



MANAGING PEOPLE

Presentation

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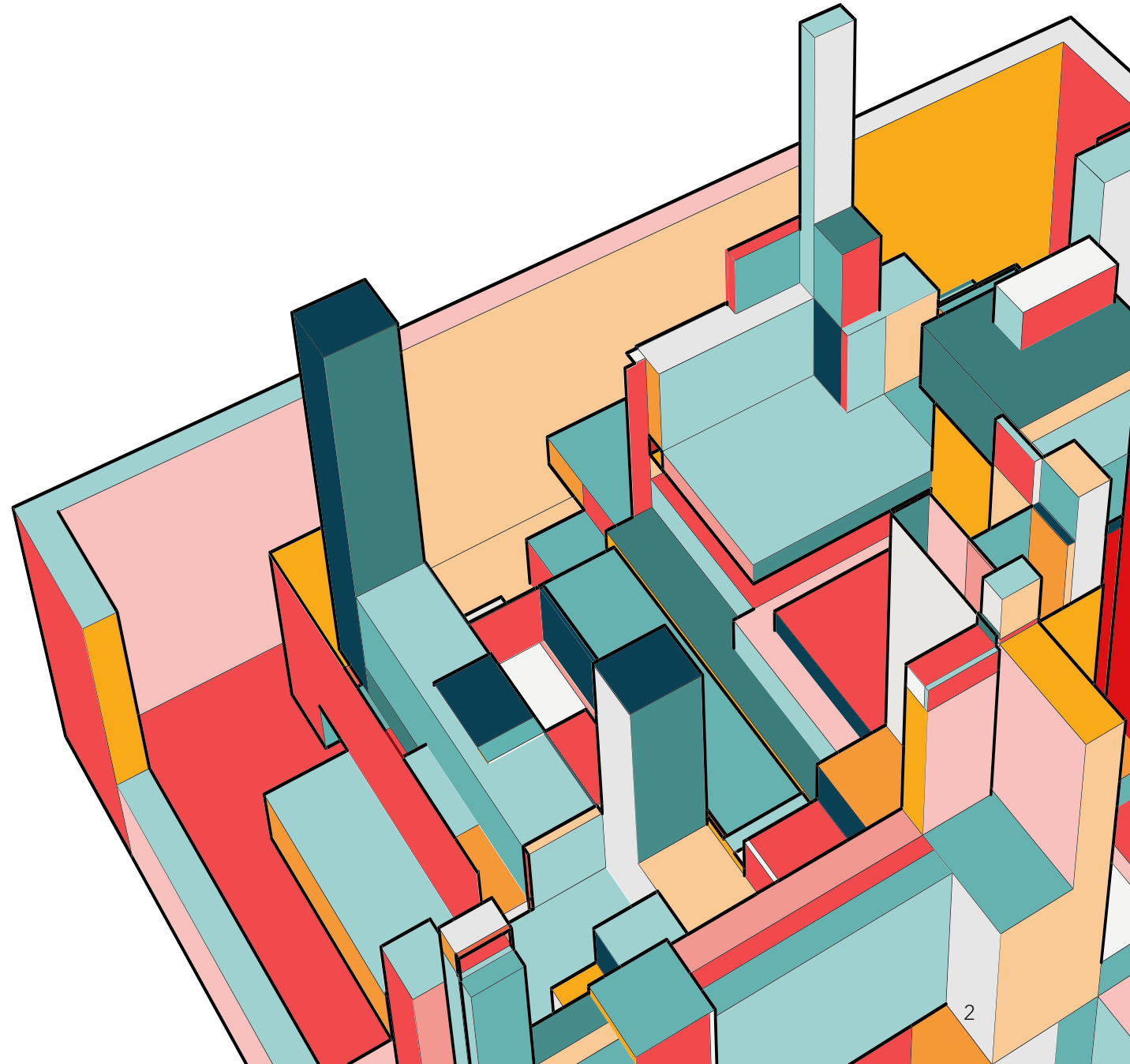
