

The background of the slide features a blurred image of a person's hands in a business suit, one hand pointing at a laptop screen and the other resting on the desk. Overlaid on this is a complex network diagram with blue lines connecting various nodes, some of which are represented by person icons in circles. The overall color scheme is blue and white, giving it a professional and technological feel.

MANAGING PEOPLE LCBB5004 ASSESSMENT 1 POINT A FAVOURISING FLEXIBLE WORKING

UNIVERSITY OF WALES TRINITY SAINT DAVID
STUDENT NAME AND ID: AMNA MASAUD 2113737
LECTURER: ZE ZOOK
PRESENTATION DATE: 24TH OF NOVEMBER 2022

TABLE OF CONTENTS

INTRODUCTION	3
WHAT IS FLEXIBLE WORKING?	4
TYPES OF FLEXIBLE WORKING	5
BENEFITS OF FLEXIBLE WORKING	7
DIVERSITY AND INCLUSION IN THE MODERN WORKPLACE.....	8
UK'S EMPLOYMENT LAW	9
EQUALITY ACT 2010	10
HR'S DEPARTMENT CONTRIBUTION	11
CONCLUSION	12
REFERENCES	13
Q & A.....	14



INTRODUCTION



Figure: Employee's impact (HBR, 2022)

According to CIPD (2022), COVID-19 pandemic has driven an increase in flexible working, especially the remote one (where possible). Hence why, most of the companies have made adjustments in the present in order to provide different types of flexibility for their employees.

This presentation aims to introduce the concept of flexible working, its types, benefits and how HR department can promote an inclusive and diverse environment for the business and its employees.

There will be made a parallel between theory and Tesco's way of putting it in practice.

Source: CIPD (2022)



WHAT IS FLEXIBLE WORKING?

According to GOV (2022), flexible working aims to assist employees needs by providing malleability regarding their working days or starting and finishing times,

