

INDIVIDUAL PRESENTATION

Make a case in favor of flexible working in relation to diversity and inclusion at work and analyze the role of Human Resources in promoting diversity and inclusion through flexible working

Managing People

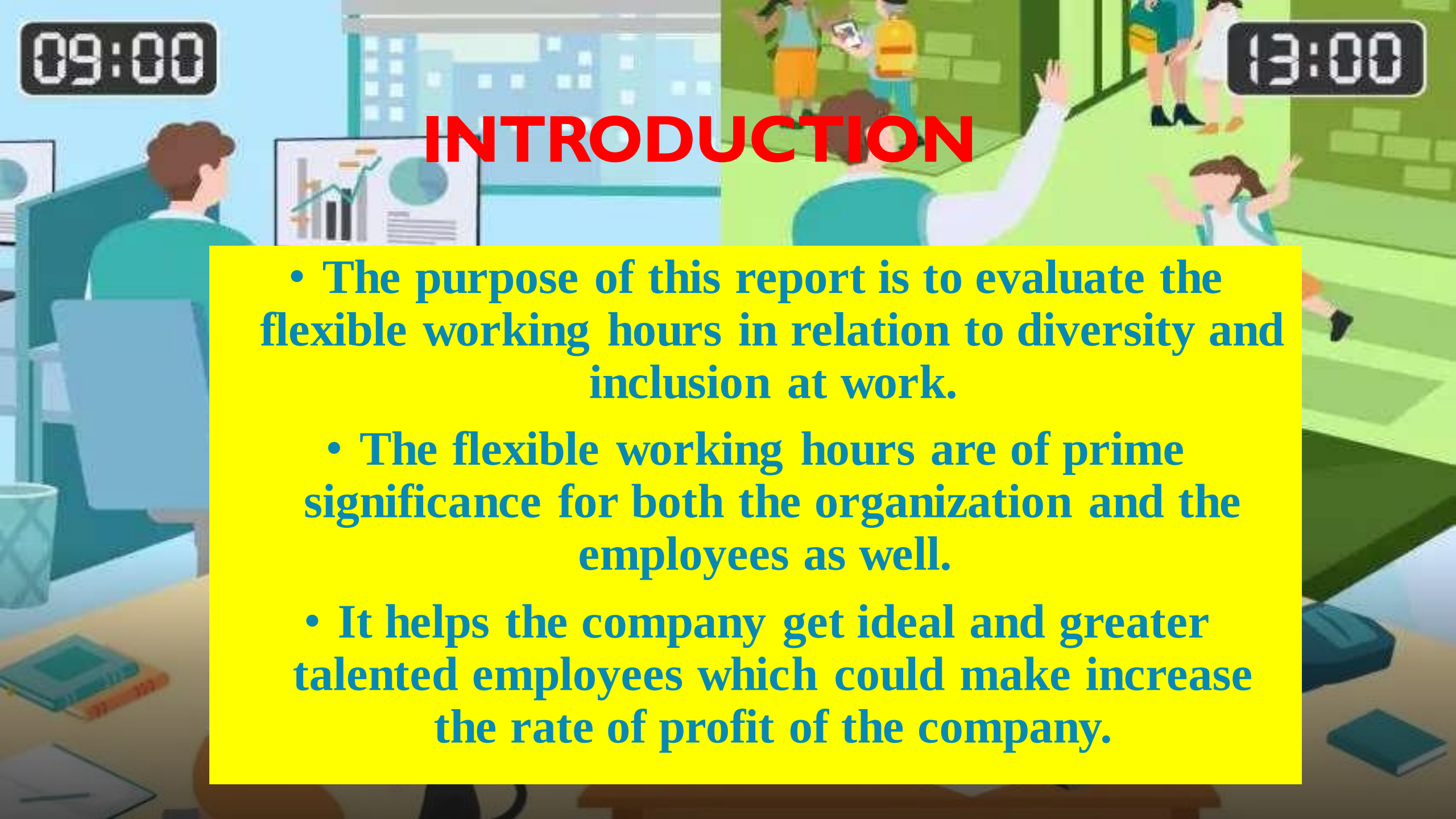
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The background is a split illustration. The left side shows an office environment with a person in a green shirt sitting at a desk, looking at a computer monitor displaying a bar and line chart. A digital clock in the top left corner shows '09:00'. The right side shows a school hallway with several children. A person in a green shirt is in the foreground with their back to the camera, arms raised. Other children are in the background, some holding books. A digital clock in the top right corner shows '13:00'.