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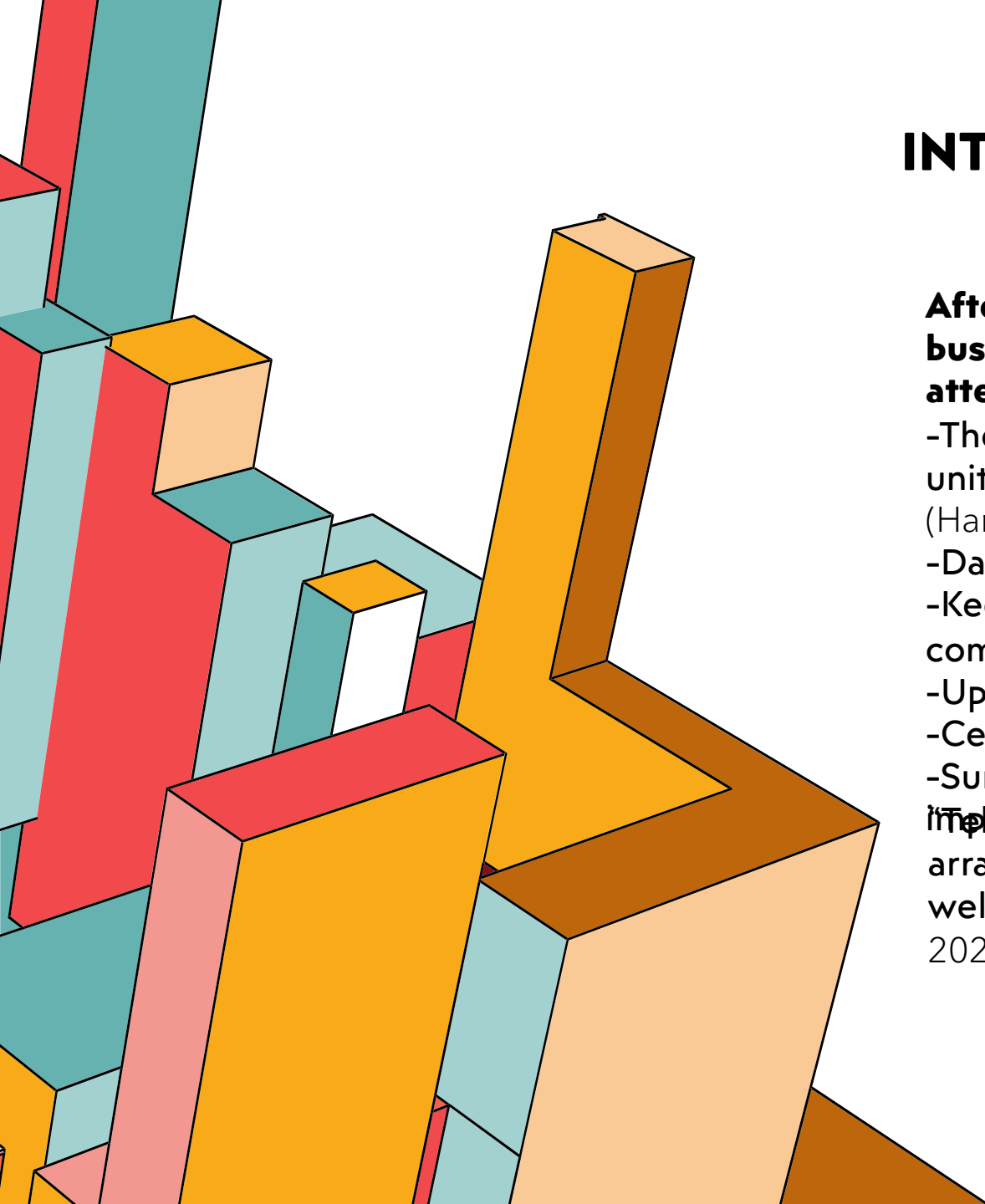
University of Wales Trinity Saint David