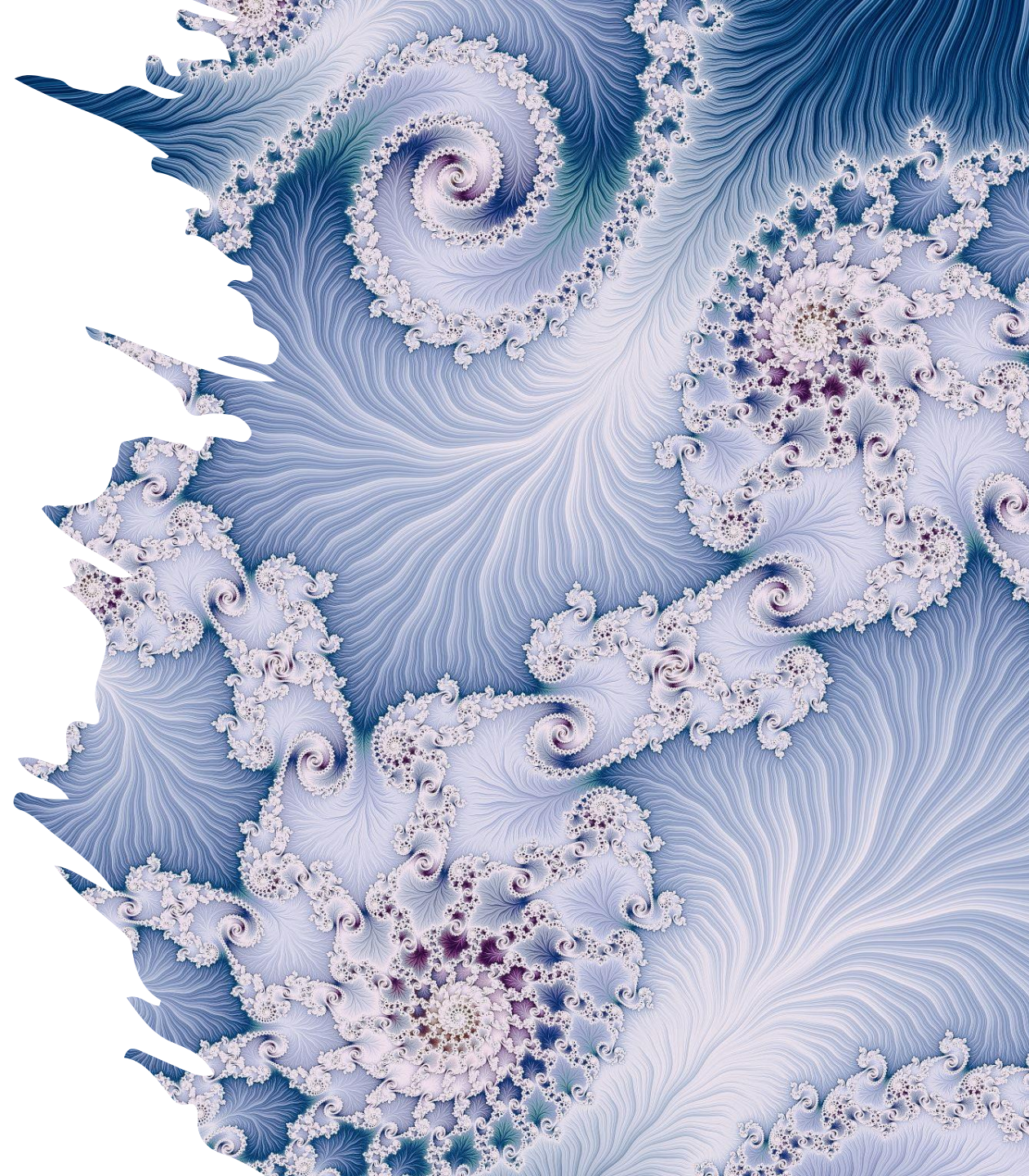


Figure: Flexible working (HBR, 2022)

WHO CAN BENEFIT?

All employees that have worked for the same employer for minimum 26 weeks are legally allowed to make a request.

Source: GOV (2022)



