this hypothesis was found to be correct. Successful human resources, which are under the supervision of specialists, will be shown to be satisfactory and supportive of the institution.

- The second hypothesis: There is a statistically significant relationship between the emergence of the Corona epidemic and the weak production of some Lebanese companies.

After the research, this hypothesis was found to be correct, as the emergence of the Corona epidemic contributed to weakening some Lebanese companies because the companies' production decreased during the Corona period, and thus companies were forced to reduce the number of their employees and production.

- The third hypothesis: There is a statistically significant relationship between the emergence of the Corona epidemic and the reduction in job security in some Lebanese sectors.

After the research, this hypothesis was found to be correct, as the emergence of the Corona epidemic greatly contributed to reducing job security in some Lebanese sectors, and these sectors were only private, while the public sectors maintained that safety because they kept their employees, unlike the public sector, which spent a number of A large number of his workers to lighten the burdens.

- The fourth hypothesis: There is a statistically significant relationship between the existence of the Corona and the high unemployment rate in Lebanon.

After researching, this hypothesis was found to be correct, as the presence of the corona contributed to raising the unemployment rate in Lebanon, because the private sector in Lebanon has a large number of workers in all fields, and thus reducing the number of employees in the private sector means that there is a large number and from all fields. He lost his job, and since the general trend in the private sector is to reduce the number of employees, those who have lost their jobs will not be able to find another job, meaning they have become unemployed, and consequently the unemployment rate rises.

4.5 Recommendations

- Existence of oversight that implements laws guaranteeing the rights of workers.
- Establishing specialized committees to study the conditions of workers in the various sectors to find out the needs of each of them and work to achieve them.
- Informing employees of their rights by requiring all companies to announce this in the contracts concluded between them and employees, or through awareness campaigns on social media.
- Disseminating the laws governing the work of employees in Lebanon through traditional media such as television and newspapers. Text messages can be sent to the public of workers.
- Coordination with civil society institutions to ensure that the employee's main requirements are clarified and the results are presented to the concerned authorities in the country to address them and thus ensure the employee's living safety.

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