09:00

13:00

INTRODUCTION

- The purpose of this report is to evaluate the flexible working hours in relation to diversity and inclusion at work.
- The flexible working hours are of prime significance for both the organization and the employees as well.
- It helps the company get ideal and greater talented employees which could make increase the rate of profit of the company.

FLEXIBLE WORKING

- Flexible hours of working could be defined to be the schedule that permits staff to begin and complete their task when they desire (Sánchez-Hernández, *et al.* 2019).
- This helps the organization to get more deserving employees.
- By providing this kind of facility to the staff, the organization increases its productivity.



BENEFITS OF FLEXIBLE WORKING

1. There is a greater balance between work-life and personal life.
2. The satisfaction of the job becomes immense among the workers.
3. The traffic could be avoided - thus, a lot of time could be saved.
4. Provides the ability to select the time for work schedule as the desire of the employees (Indeed, 2021).

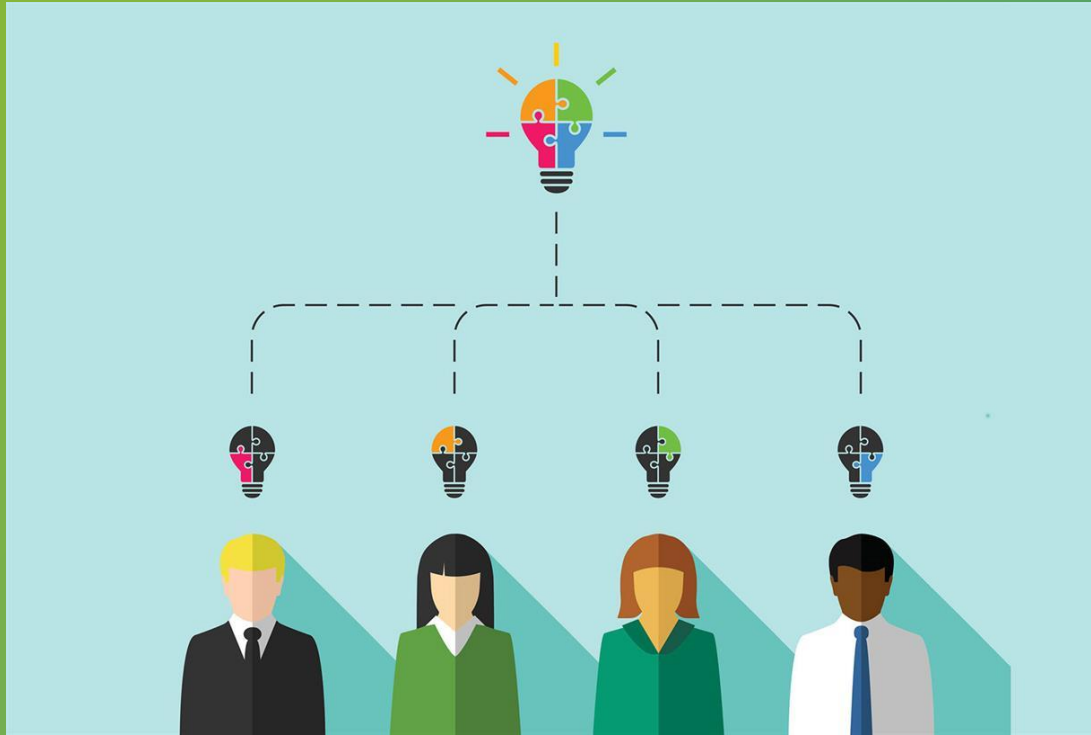


WHAT IS DIVERSITY IN THE WORKPLACE

- Diversity in the place of work is referred to as those individuals' characteristics that are possessed by the staff that makes them distinct (Indeed, 2022).
- It could include race, ethnicity, gender, sexual orientation, age, ideologies, and physical abilities.
- The life experiences of the staff are involved in diversity as well.
- The procedure of how they solve problems.



IMPORTANCE OF DIVERSITY



- The culture of the company improves.
- When diversity is present in an organization, several unique and distinct perspectives are provided by different people.
- New innovative and creative ideas come up (Gomez, and Bernet, 2019).
- Improves the process of making decisions.