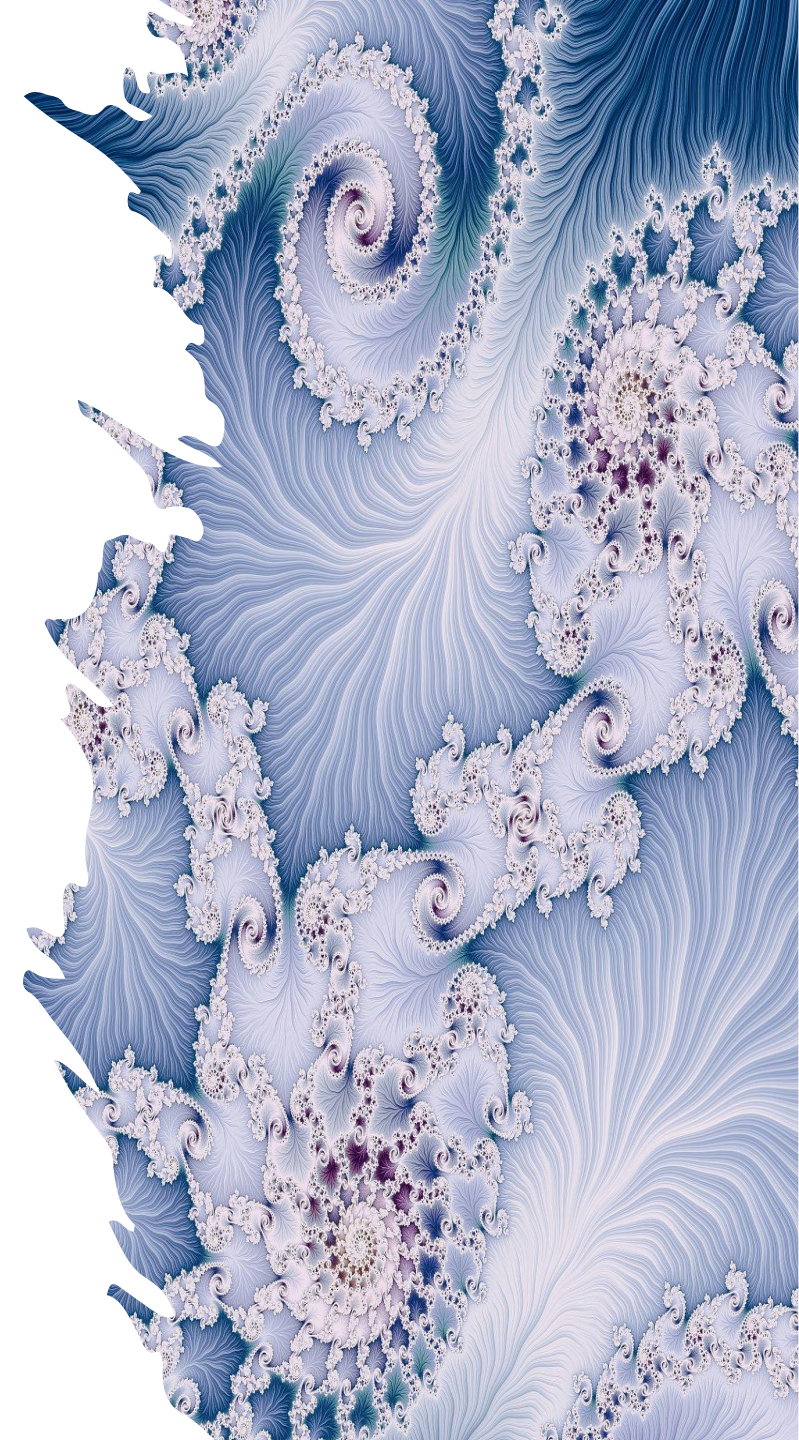
TYPES OF FLEXIBLE WORKING

According to Tesco (2022) , they are providing numerous types of flexible working, such as:

- **PART-TIME:** less hours and days than full time workers
- **JOB SHARES:** one role is covered by 2 people and the hours are split between them (available in Tesco's management team)
- **LIFESTYLE BREAK:** longer period of leave (company allows from 4 weeks to up to a year)



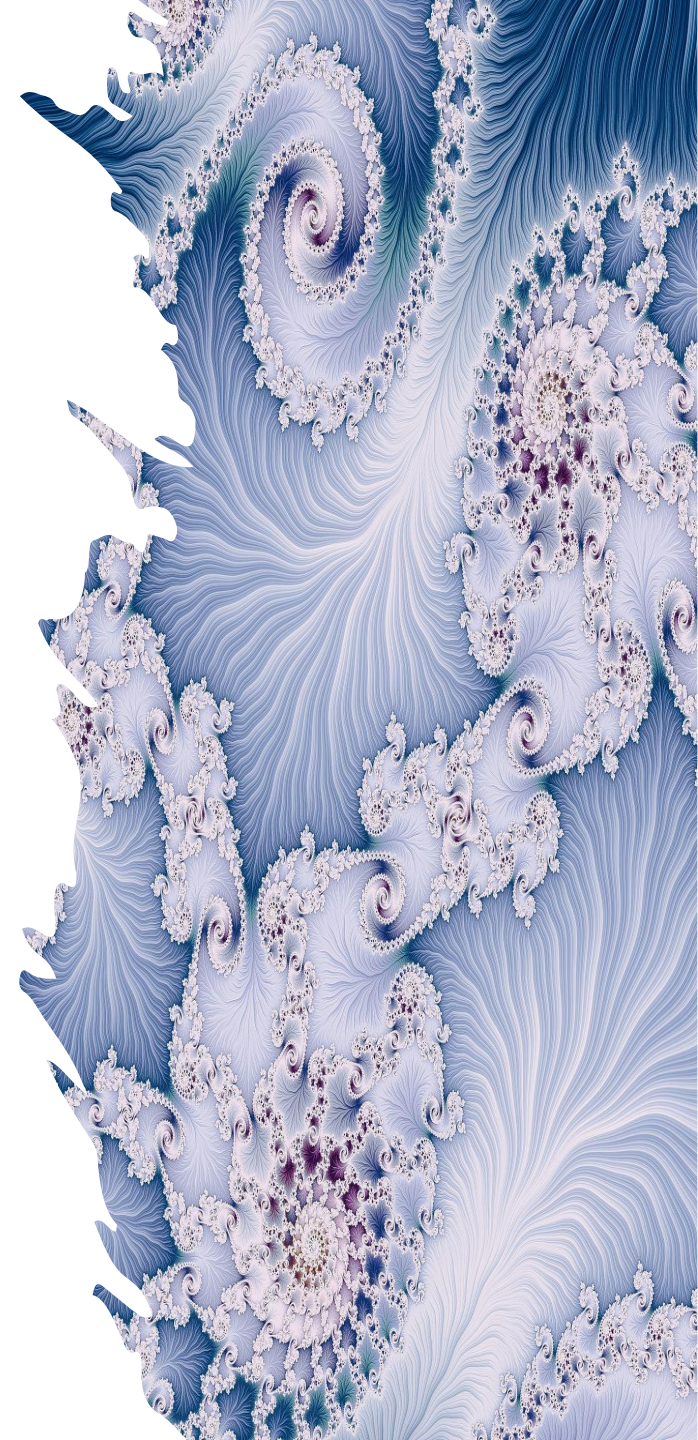
Figure: Time convenience (HBR, 2022)