**FLEXIBLE WORKING IN RELATION TO
DIVERSITY AND INCLUSION AT HOMEBASE**

AND

**HUMAN RESOURCES IN PROMOTING
DIVERSITY AND INCLUSION THROUGH
FLEXIBLE WORKING**





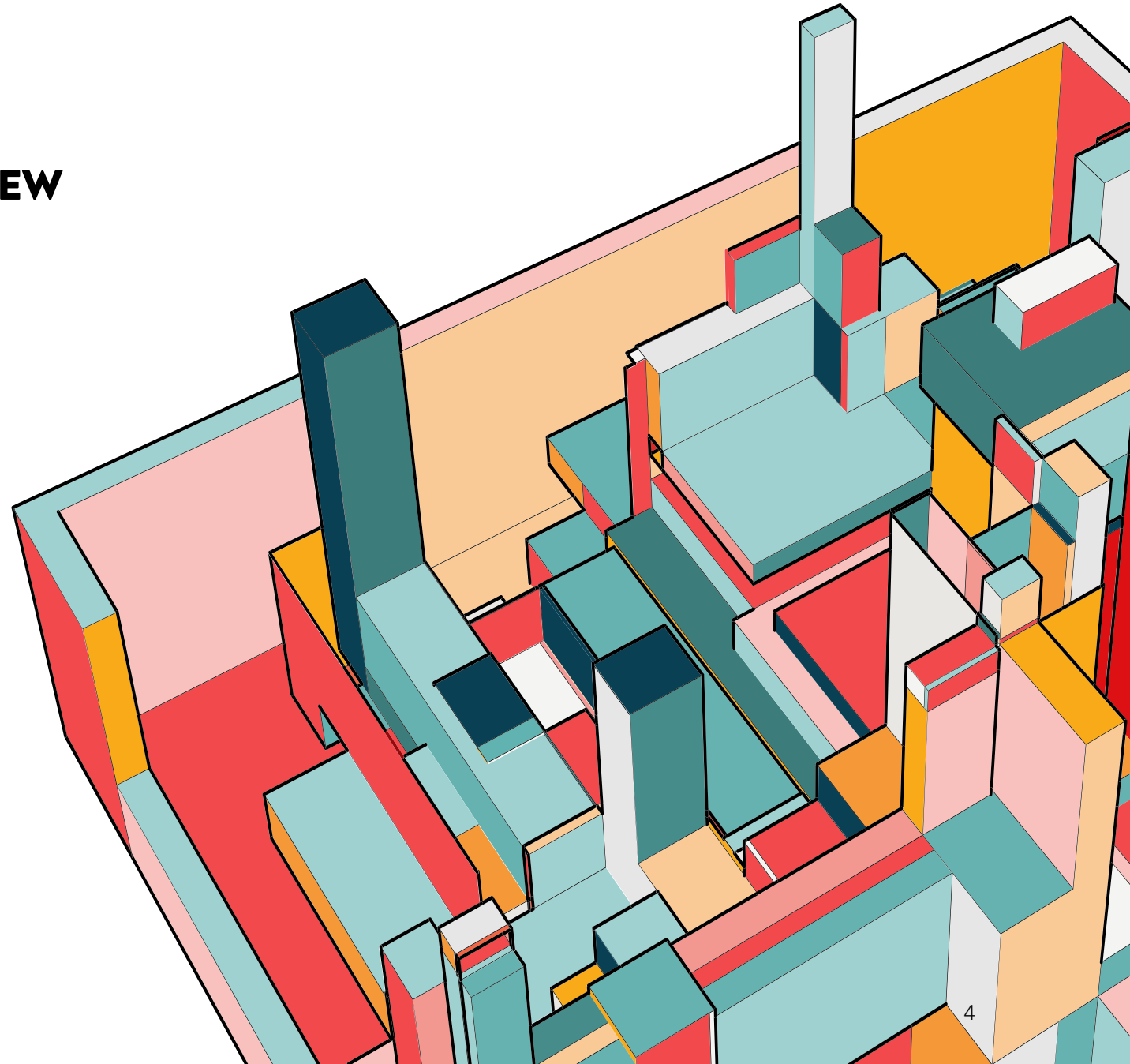
INTRODUCTION

After the pandemic, managers and leaders of all types of businesses faced new challenges and began to pay special attention to:

- The importance of the relationships between the different units in any organization, which are the basis of everything (Hanson, 2021)
 - Daily cooperation
 - Keeping in touch with employees through regular communication
 - Update business information
 - Celebrating success and creating forums to ask questions.
 - Surveys of employees' opinions about needed support and improvement of the working environment
- “Teleworking was largely implemented as a flexible working arrangement to enhance worker productivity and well-being (Menezes and Kelliher, 2011)” (Reuschke & Felstead, 2020)

A BRIEF RESOLUTION AND OVERVIEW OF HOMEBASE

UK's 2nd largest retailer, With over 150 stores and 5,600 team members across the UK and Ireland, their main aim is to help people renovate their homes and gardens. From renovating, furnishing and decorating all rooms and spaces of the home to everything related to the garden, based on DIY. (Homebase, 2022)



DIVERSITY AND INCLUSION AT HOMEBASE

Everyone is welcome at Homebase.

