- Programme : BA Business Management
- Module : Managing People
- Module Code: LCBB5004

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Assessment 1
Individual Presentation

A case in favour of flexible working in relation to diversity and inclusion at work and analyse the role of Human Resources in promoting diversity and inclusion through flexible working

Introduction

- Flexible working practices ensure a satisfactory work-life balance for the employees (Matthews, 2020)
- This presentation shows ways the remote or hybrid working style might support inclusiveness and diversity within the workplaces
- The paper further states the role of human resources management in implementing a flexible working process

Concept of flexible working

- Flexible working practices refer to allowing staff elasticity in working
- It includes working in comfortable shifts (Ahammad, 2020)
- It also includes aspects like working from home or any other convenient places
- For example, including flexible work schedule has supported Morrison in attaining higher productivity

Benefits of flexible working

- The key benefit of flexible working is to save the tome staff need to spend on travelling (Shin, 2020)
- It allows them to utilise that in professional development areas
- Moreover, it supports recruiting human capital from a distance
- For example, Asos delivers two days work-from-home to the employees resulting in elevated employee satisfaction (Asos, 2022)

Rise of demand for flexible working the British employees

- The demand for remote working in the UK has increased heavily after the emergence of the Covid-19 pandemic
- 55% of the employees demand total work from home (ACAS, 2022)
- While 49% want the hybrid mode of working

> **New study reveals half of employers expect more flexible working requests from staff after the pandemic is over**

Flexible work supporting workplace diversity

- The flexible working processes support workplace diversity
- It allows the HRM to recruit employees without thinking about the geographic boundary
- Hence, people from various regions are possible to be included in the workforce (Ren, 2020)

Flexible working increases the inclusive culture of the workplaces

- Flexible work process supports in avoiding cultural barriers
- Conventional methods of recruitment might restrict people from certain zones from being included in the workplaces
- Remote working allows all individuals to work without any barrier to culture or region

Role of human resource management in implementing workplace diversity through flexible working

- Recruiting people from different locations and managing the need of these employees from remote places is the key responsibility of HRM practices to ensure workplace diversity.
- Human resource management is responsible person to ensure workplace diversity (Vincent, 2018)
- Remote working is a fruitful technique for it to ensure workplace diversity

Role of human resource management in supporting workplace inclusiveness through flexible working

- Remote working supports inclusiveness in the workplace due to the absence of geographic barrier
- HRM needs to attain information regarding the need of employees from different cultures, such as leave requests (Than, 2021)
- In addition, a standardized method to handle the employees in remote work, like group conferences on a regular basis, is required

Ways to be followed to implement successful flexible workplace culture in the organizational context

- In order to maintain successful remote working for the business, effective organisational communication is required
- The HRM in this context might include an online conversation channel accessible to all
- It will support 24*7, resulting in a successful inclusive culture

Conclusion

- It is concluded that flexible working supports enhancing employee satisfaction
- It supports enhancing diversity and inclusiveness in the workforce
- The HRM of the business might implement a shared online conversation medium to increase workplace collaboration

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Thank you