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The Covid-19 Pandemic and its Impact on Logistics Employment: An Analysis of Job Losses and Hiring Trends" with Respect to Sunway Logistics

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Abstract

The purpose of this research paper is to understand the impact of COVID-19 on logistics employment and hiring trends of Sunway Logistics. This paper collects records from a retrospective view (from 2019-2022). The results are interpreted in terms of the factors following, Covid-19 pandemic, hiring trends, government policies, industry sectors, and Socio-economic factors. Based on convenience sampling techniques in interpretive research, this study collected primary data via semi structured interviews, interviewing employees and partners from the above-mentioned firm that operates on a global scale.

Keywords: Covid-19 Pandemic, Logistics employment, Hiring trends

INTRODUCTION

The COVID-19 pandemic has had a significant impact on various sectors of the economy, including logistics employment. The pandemic has disrupted global supply chains, affecting the demand for logistics services, and consequently leading to job losses in the industry. The logistics sector has faced challenges in meeting the increased demand for essential goods, while at the same time adapting to the changes brought about by social distancing requirements and the need for contactless delivery.

Sunway Logistics is a logistics company in India, and the pandemic has affected its operations, especially with the various lockdowns and restrictions that have been implemented in the country. An analysis of the impact of the pandemic on Sunway Logistics can provide insights into the challenges faced by logistics companies in the region and the measures they have taken to mitigate the impact of the pandemic on their operations. With respect to Sunway Logistics, there is a need for an analysis of job losses and hiring trends in the context of the COVID-19 pandemic.

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The COVID-19 pandemic has impacted on logistics employment, with job losses and hiring trends being major concerns. This study with respect to Sunway Logistics provides valuable insights into the challenges faced by the logistics industry in the context of the pandemic and the measures taken to adapt to the changing environment.

PROBLEM STATEMENT

The COVID-19 pandemic significantly affected the logistics industry, and the extent of its impact on logistics employment in the context of Sunway Logistics remains unclear. There is a need to understand the challenges faced by Sunway Logistics due to the pandemic and the measures taken by the company to mitigate the impact on its operations. By analyzing the job losses and hiring trends in the logistics industry, this study can provide insights into the effects of the pandemic on the logistics sector and the measures taken to adapt to the changing environment.

RESEARCH OBJECTIVES

1. To understand the relationship between various factors affecting employment logistics industry.
2. To understand the adaptability of the firm's hiring trends as a result of the covid-19 pandemic.
3. To identify the significant factor that impacts on job losses in logistics industry.

REVIEW OF LITERATURE

1. **Increasing demand for logistics technician in business world and rising trend of logistics programs in higher vocational schools: Turkey case- Ramazan Erturgut (April 2011)**

To tell the basic concepts and problems of logistics and teach the resolution methods regarding these subjects to the students, To ensure developing individuals that know how to observe logistics subjects such as transportation, storage, carriage from scientific perspective, the problem solving techniques and will be contributing to the sector, To develop qualified personnel that are prepared for the changing and improving conditions of Turkey and will work in every fields of the sectors as he/she has graduated. Content analysis model was used along with descriptive statistics to interpret the data. Results showed that the logistics programs developed rapidly, but have sides open to develop.

2. **How did Covid-19 Affect Logistics Job Vacancy Postings- Ramazan Erturgut, Ramazan Erturgut (June 2021)**

This paper discusses on how will this disease affect the logistics job? Did COVID-19 have an impact on this decline? Is it possible to observe the decline in logistics job vacancy postings? If so, in what aspects this effect will be? This is an empirical study which uses content analysis model to interpret the collected data. Qualities and characteristics of logistics companies need workforce. Information and communication technologies have emerged in many sectors. Enterprises have to use the latest technology in their processes and activities to survive in the competitive market, to make a profit to continue their actions and not to fall.

3. **Logistics and Supply Chain Around the World- Jyotirmoyee Bhattacharjya, Sonali Tripathi, Arda Gezdur, Catherine Sutton-Brady, Michael Bell (October 2022)**

This paper uses an empirical study to review recent developments, long term impacts and opportunities for growth in the context of this sector. From a single-mode model towards multi-modal logistics to reduce costs and dependence on any one mode. It concludes by synthesizing key takeaways and reflecting on the future of the sector.

SCOPE OF THE STUDY

The scope of the study is to analyze the impact of the COVID-19 pandemic on the logistics industry, with a focus on Sunway Logistics. It examined the hiring trends in Sunway Logistics during the pandemic, and the strategies used by the company to dodge from the effects of the pandemic. It also compares the findings with industry trends and best practices in managing logistics employment during the pandemic. The findings of this study can be used by logistics companies and policymakers to develop strategies to manage the impact of the pandemic on the industry and ensure its long-term sustainability.

RESEARCH METHODOLOGY

The impact of COVID-19 on logistics employment and hiring trends of Sunway Logistics is attempted in this study. Convenient sampling method is used to collect the samples. 30 responses were collected from the employees and partners of the firm. Independent factors are Covid-19 pandemic, government policies, and socio-economic factors. Dependent factors are Hiring trends of the firm, industry sectors, Logistics. Independent Sample T-test, Chi-square and ANOVA are the research tools used in this research.

