

MODULE: MANAGING PEOPLE
MODULE CODE: LCBB5004
OVIDIU GUZI

**MAKING CASE IN FAVOUR OF FLEXIBLE WORKING IN RELATION TO
DIVERSITY AND INCLUSION**

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INTRODUCTION

- In this presentation, I am making a case in favour of flexible working in relation to diversity and inclusion.
- In certain nations, such as the United Kingdom, all employees—not just families or caregivers—have a legislative opportunity to ask for a flexible work schedule.
- Flexibility in the workplace is important for a variety of individuals. Finding a part-time or flexible job frequently represents the only option for several women, middle-aged, single parenthood, and others with medical or mental conditions who want to work. Like a consequence, people may find themselves unable to find employment or trapped in low-paying positions.
- Although there are connections between the notions of diversity and inclusion, but aren't the same thing. Diversity is the term used to describe a workplace environment that consists including all individuals' unique traits and is enhanced by diverse opinions. Inclusion refers to everything that promotes access to resources and possibilities.



CONNECTION WITH DIVERSITY AND INCLUSION

- The opportunity for workers to choose what time of day they will come for work each day is one component of workplace flexibility that is important to consider. They may therefore boost their output as a result. One employee can decide to switch their shift from beginning at 9 a.m. and finishing at 5 p.m. to beginning at 10 a.m. and ending at 6 p.m. However, it's likely that a significant fraction of these circumstances are caused by familial commitments or other comparable factors. Since the working environment is flexible, employees have the option to decide on the strategies they want to employ in order to successfully fulfil the duties associated with their jobs (Bartram et al., 2021).
- Due to the many advantages that a flexible working environment offers to both the company and the individual, an increasing number of companies are rejecting the conventional office setting in favour of one that is more accommodating to employees' needs. Flexibility in the workplace has a lot of benefits, but it also has certain drawbacks that, if not managed effectively, might undermine the goals that workers had set out to achieve (Bartram et al., 2021).



CONNECTION WITH DIVERSITY AND INCLUSION

- There is a chance that this will directly contribute to increasing the diversity of the workforce. Therefore, people who have a say in issues like the ones raised above may be more inclined to choose employees from a broader range of backgrounds. The usage of this arrangement may be useful for people who are currently working full-time and are in charge of caring for a newborn child (O'Donovan, 2019). This particular employee will look for job elsewhere unless the company can provide them a more flexible work environment that enables them to spend more time with their family.
- In a workplace that encourages flexibility all that is asked of the employee is to choose one of the possibilities while still delivering the results that were anticipated and desired. However, it leads to a decrease in the need for it.



CONNECTION WITH DIVERSITY AND INCLUSION

- A approach to ensure that the workplace is inclusive and that a diverse Diversity of people from all backgrounds and in all circumstances, such as working families, are on its payroll, is to allow for flexibility at work. In other words, being flexible at work helps to provide an inclusive environment. Workers who are employed by a company with a flexible work environment are more likely to be able to effectively juggle their personal and professional life. If workplace flexibility was not offered, individuals would have very little to no time to spend with their families if they had working families with children who need continuing care (Aguinis et al., 2022).
- Therefore, occupational flexibility helps parents lower their stress levels and achieve a better balance between their home and work life. The amount of time that parents can spend with their children and the amount of time that couples can spend together would be greatly reduced if normal working hours were followed (Aguinis et al., 2022).



HR'S ROLE IN DIVERSITY AND INCLUSION

- Diversity is important for many reasons than just moral ones; it also fills a need. It is feasible to create a strong and convincing economic argument in favour of workplace inclusion and diversity. The success of the whole strategy depends on the effective use of human resources in every area, including recruiting, training, and employee retention. The workplace is always evolving and becoming a more international environment. Directly as a consequence of their efforts to promote inclusion and diversity within their workforces, businesses gain a competitive advantage. As a consequence, people are able to discover and use previously unanticipated solutions (Syed and Ozbilgin, 2019).
- Following the implementation of a diversity and inclusion strategy, businesses may begin to see new patterns in their daily operations. Their capacity to achieve this aim is directly influenced by the diversity of their staff.



HR'S ROLE IN DIVERSITY AND INCLUSION

- Higher production, less absenteeism, and less worker turnover are the results of using this approach. It also helps to make the workplace a friendly place to work. Human resource professionals' major responsibility is to promote an inclusive workplace culture, which may be accomplished by exhibiting outstanding management and leadership. Because of the company's polite and welcoming culture, every employee has the opportunity to develop professionally and contribute to the growth and success of the business. It could be challenging to accurately capture diversity and inclusion in the workplace (Podgorodnichenko et al., 2020).
- This is especially true in terms of Diversity. Keeping a close watch on issues of inclusion and diversity in the workplace may be advantageous. Audits are a practical strategy that may be used in this case. A method identical to this one must be established, not just for the current staff but also for any prospective hires (Podgorodnichenko et al., 2020).



HR'S ROLE IN DIVERSITY AND INCLUSION

- The progress will be simpler to follow as a result. Human resource management is often in charge of duties like hiring new employees and encouraging the expansion of a diverse workforce. To achieve this, a number of tactics might be used. In a number of circumstances, it is feasible to collaborate with people both within and outside the organisation. Like recruiting, mentoring may take place both within and outside of a company (Przytuła et al., 2020).
- For instance, a lot of human resources experts work for the neighbourhood youth organisations or schools. Doing this has a number of benefits, some of which include fostering the growth of youthful talent and spreading awareness of the potential across a more diverse community



HR'S ROLE IN DIVERSITY AND INCLUSION

- The department of human resources' prime objective should be to advance inclusivity and diversity throughout the whole supply chain. The inclusion and diversity of the supply chain should represent the spectrum of the audience that is being targeted while also highlighting how supply chain diversification has some effect on raising the bottom line of the company. The human resources department plays a crucial role in the effort to increase the level of diversity in the workforce. If they haven't already, organisations should begin planning for these changes in the employment process as soon as is practical (Syed and Ozbilgin, 2019). However, by providing assistance along the way, these efforts could be able to assist the business in moving in the direction of a more hopeful future.
- Even if recruitment has been successful, there are still other problems that need to be addressed, such as mentoring, supplier diversity, inclusion and growth, and leadership. This is necessary to make sure that businesses promote racial and ethnic minorities inside their organisations (Syed and Ozbilgin, 2019).



CONCLUSION

- Workplace flexibility relies on how significant it is as well as whether it is good or bad. It is feasible to claim that workplace diversity and inclusion are financially justifiable. The effectiveness of the plan is influenced by all aspects of human resources, from recruiting and onboarding new hires to keeping current ones. Globalization has a tremendous influence on the workplace.
- In today's tough business world, organisations that have supported inclusive and diverse workplace cultures are at a distinct competitive advantage. Opportunities that were formerly unavailable to people may now be found and seized



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