TYPES OF FLEXIBLE WORKING

- **FIXED SHIFTS PATTERNS**: shifts are always the same
- **BLENDED WORKING** (for office employees): 40-60% of the time in the office and the remaining time can be achieved remotely/ from home
- **STAGGERED SHIFT PATTERNS**: employees start and finish at different times
- **PHASED RETIREMENT**: reducing hours to get ready for retirement

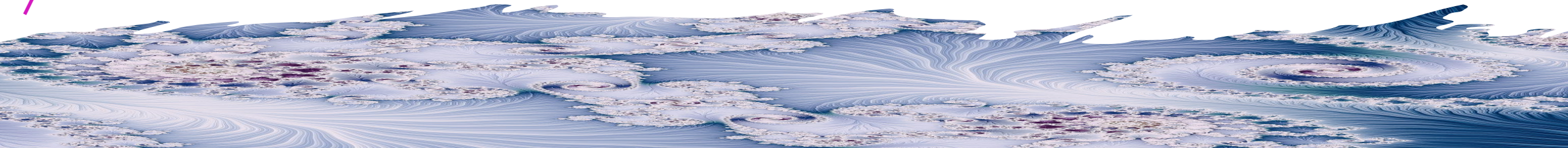
Source: Tesco (2022)



BENEFITS OF FLEXIBLE WORKING

EMPLOYEES	EMPLOYERS
Contributing to the wellbeing of the employees (Tesco hosts wellbeing weeks)	Retains people that otherwise will leave or early retire
Work-life equilibrium hence of the various types of working	Accessing to a wider diversity of people, with different skills, experience
Reduces ill absence and quicker return to work after an illness	Provides equal opportunities
Facilitates commuting costs	Development opportunities for the people already within the organization
Increases motivation and productivity	Combats inequality
Improves diversity, communication and understanding	Minimises the costs of employment
	Adjusts to the continuous market demand and changes

Source: CIPD (2022) ; GOV (2022) ; Tesco (2022)



DIVERSITY AND INCLUSION IN THE MODERN WORKPLACE

- Diversity emphasises on the fact that although people have things in common, they are all different in many ways.
- Inclusion sees the differences and perspectives as a benefit and together are generating better decisions for the employees and employers.
- Nowadays everyone has by law equal opportunities, access to employment, specific training and development plan. Even if the market and options are ascending, there are still challenges in managing them in the modern workplace.



