

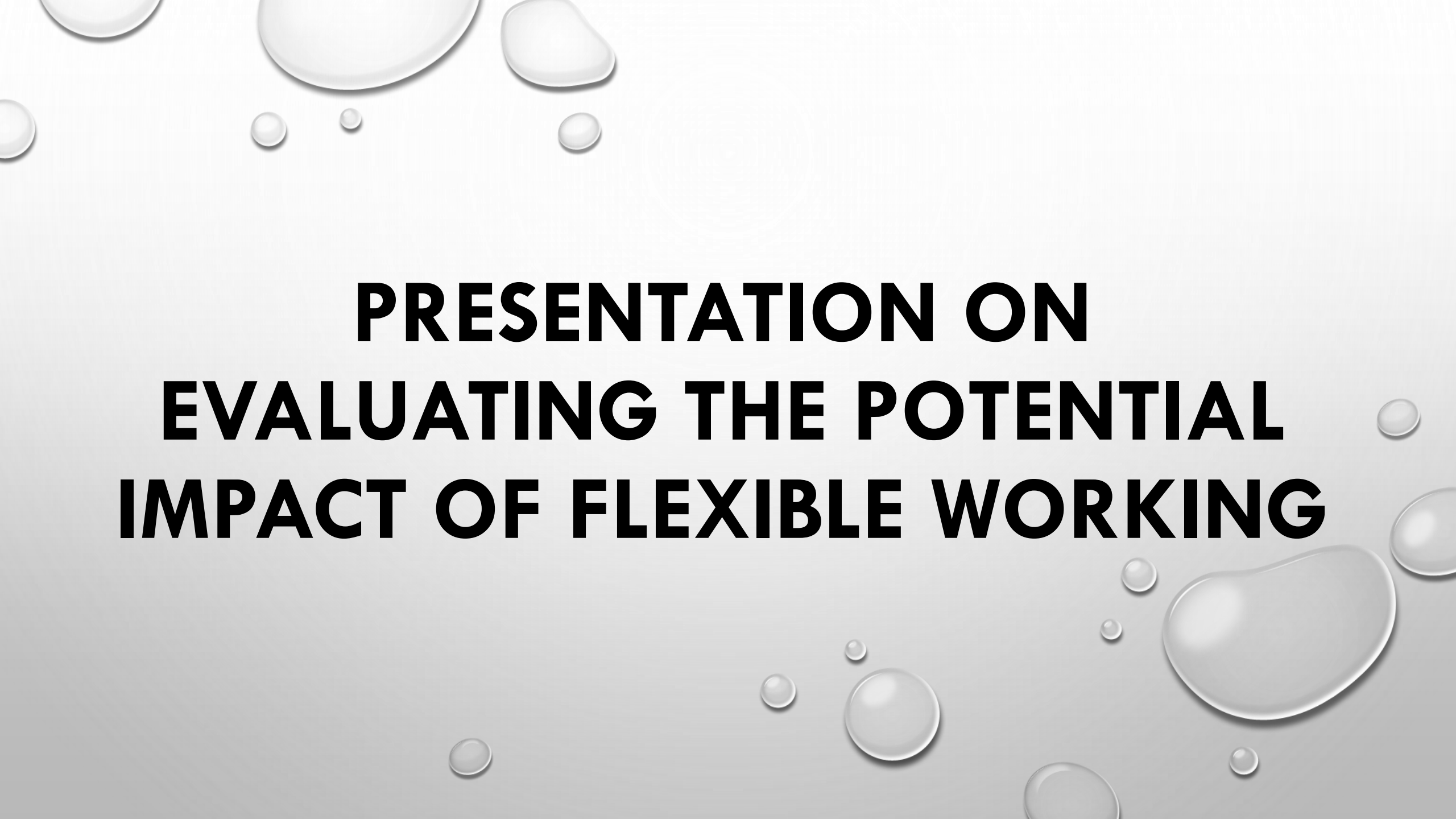
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MANAGING PEOPLE