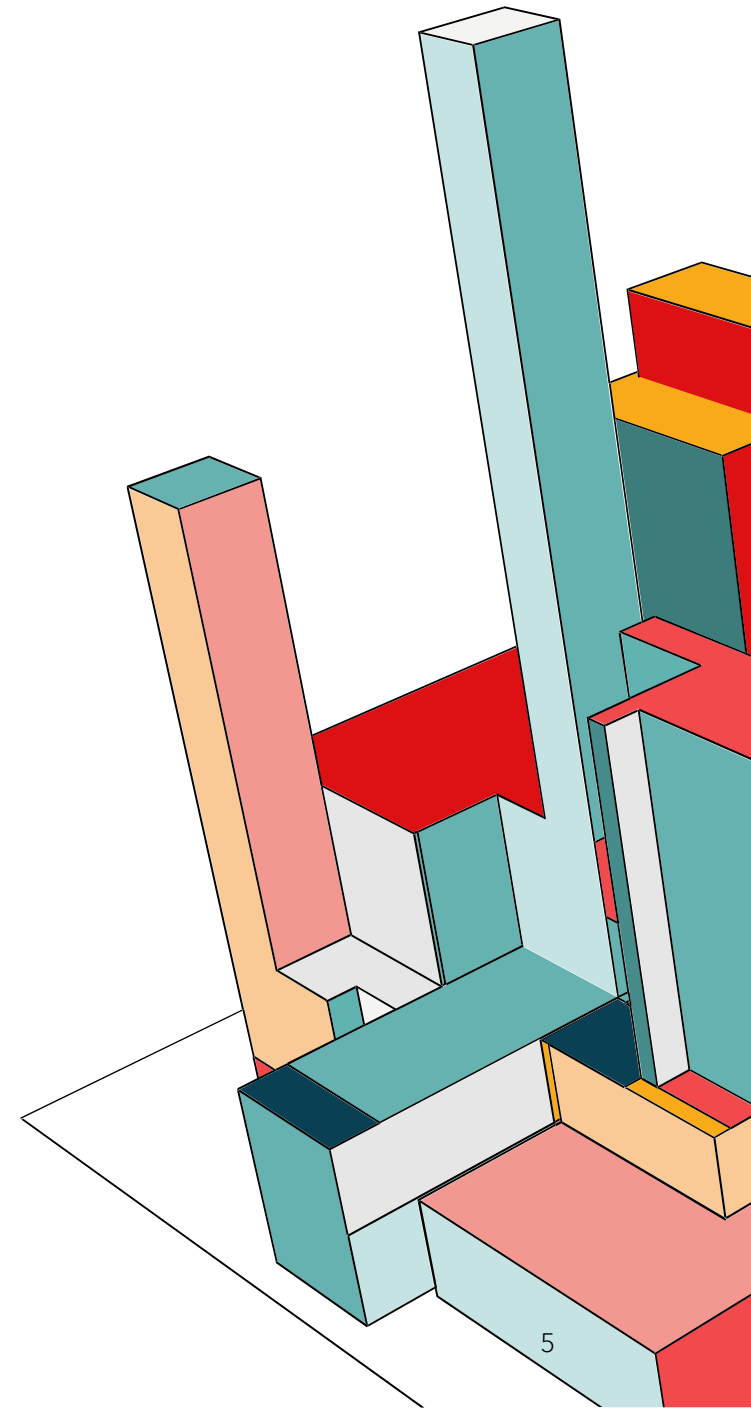
The birth of inclusive workplace which values the culture and life of it's workers.

Everyone here is treated in the same regard. (Foot & Hook, 2008)

There can be seen a profit to the valuing of the talents which are possessed.

Whereby the active use of all resources to commemorate the culture, lifestyles and preferences by colleagues.

