

BA Business Management

Denis Nedzhmiev

Student ID: 2029363

Nadeem Mirza

Managing People

Assessment 1

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Introduction: Flexible Working

What is flexible working? This is a form of work arrangement where the employee decides on what schedule they want, when they can start and finish and the location from which they complete their work. Flexible working is a way for employees to decide how they manage their tasks considering factors such as stress levels or home life schedule which might stop them from committing to work.

This form of organisation for work schedules will likely become a norm soon due to its growing demand by people who may have a busy home life which they have work outside (Chung, 2018)

Flexible work is able to provide inclusivity for those who may struggle with balancing work and home life, this usually means newly established parents who may be returning back to work, like mothers. It is designed to help women in industry reconcile with their work life whilst also having time continue with home life (Meagher, 2019). Due to parenting-hood, many parents may be unavailable for work full-time so they are given options as to how they may choose to return to work (Hooper, 2020). Flexibility is also being introduced to fathers; this challenges the gender roles enforced by stereotypes.

Diversity and importance

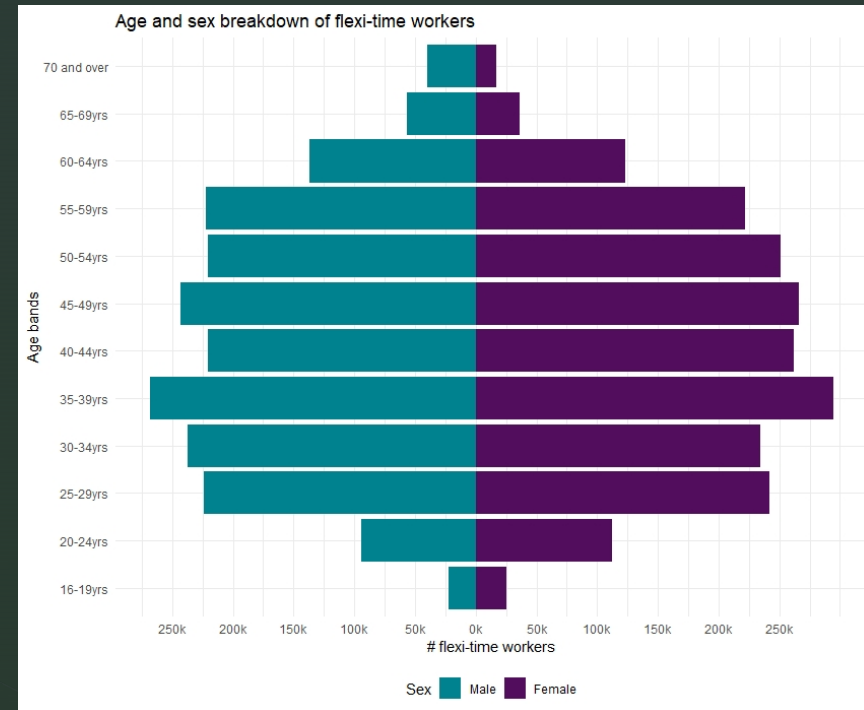


(Gibson, 2022)

This practice allows for a decrease in absences from work, choosing available times and location for work provides people's full attention on tasks required. In addition, employees who may have disabilities are able to manage their work responsibilities from locations which they feel more comfortable with (Nigel Oseland, 2021).

(CIPD, 2021)

Benefits



In recent years, the pandemic has had many influences on our daily lives and work. Flexibility has helped people who had Covid or were of high risk manage work activities from home. This diagram is able to show us that through the pandemic many people of a range in ages and gender have decided to use flexible working. Thus, giving the opportunity for work to be done even in difficult times.

Role of HR

Role of Human resources is to help employees with work safety, hiring people, solving issues or problems employees may have within work experience. They play a vital role in maintaining a good work environment through their assistance.

The most important job for HR is to look after the well being of employees, through flexible working this may be hard as many employees have several different schedules. In order to maintain a good work environment for you, Human Resources will keep in contact with you and provide advice on stress you may be facing (MOL, 2022).

Conclusion

I feel that Flexible working is able to provide to many benefits for employees. Through this, many people who struggle with balancing daily lives and responsibilities with work are able to maintain working even with personal struggles. Not only does this help the employee but the company as more work is being provided. More inclusivity is brought to a company with this practice where employees choose how soon they wish to return to work and a location of work they feel most comfortable with. I think that flexible work will also attract more future employees as it provides more benefits to those who want to start work again.

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