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PRESENTATION ON EVALUATING THE POTENTIAL IMPACT OF FLEXIBLE WORKING

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INTRODUCTION

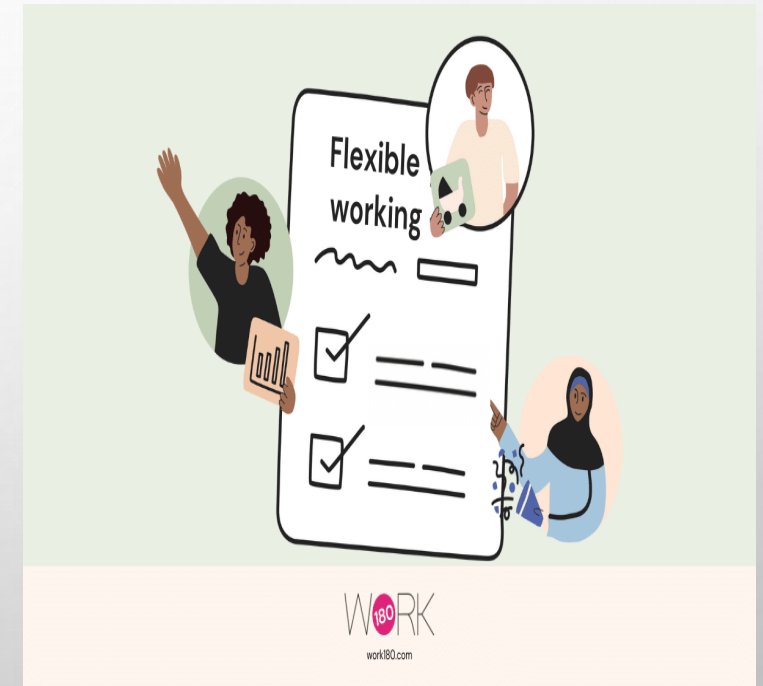
- A diverse workforce is advantageous for companies since it encourages and retains the most talented and brightest employees, who in turn drive growth via their diligence and creativity.
- Most importantly, this is why businesses need to experiment with flexible work arrangements (Wanger et al., 2022). When a company emphasizes diversity and inclusion, it sees financial rewards in the form of greater creativity, flexibility, and stakeholder involvement.
- In this presentation, we will analyse how flexible working arrangements help to attain competitive advantages in relation to diversity and inclusion at work. The addressing of HR professionals' involvement in encouraging diversity and inclusion via flexible working.



WHAT IS FLEXIBLE WORKING?

Flexible working refers to:

- Working remotely.
- Changing working times.
- Flexibility.



DIVERSITY AND INCLUSION IN THE FLEXIBLE WORKPLACE

- Inclusion and diversity are related ideas.
- Organisations must be flexible if they want to boost diversity.
- Statistics show that workplaces that make diversity and inclusion a top priority have a:
 - lower turnover rate
 - more employee satisfaction
 - and higher productivity
 - boost new ideas, and creativity.



SIGNIFICANCE OF DIVERSITY AND INCLUSION IN A FLEXIBLE WORKING PLACE.

- By enabling workers to work from home, workplace flexibility may assist in recruiting a diverse and inclusive workforce, including working families.
- Occupational flexibility helps parents manage their time more effectively and decreases stress.
- Workplace flexibility supports diversity and inclusion.



HOW HAS THE PANDEMIC FORCED CHANGE?

- Business leaders were prompted to re-evaluate their approaches to diversity and inclusion because of the pandemic.
- The pandemic has forced the organization to:
 - Work remotely
 - Create work from home system
 - Provide time flexibility to the employees.



THE POTENTIAL IMPACT OF FLEXIBLE WORKING IN RELATION TO AN INCLUSIVE AND DIVERSE WORKPLACE.

- Competitive business advantages might come from flexible working.
- There is a 36% increase in financial performance for businesses with ethnically diverse and inclusive executive teams
- Benefits to the company include:
 - less spending on office space
 - Serving consumers 24/7 is possible with flexible working
 - Increased income
 - client acquisition
 - and employee satisfaction.



THE INVOLVING OF HUMAN RESOURCES IN PROMOTING DIVERSITY AND INCLUSION

- Diversity and inclusion are HR professionals' prime priorities.
- Diverse companies prosper as the country diversifies.
- Businesses and consumers progressively desire to get involve with organisations that respect everyone.



CONCLUSION

- This presentation is entirely concentrated on flexible working in relation to diversity and inclusion.
- The presentation showed certain aspects like the significance of diversity and inclusion in a flexible workplace, its potential impact, the meaning and how to involve HR in promoting diversity and inclusion in the workplace.



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