

Managing People

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Executive Summary

GreenCo company is one of the leading manufacturing companies that produce and sell agricultural equipment. A detailed knowledge of the flexible working procedures has been devised in this report. Considering this, the implementation of a flexible working process in the GreenCo company has been discussed in this report. Along with this, strategies regarding the implementation of this system have been included in this report. The ways the pay structure can be reconfigured using flexible working processes have been observed in this report. Different strategies including employee analysis and giving a clear view of the company's mission and vision have been included in this report.

Introduction

GreenCo is a manufacturing company that produces and sells agricultural equipment in the market. The concept of a flexible working strategy will be discussed briefly in this report. Along with this, the importance of flexible working and the way this strategy is used in GreenCo will be discussed in this report. Benefits of flexible working include credible recruitment, enhanced employee retention, uplifted employee engagement and increased productivity will be included in this report. Considering factors of implementing flexible working and reconfigured paying structure will be discussed in this report. Considering this, strategies and recommendations for the development of GreenCo will be included in this report.

Concept of flexible working strategy

A flexible working strategy prioritises the employee's needs despite following the rigid working culture of the company. This working strategy mainly emphasises supporting their employers and making their working experience more flexible (Oysther, 2023). This also includes location-based working options such as working from home, time-based work and also taking necessary measures to control the employee policy. A flexible working strategy allows the employees as well as the organisation to make a balance between professional and personal life. This strategy in the present-day scenario gains more attention as this gives a positive impact on the employer's branding and employee retention also (Ccohs, 2023).

Benefits of applying a flexible working strategy in GreenCo

Credible recruitment

Flexible working strategies stimulate the recruitment of highly skilled professionals around the globe. Professionals from various fields and even freshers also expect to join GreenCo from any part of the country. GreenCo's Human Resource Management team is concerned about its members and provides the best flexible framework to them while controlling and monitoring the working quality of the employees. Making new work schedule according to the employee's favour and taking necessary technological practices to support their workforce is the priority of GreenCo. Human Resource Managers thus play an essential role in recruiting employees, scheduling the workforce, and providing appropriate payments and benefits (Umich, 2023).

Enhanced employee retention

A way to retain experienced and skilled employees is provided by Flexible working. GreenCo company's Human Resource Management team takes necessary steps to retain their employees by providing them with flexible working hours. Many skilled professionals are sometimes unable to maintain regular transportation to the office thus, flexible working strategies give them a chance to do the work from their favorable environment. This, in turn, reduces the cost of recruiting new employees and training the employees. Apart from this, the Human Resource Manager also accommodates the employees and rewards them for their productivity thus keeping them motivated to be attached to the company (Join, 2023).

Uplifted employee engagement

This working strategy reduces the stress on the employees as the organisation uses flexible work schedules to support their employees' needs and necessities. Thus, these working practices also help to attract more employee loyalty, making them focused and satisfied with their work. In relation to this, adopting flexible working strategies brings dynamics and more potential employees to meet their goals as well as the firm also meets their vision and objectives. GreenCo's Human Resource Manager monitors that there is less tendency of sneaking out tendency among the employees as they are working according to their adjustable schedule and timing.

Increased productivity

The flexible working strategy also increases the productivity of the employees as they are working from their known environment. This in turn enhances the productivity of the employees and increases the annual revenue earning of the company. Flexible working adds to the ability to meet the service's goals of GreenCo. The organisation also gets extended support and service hours as the employees are working either remotely or on a part-time basis. The Human Resource Manager also sets different working shifts to allow the employees to work efficiently which indirectly increases their productivity and collaborating power with other employees of the company.

GreenCo's Human Resource Department

GreenCo's Human resource departments deal with the recruitment of new employees and retention of old employees in the company. Apart from the whole process of advertisement, interview and training of the candidate is done by the Human Resource Manager along with its management team. The Human Resource department of GreenCo tries to safeguard the employee position in the organisation and also takes measures to maintain a good organisational culture in the firm. In relation to this, as GreenCo is a manufacturer and sells company of agricultural equipment the Human Resource Manager also scheduled client meetings and operations for the organisation daily.

Considering factors regarding implementation of flexible working in the employee workforce

Communication

Communication is one of an essential considering factors that stabilises flexible working in an organisation. This helps Human Resource Management team to make the necessary arrangements to build an effective communication strategy. This is important for the Human Resource Manager to consider the fact that effective communication is needed while providing a flexible working schedule to their employees. Apart from this, to avoid the chances of miscommunication, especially while collaborating with the team members as they are not physically present at the organisation. The Human Resource Management of GreenCo must set a specific channel and platform for communication for easy team working as well as individual work.

Scalability of the employees

Providing a central hub for the training of the recruit is one of the important considering factors. GreenCo company along with its Human Resource Department must include digitalise training processes to ensure employee scalability. They must introduce the use of a central hub that enables the employee the platform from different sources like desktops and laptops. This in turn helps the organisation to provide training material easily to their remotely working employees. Virtual reality is one of the most used and relevant technology to enhance their employee's learning experience and thus the organisation facilitates the scalability of the employees (Pavlou, 2022).