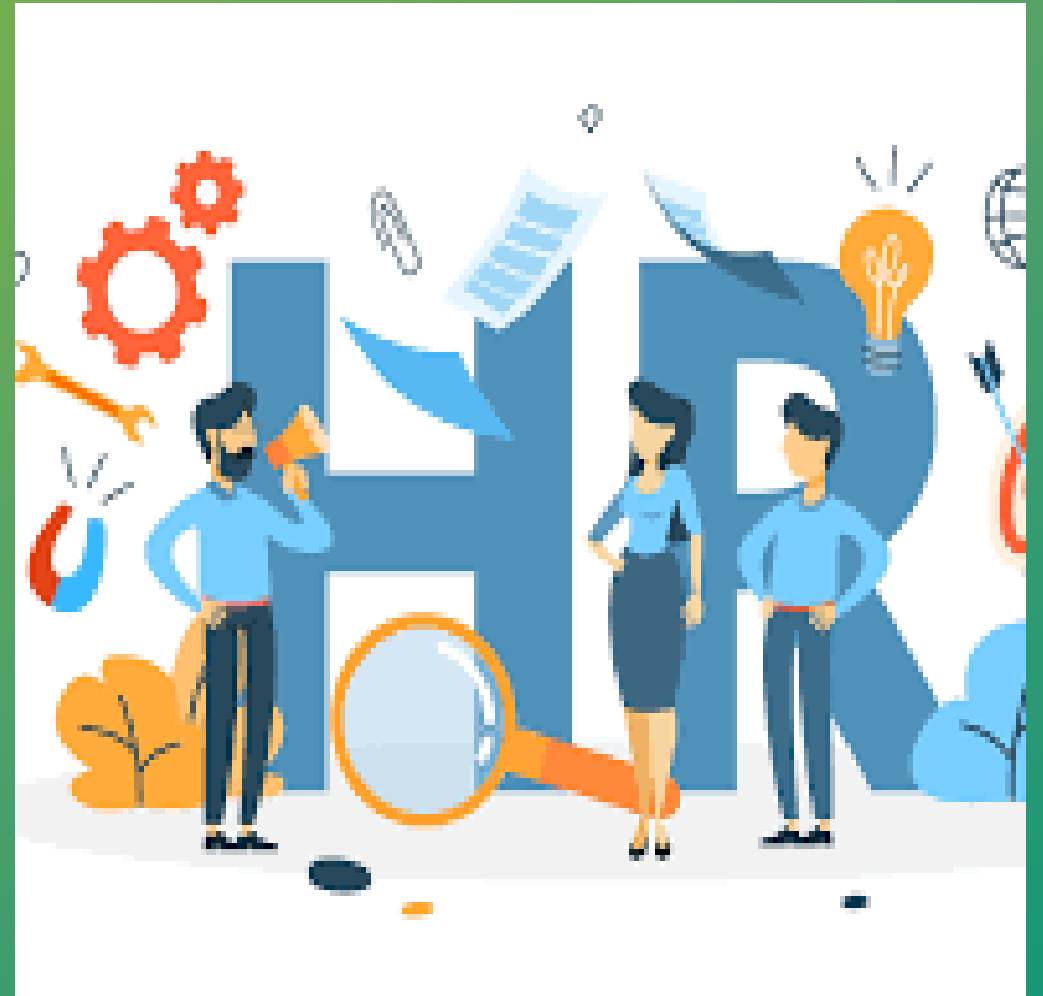
ADVANTAGES OF DIVERSITY IN THE WORKPLACE

- There are a lot of new ideas that come up when the teams have people belonging to different cultures, ages, and so on.
- It boosts the energy and productivity of the team and in turn, the company gets more advantage.
- Diversity in the place of work creates a huge opportunity and chance for growth in professional life.



THE ROLE OF HR APPROACHES- ADVANTAGES

- The function of HR has a distinct aerial perspective if the diversity and inclusion impact on the company and must make sure effective plans permeate into each and every part of the management of people.
- The task of the leaders of HR is to improve the process of decision-making by devising creative methods of addressing workplace favoritism and promoting environments where each staff gets opportunities.



PROMOTION OF DIVERSITY AND INCLUSION IN THE WORKPLACE

- The leaders and the managers of the organization must be open-minded.
- Listening to all the perspectives in a meeting from several employees who wants to offer their opinions and suggestions.
- The staff must be feeling comfortable - therefore a workplace should have a positive environment.
- The culture of the company must have diversity to make every employee feel pleasure while working (Ely, and Thomas, 2020).





RECOMMENDATION FOR HR

- HR team must make sure that when they are taking interviews - all potential candidates must be given the opportunity and no bias is to be performed.
- HR must provide proper training to all of its employees so that diversity is maintained in a good manner in the place of work.



CONCLUSION

- To conclude this study, it could be seen that diversity and inclusion play a very crucial role in the place of work.
- Along with this, if employees are provided with flexible working hours then the company will be getting more productivity and growth.
- Flexible hours are also going to help the students who are managing both their studies and job.
- It will be a great help for them as they would be able to do both the tasks at their preferable time.



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Thank
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