Figure: Inclusion (HBR, 2022)



DIVERSITY AND INCLUSION

LEGAL FRAMEWORK: UK'S EMPLOYMENT LAW

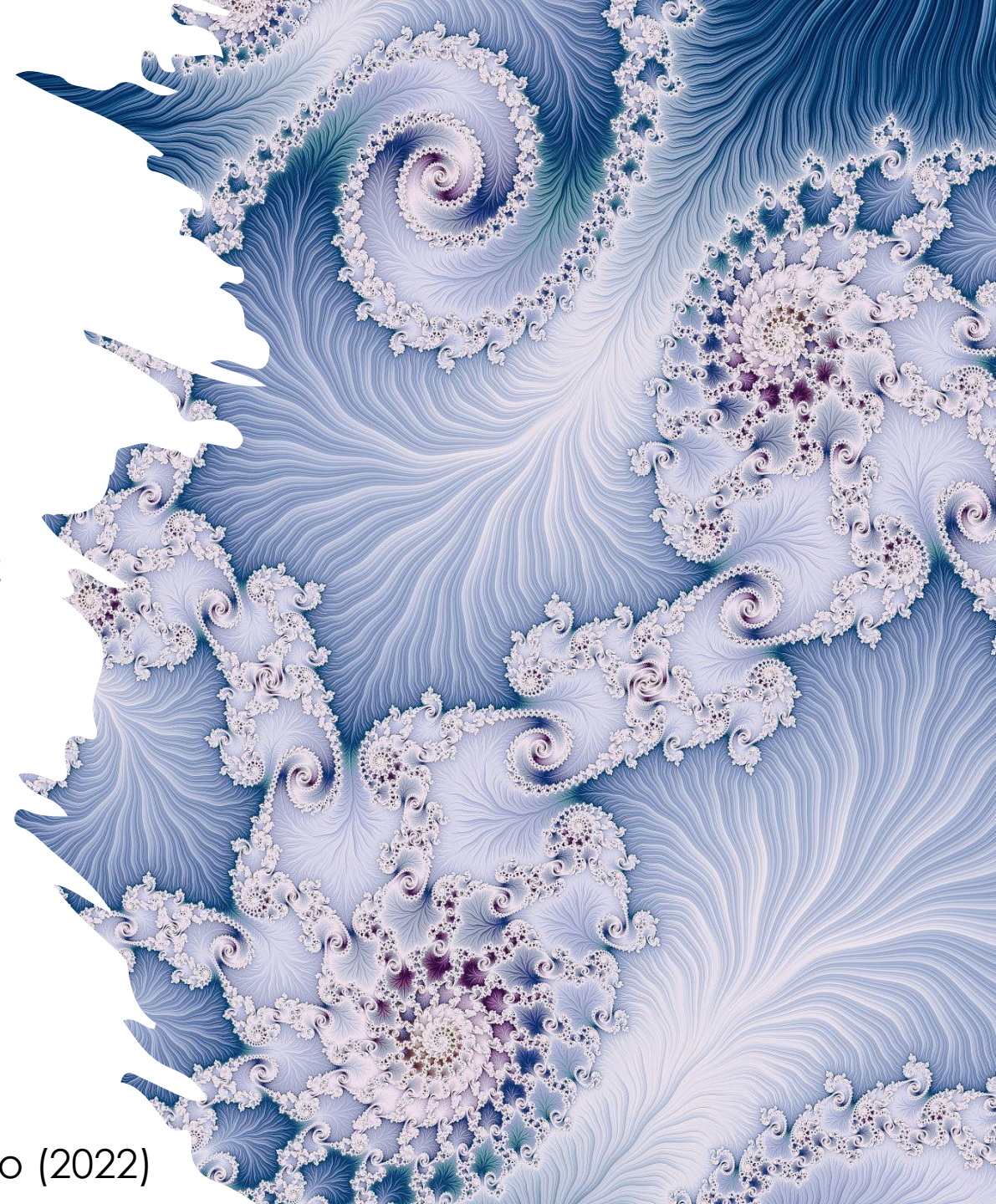
Legalizes the relation between employees and employers

Stipulates what employees are required to perform and what the employers are expecting from them

Overview of employees' rights at work

As a result of Brexit, from 2021, UK is no longer required to follow EU's law regarding the employment area