The infrastructure of the working process

The Human Resource Department of GreenCo takes into account the importance of building the infrastructure for a flexible working process. The Human Resource Department tends to plan a framework to schedule the working times and responsibilities. Thus, the department provides the necessary resources to its employees so that they can acquire the resources and increase their productivity. The Human Resources Manager must evaluate the factors that influence the employees to maintain the work culture in GreenCo. Thus, letting the employee know about the rule and regulations of the company and the ways the company has maintained its rules and regulations.

Monitoring of work

Monitoring the work of the employees and guiding them with the proper strategies is a must to regulate within a company. The Human Resources Department along with the Human Resource Manager must monitor the attendance of the employees and should take into account the real numbers of the GreenCo. As well as the manager must count the part-time workers' every detail and work structure to keep an eye on every aspect of the employee's job profile. This in turn increases the productivity of GreenCo as well as the employees. Managers should encourage the workers for their hard work and give them rewards to keep them motivated (Angelici, 2023).

Reconfiguration of pay structure

Time rate system

The time rate system simply means giving remuneration to the employees according to the time they spend on their work. This indicates that the time rate system deals with the time of work, days of work and specific wages for the respected work. This is one of the oldest methods that GreenCo follows for its part-time workers. As it eases the procedures of employee payment structure. After applying flexible working strategies, it is mandatory to differentiate the paying structure according to the employee segments thus, the Human Resource Manager takes this method for their employee who works remotely for GreenCo.

Piece rate system

The Human Resource Management Department also provides a piece rate system for their employees (Smallbusiness, 2019). The piece rate system usually defines as a method of payment to workers based on the quantity of the work they have produced. The Human Resource Manager follows this system as this helps to reduce the overhead cost of the GreenCo company. As well as the manager gets a chance to evaluate the efficiency and productivity of the employee and helps them to acknowledge the employees' hard work and dedication. Thus, giving them rewards and salary hikes is one of the best reconfiguring the pay structure for GreenCo.

Strategies for employee engagement while implementing flexible working

Establishment of communication procedure

Communication is the key strategy to increase the productivity of the organisation. GreenCo must ensure strong communication procedures to strengthen its workflow (Forbes, 2023). The Human Resource Department of GreenCo should adopt a flexible online platform where they could help with their meeting as well as the training of the new employees. Additionally, the regular checking of the work via weekly and monthly meetings as the employees are working remotely as well as many are doing part-time work for the organisation. Taking this measure can enhance the working culture of GreenCo and this also increases the productivity of the employees. The Human Resource Department should use the data protection act ethically to keep their employee's information secure and safe. In relation to this, making strong communication with the employees results in increased productivity with the help of flexible working culture (Adurolife, 2022).

Ensuring consistency

Consistency is a measurable problem when offering a flexible working option to the employee. Thus, the organisation makes sure that the employee remains consistent, maintaining the working behaviour and working culture. Thus, GreenCo needs to train its managers for making their employees consistent while working flexibly. This helps the manager to understand the expectation of the employees and as well as make the employees aware of the company's objectives. The manager must track the working hours, working days and keep track of employee attendance so that GreenCo can evaluate the consistency of the workers. Considering this,

GreenCo can take measures to ensure the consistency of the employee and hold personal meetings to know about their problems and causes of inconsistency. Along with this, giving opportunities for employees to work autonomously will build trust between the employee and the company thus increasing the consistency of the employee (Randstadrisemart, 2023).

Adhering productivity metrics

Flexible working with enhanced productivity metrics is required to sustain the business in the market. Monitoring accountability and empowerment through maintaining the data metrics of the employees is important to improve the efficiency of the remote working facility. Assessing the performance of the employees is a mandatory requirement to maintain better communication and enhanced productivity of the employees. GreenCo should give the employee a clear view of their activities and goals to make the employees accountable. Along with this, GreenCo and its Human Resource Department through their Manager must clarify the meaning of productivity to them and the expectation of the company to their employee. Once this is determined the managers proficiently can assess the employee and the employee also become productive with respect to the company's view.

Recommendations

Employee analysis

It is highly recommended that GreenCo conduct an employee analysis through the employee stability index. This will let them gain knowledge about the employee retention rate in the company. This, in turn, helps them to understand employee behaviour and culture towards the organisation and they can also evaluate the accountability of the employee. Thus, by accessing the employment analysis, the company gets a clear view of the employee mindset. In relation to this, GreenCo can take the decision regarding their employee and can develop strategies according to this (Low and Siegel, 2020).

A clear view of company goals and objectives

GreenCo must clarify its vision and mission to its employees. This will make their employees feel more valuable and important to the organisation. A clear vision of the company's goals and objectives gives the employee a clear view of GreenCo company's expectations of its employees. This in turn will enhance the productivity of the employees working remotely and flexibly according to their requirements. It is highly recommended that the company should let the employee know about the rule and regulations that the company follows to make them feel included in the organisation (Van der Lippe et al., 2020).

Conclusion

GreenCo is an equipment manufacturing company that sells agricultural machines. This report has included a brief discussion of flexible working strategies. Song with this the importance of flexible working strategies in the GreenCo company has been discussed in this report. Apart from this, the benefits of using flexible working facilities and considering factors for the implication of flexible working practices have been added in this report. Communication, Scalability of the employees, the infrastructure of the company and monitoring of the work has been included in these factors. **Time** rate and piece rate pay structure have been devised in this report. Along with this, effective strategies regarding the implementation of flexible working have been discussed in this report.

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