**Video Title:** What do you hope organizations learn about human resources management from the COVID-19 crisis?

**Video URL:** <https://www.youtube.com/watch?v=Wrj81qSJFIA>

**Running Time/Source:** 2:27, Willamette University-Professor Ashley Nixon /YouTube

**Close Caption Available:** Yes

This video contains a discussion by Professor Ashley Nixon of Willamette University in Organization regarding how the COVID-19 crisis has impacted human resources management, and what can be learned from the crisis with respect to the field of HRM. She discusses how many organizations in recent years have put an emphasis on HR "efficiency", and on how this emphasis has arguably left firms less "organizationally resilient" than observers might have thought etc. She notes that the crisis has brought about a "we're all in this together" dynamic for many organizations, including something of a shift away from workplace metrics/efficiency and towards viewing workers from a more "human perspective". She discusses the importance of treating employees with respect, and not per se micro-managing employees. She argues that such an approach will increase corporate effectiveness.

Questions:

1. What are some arguable examples where an employer might be "micro-managing" employees?

2. Why has there been such an increase on HR "metrics" in recent years?