Source: CIPD (2022) ; GOV (2022) ; Tesco (2022)



EQUALITY ACT 2010

Has been developed in order to protect people from discrimination in the contemporary workplace

The act stays at the base of Tesco's core principles regarding its employees: providing equal opportunities during different stages(recruitment, development and learning)

Source: CIPD (2022) ; GOV (2022) ; Tesco (2022)

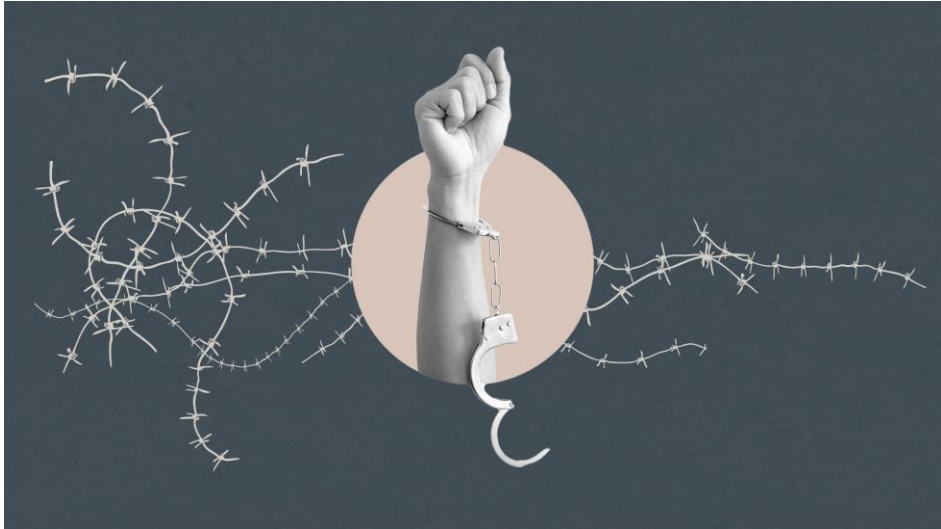
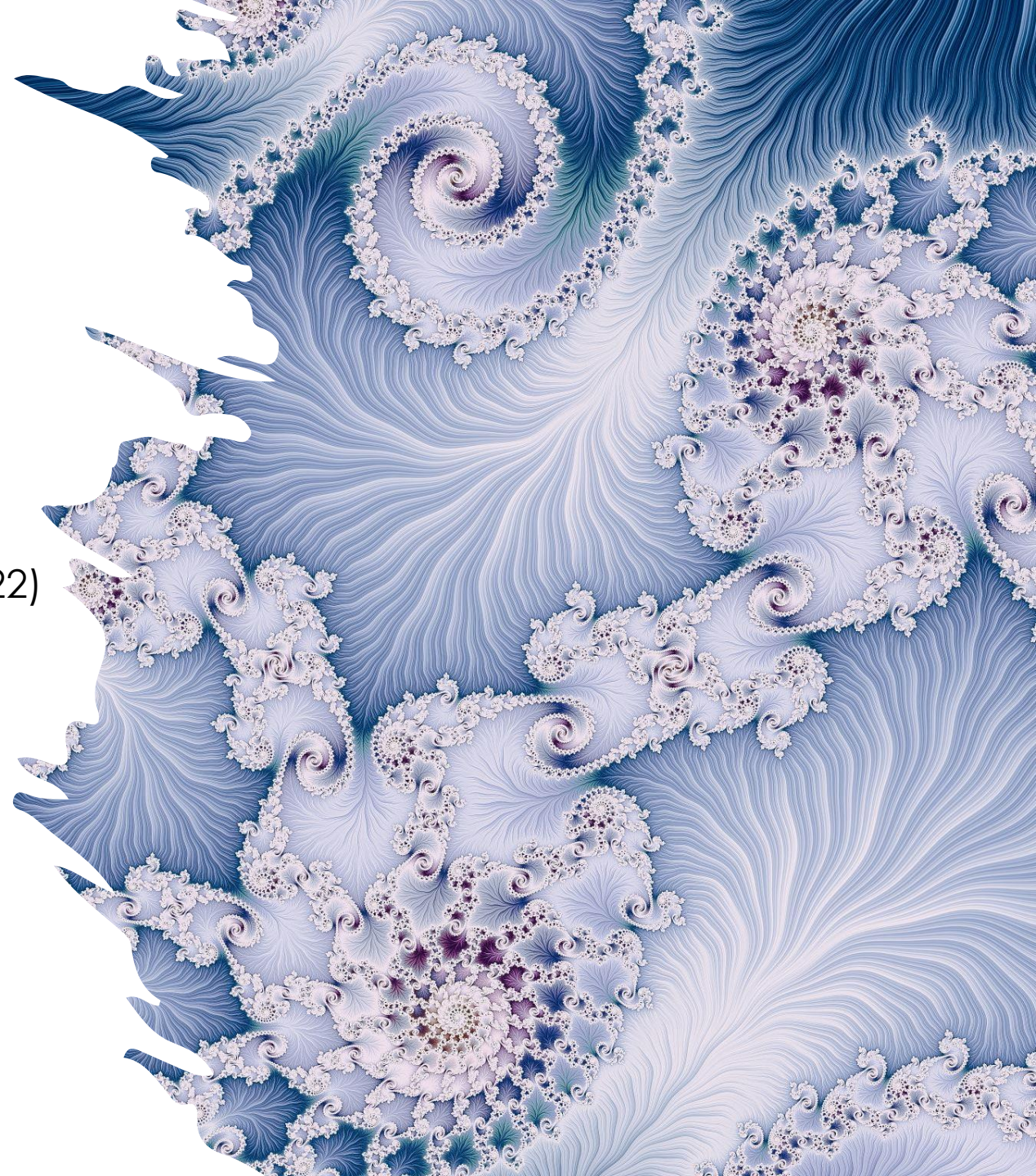


