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Managing
People
Presentation

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Presentation Title

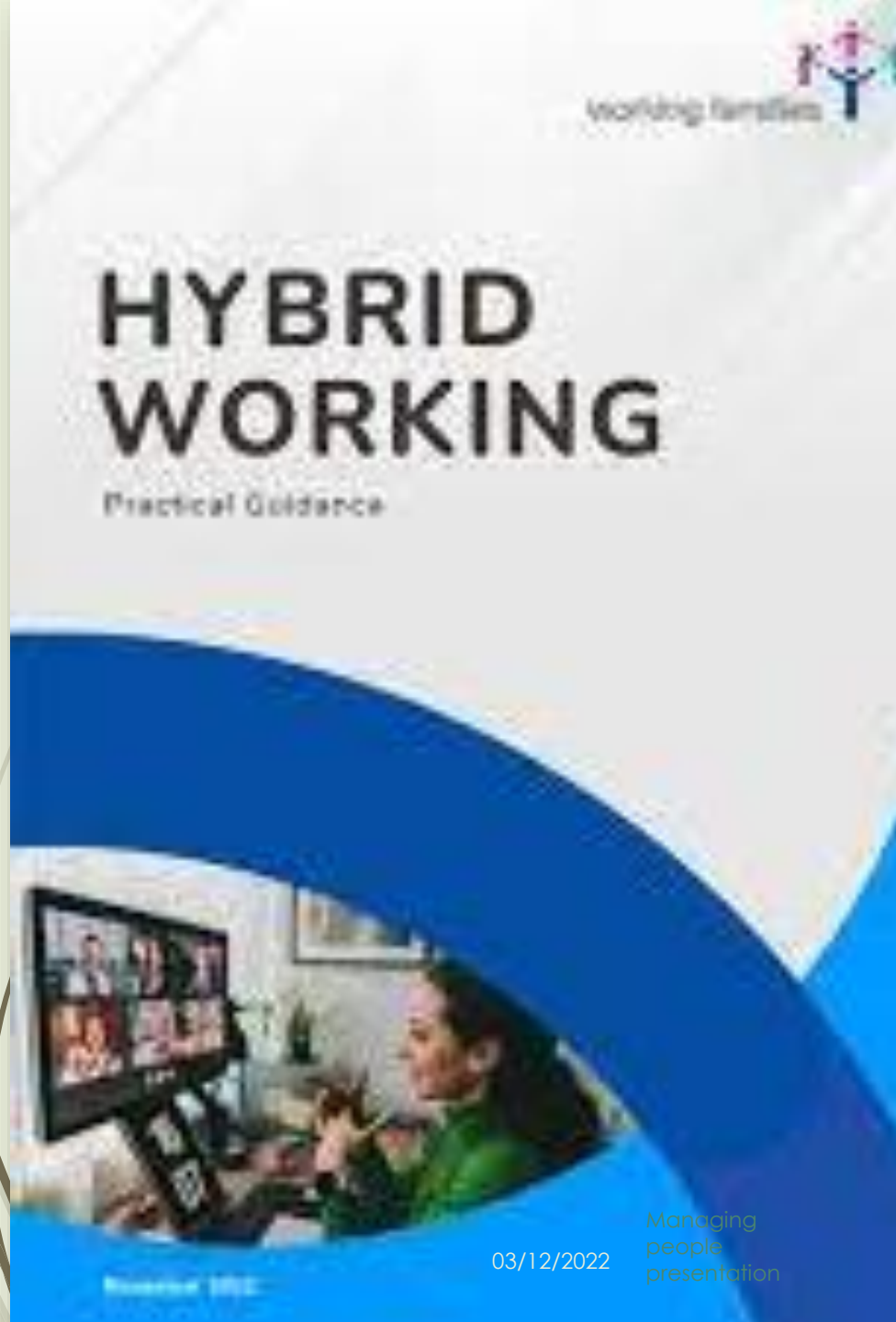
A case against flexible working related to inequality at the workplace.



Agenda

- ❖ **What is a Hybrid Working**
- ❖ **ACAS survey**
- ❖ **The Covid 19 impact on retailers**
- ❖ **Post Covid 19 challenges**
- ❖ **Marks and Spenser retailer**
- ❖ **How M&S promotes diversity at the workplace**
- ❖ **Work-Life-Balance-Boundaries**
- ❖ **Conclusion**





Hybrid Working

Hybrid working is a mixture of working remotely or in the workplace.

According to ACAS(Advisory, Conciliation and Arbitration Service) and conducted survey 55% Employers in Great Britain expect an increase in staff requested working remotely.

Hence, it is determined by the sector, organisation, individual needs and circumstances.

(Source: ACAS, 15 July 2021)

The COVID-19 impact over retailers

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- Reduced business operations and incomes
 - Loss of workers(succumb to COVID / laid off)
 - Disruption of supply chains
 - Close of some of the retailers due to losses and high cost of operation during COVID
 - Increased remote operations and transaction
 - Demand shortages leading to poor sales and revenues

Post COVID challenges

- ✓ Staying Competitive
- ✓ Finding and recruiting talented individuals to replace those laid off or lost during COVID
- ✓ a decisive digital shift
- ✓ unpredictable consumer demand and purchasing trends
- ✓ Supply chain reanimation



(Chung and Van der Lippe, 2020).

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Marks & Spencer

Marks and Spencer is a British retailing brand established by Michael Marks and Thomas Spencer in 1894. Growing over time, the company has become one of the top retailing globally.

Marks and Spencer are dealing with the issue of high operating costs. Automation adjustment might be one answer to this challenge. Assume Marks and Spencer replaces machinery with employees. In such an instance, not only will this improve the company's efficiency, but it will also help the brand generate more profit.

Marks & Spencer retail and how to promote diversity at the workplace

- ✓ Creation of inclusive workplaces policies, e.g., use of Multilanguage by the M&S employees
- ✓ educating managers on Diversity in the Workplace. Benefits
- ✓ observing diverse tradition that includes holidays from cultures and celebrations
- ✓ Acknowledge Differences (religion, gender, race)
- ✓ Offering Implicit Bias Training
- ✓ M&S also set up mentor programs
- ✓ Creates opportunity for cultural awareness
- ✓ Mixing of different cultures to develop teams
- ✓ Diverse searching and recruitment



(Patel and Feng, 2021).

Internal and external factors of human resources at M&S

►INTERNAL

- level of growth
- Use of technology
- finance
- Leadership
- Job Responsibilities
- Work Culture

EXTERNAL FACTORS

- The available pool of labour
- Government regulations
- Social cultures
- Environmental factors

(Baron and Bielby, 2018)





The role of HR over work-life balance boundaries

- Guides fostering a work-life balance culture
- Provide employees with the flexible working arrangement
- implement employees' mental health programs to support the well-being of employees
- Creating mindful opportunities
- Secure buy-in from business leadership.
- Creation of a family-friendly work environment
- creative incentives
- Provide education development programs and support

Conclusion

The hybrid working model inevitably impacts the retail market and other businesses based on the past Covid-19 regulations.

Furthermore, allowing individuals to continue working and companies to remain open in reaction to the pandemic's changing course.

On the other hand, what about the long-term feature? Working remotely, though, is only possible for some, and we must consider other parts of flexible working and how they might be done effectively.

'Quite Quitting' is the new syndrome of remote working. It accomplishes the bare minimum of one's job and spends no more time, effort, or passion than is vital.





Thank you!

Do you have any questions?

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