

Discuss the effect of Covid-19 on (i) flexible and (ii remonte) work?

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Module code: BMSW4005

The usage of flexible workplace practices (FWP), especially work from home, has increased their popularity as a result of the COVID-19 shutdown. The way people live and work has drastically changed as a result of the COVID-19 issue. A critical change was that more workers are unlikely to choose the traditional work pattern.

Flexible work

The flexible work permits workers to decide when to start and finish working, given specific parameters (Flexible working practices: Factsheets 2022). As the government implements new distancing rules, the employed faced the situation to implement them. Giving employees more flexibility so that there are fewer people working there at any given moment (Gartner_Inc). A study by Adobe found that only 16 percent of respondents stated their ideal work week included no adaptability at all, compared to 51 percent of enterprise employees who would prefer to have a high level of flexibility with their schedule (Anna Fleck, 2022). A declining tendency can be seen when comparing the various flexible working arrangements utilized from April to June 2020 to those used from October to December 2020. Flextime usage has decreased from 12.7% to 12.6% (www.cipd.co.uk).

Remote work

The pandemic-related office closures around the world boosted the growth and acceptance of remote working, turning it into an overnight reality for millions of people. In comparison to the roughly 50% of people in the information and communication, professional and scientific, and accommodation and food services industries, only about 10% of workers from these industries reported having ever worked from home in 2019 (Watson, 2020). According to a recent study by the job search engine Indeed, the percentage of global job advertisements with a remote presence has increased significantly from the pandemic's start, nearly tripling from an average of just 2.5% in January 2020 to around 7.5% in September 2021 (July, 2022).

Data scientists at a job portal Ladders predicts that by the end of the year, a complete quarter of all job opportunity will be available offsite. 60% of workers with employment that allow for remote work stated that, given the option, they would choose to work from home exclusively or primarily after the coronavirus outbreak is gone. In 2020, 54% of respondents expressed the same opinion. 78% of people who presently work entirely or primarily from home say they'd like to keep doing so after the pandemic, up versus 64 percent in 2020 (Parker et al., 2022).

In conclusion, while the people starts to discover the advantages of working from home and become familiar with this practice, they starts to prefer it instead of other types of working patterns. While the popularity for all other types of works decreased, the only one which increase is the working from home.

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