HYPOTHESIS

1. **H₀₁** - There is no significant difference between designation and Familiarity with logistics industry's employment trends.
H₁₁ - There is significant difference between designation and Familiarity with logistics industry's employment trends.
2. **H₀₂** – There is no significant difference between age of the respondents and job losses during the pandemic
H₁₂ - There is significant difference between age of the respondents and job losses during the pandemic
3. **H₀₃** – There is no significant difference between the Covid-19 pandemic and Logistics employment
H₁₃ - There is significant difference between the Covid-19 pandemic and the logistics employment
4. **H₀₄** – There is no significance difference between gender and income level of the respondents
H₁₄ - There is significance difference between gender and income level of the respondents

ANALYSIS WITH INTERPRETATIONS

Strategies implemented to help the logistics industry recover from the effects of pandemic

- 1) Remote working for employees
- 2) Electronic mode of document submission to necessary stakeholders
- 3) Laying off unnecessary workforce
- 4) Reduction of remuneration to a certain extent for the existing workforce

Table 1: Results on strategies of Sunway Logistics

		Strategies			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	3	10.0	10.0	10.0
	Agree	22	73.3	73.3	83.3
	Neutral	3	10.0	10.0	93.3
	Disagree	2	6.7	6.7	100.0
	Total	30	100.0	100.0	

Interpretation

It is observed from the above data that 10% of the respondents have strongly agreed, 73.3% of the respondents have agreed, while 3% and 2% of the respondents have selected neutral and disagree respectively.

Designation (Sunway Logistics) and Familiarity with logistics industry’s employment trends

Table 2: Results

		Independent Samples Test									
		Levene's Test for Equality of Variances		t-test for Equality of Means							
		F	Sig.	t	df	Significance		Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
						One-Sided p	Two-Sided p			Lower	Upper
Familiarity with the Logistics industry's employment trends	Equal variances assumed	1.284	.267	1.202	28	.120	.239	.577	.480	-406	1.560
	Equal variances not assumed			1.297	4.215	.131	.261	.577	.445	-634	1.788

Interpretation

P value is 0.239 which is greater than 0.05, null hypothesis is accepted. Therefore, there is no significant difference between designation and familiarity with logistics industry’s employment trends.

Age and Job losses during the pandemic

Table 3: Results ANOVA

ANOVA					
Job losses during the pandemic					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.667	3	.556	1.852	.163
Within Groups	7.800	26	.300		
Total	9.467	29			

Interpretation

P value is 0.163, which is greater than 0.05, null hypothesis is accepted. There is no significant difference between age of the respondents and job losses during the pandemic.

Covid-19 pandemic and Logistics Employment

Table 4: Results of correlation values

Correlations			
		The COVID-19 pandemic	Logistics employment
The COVID-19 pandemic	Pearson Correlation	1	.736
	Sig. (2-tailed)		.209
	N	30	30
Logistics employment	Pearson Correlation	.236	1
	Sig. (2-tailed)	.209	

Interpretation

Using correlation test, it was found that p value is greater than 0.05, Null hypothesis is accepted. The correlation coefficient lies between 0.7 and 1, therefore, there exists a strong positive correlation between the covid-19 Pandemic and the Logistics employment.

Gender and Income level of the respondents

Table 5: Results of chi-square test

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	7.504 ^a	4	.112
Likelihood Ratio	8.755	4	.068
Linear-by-Linear Association	.333	1	.564
N of Valid Cases	30		
a. 9 cells (90.0%) have expected count less than 5. The minimum expected count is 1.30.			

Interpretation

Using chi square test, it was found that p value is greater than 0.05, which shows that null hypothesis is accepted. Therefore, there is no significant difference between the gender and Income level of the respondents. It shows that gender creates an impact on the income level of the respondents.

LIMITATIONS OF THE STUDY

- Sample size: The study's sample size may be limited, depending on the number of employees who agree to participate in the study. A smaller sample size may not be representative of the entire population, and the findings may not be generalizable.
- Target population: The research study undertaken has its findings, interpretations, inferences and implications restricted only to Sunway Logistics. Therefore, the sample size may not be generalized for the entire logistics industry sector, and the findings may not be generalizable.
- Retrospective research: The study was conducted for specific time frame. Therefore, the results may not reflect the evolution of logistics employment, including hiring trends, and its impact over a more extended period.
- Self-reporting bias: Participants may not accurately report their understandings towards the research subject, either intentionally or unintentionally, which could affect the validity of the study results.

FINDINGS OF THE STUDY

- From table 1, it is observed that majority of the respondents have agreed to the above-mentioned strategies that has been implemented to recover from the impact of the Covid-19 pandemic.
- From table 2, we could infer that designation of the respondents in Sunway Logistics has impact over their familiarity with the logistics industry's employment trends.
- From table 3, it is observed that age of the respondents has impacted the job losses during the pandemic. Therefore, age of the respondents has played an important in facing job losses during the pandemic.
- From table 4, it is evident that the Covid-19 pandemic has made a significant impact over the logistics employment. Both the factors have a strong positive correlation between them.
- From table 5, we observe that gender of the respondent has impacted their level of income.

CONCLUSION

The majority of the respondents have agreed to the fact that they have implemented the strategies that has been asked upon to them which includes, remote working for employees, electronic mode of document submission to necessary stakeholders, laying off unnecessary workforce, reduction of remuneration to a certain extent for the existing workforce.

The designation of the respondent in the firm decides on their level of understanding with the industry's employment trends. It is also evident from the study, where it reveals that partners of the firm have a better understanding with the logistics employment trends than its employees.

The age of the person has made significant impact in the amount of job losses during the pandemic. People with less experience and knowledge about the logistics industry faced the difficulty of job losses.

The Covid-19 pandemic has made a high significant impact on the logistics employment. The pandemic has affected the employment in this sector which has created a situation of job

losses. Therefore, the Covid-19 pandemic has been the most significant. The gender of the respondent has had a substantial impact in determining their level of income. This shows that there is still difference in the level of pay between men and women, which has to be changed.

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