Figure: Equality (HBR, 2022)



HOW HUMAN RESOURCES DEPARTMENT CONTRIBUTES TOWARDS INCLUSION AND DIVERSITY AT TESCO?

HRM is focusing on improving organizational efficacy through people and making sure the way they are treated is in harmony with company's moral values.

- Builds and inclusive workplace: Tesco has a culture that does not tolerate harassment
- Encourages fairness between employees: all employees are allowed to request flexible working



Figure: Race (Tesco, 2022)



Figure: Parents(Tesco, 2022)



Figure: Women (Tesco, 2022)

- Provides an adequate employee experience: at Tesco, each person is treated with respect and impartially
- Facilitates the wellbeing of employee through Colleague Networks project and flexible working

Source: Armstrong (2020) ; Tesco (2022)

Figure: Disability (Tesco, 2022)



A person in a dark business suit and white shirt is gesturing with their right hand, pointing towards a network diagram. The diagram consists of blue nodes connected by lines, with some nodes highlighted in yellow. The background is a blurred office setting.

According to Torrington (2017), larger organisations, such as Tesco have established a specialist HR position that aims to establish an effective relationship with their employees, by developing the flexible working arrangements in order to be beneficial for both sides.

A new trajectory is represented by the employment relationship which is seeing the employees as an individual rather than part of a group, in order to facilitate inclusion and have a diverse workplace.

CONCLUSION

REFERENCES

- Armstrong, M. (2020). *Armstrong's handbook of human resource management practice*. 15 ed. London: Kogan Page.
- HBR (2022). *Harvard Business Review*. [Online] Available at: <https://www.hbr.org/> [Accessed 15 11 2022].
- GOV (2022). GOV. [Online] Available at: <https://www.gov.uk/> [Accessed 17 11 2022].
 - Tesco (2022). *Tesco Careers*. [Online] Available at: <https://www.tesco-careers.com/> [Accessed 10 11 2022].
 - Tesco (2022). *Tesco PLC*. [Online] Available at: <https://www.tescopl.com/> [Accessed 15 11 2022].
- Torrington, D. (2017). *Human resource management*. 10 ed. Harlow: Pearson.



Q & A ?