

COLLEGE STUDENTS COVID-19 PANDEMIC ONLINE LEARNING/ WILL THERE BE A TRANSITIONAL PERIOD OF IMPACT OF THEIR ENTRANCE TO AN EVOLVING ONSITE BUSINESS WORLD

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ABSTRACT

The COVID-19 pandemic has changed the way that all businesses go about conducting their business. In the educational forum, colleges and universities quickly made the switch to an online learning environment. Thereby, leaving students with the need to adjust to this Online environment.

Negative effects of this were the lack of ability to build relationships with colleagues. While the positive effect was there was no need to travel (Bieńkowska, Koszela, Sałamacha, Tworek, 2021.)

Many organizations face the same challenges which has caused the need for them to re-design jobs. Likely, these changes such as a move to the hybrid more will persist for a long time (Bieńkowska, Koszela, Sałamacha, Tworek, 2021.) More hybrid/remote work arrangements have proven that many employees can work from just about anywhere (Reidy, 2022).

Over the past few years, there has been a move towards an Online Hiring process causing a faceless hiring process. College hiring is one area where this has had a strong influence (Gurgaon, 2022). The ability to do so has hastened the process, alleviating the need to conduct on and off campus recruitment (Gurgaon 2022).

Though it is difficult to predict whether these current organizational changes will last. There is an importance to understand how college students that lived through the online educational world will be affected by the way that organizations choose to conduct their business operations.

There is a need to understand that students who were overwhelmingly taught Online during the pandemic will be affected by a transitional period for the students. During the pre-pandemic time, college students were used to Onsite classes and Onsite jobs.

The focus will be important to see that students would be comfortable moving into a job as Onsite if their prior pandemic education was predominantly Online.

This will be a qualitative study that will measure student response across the globe. The intention is for the workforce to have a better understanding and prepare for future students' arrival.

Key Words: College Students, Workplace, COVID-19, Graduating, Onsite