It is all these attributes which aid in constructing a prosperity of which the business can thrive on which also mirrors the diversification in not only society but our individual communities. (Foot & Hook, 2008)



(MBN, 2022)

Business Objectives

Optimum Use of Resources	Development of Human Resources	Profit Earning	Creation of Customers
Creation of Jobs	Supply Quality Goods	Productivity	Innovations

(MBN, 2022)

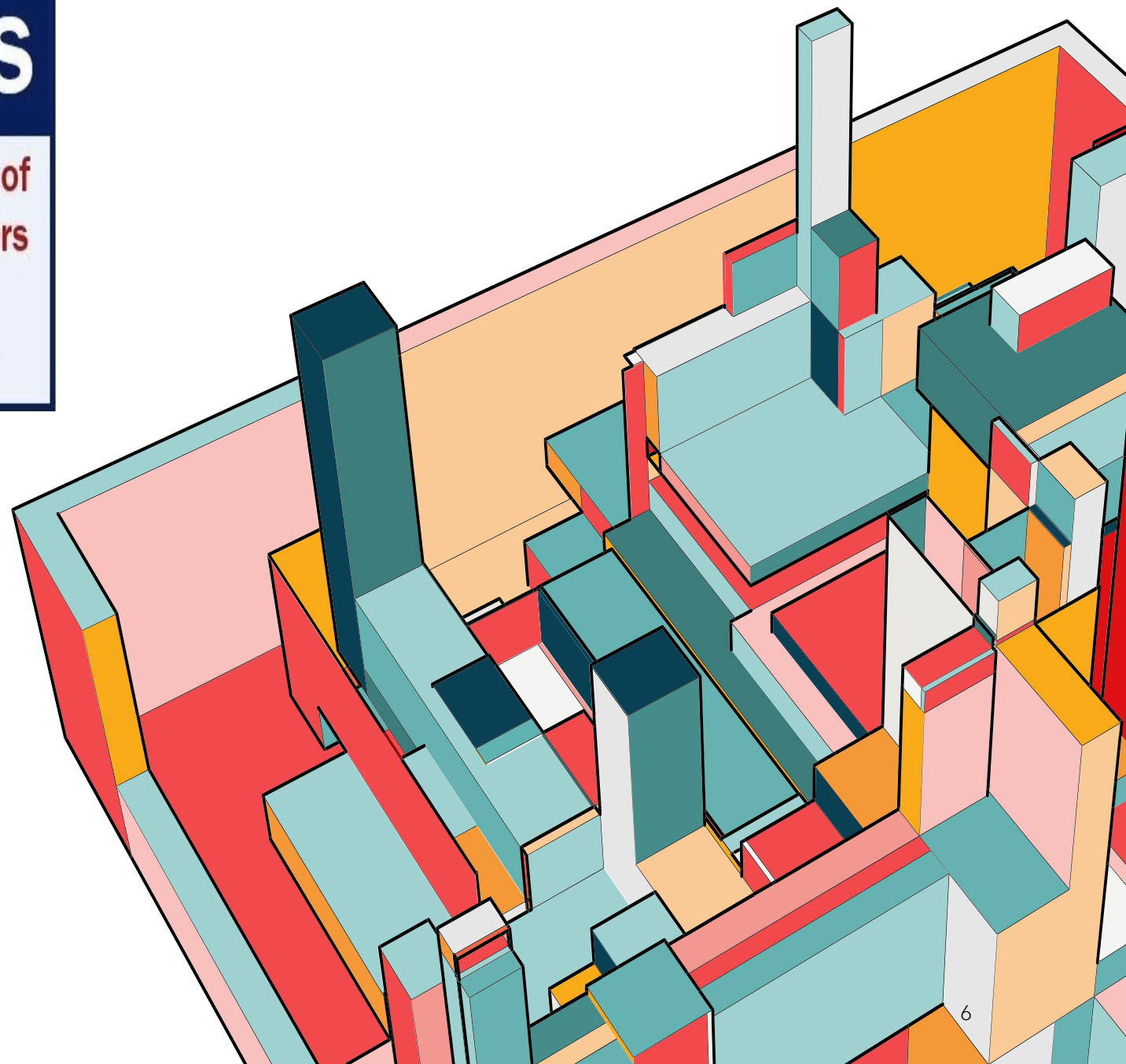
BUSINESS OBJECTIVES IN HR PART AT HOMEBASE:

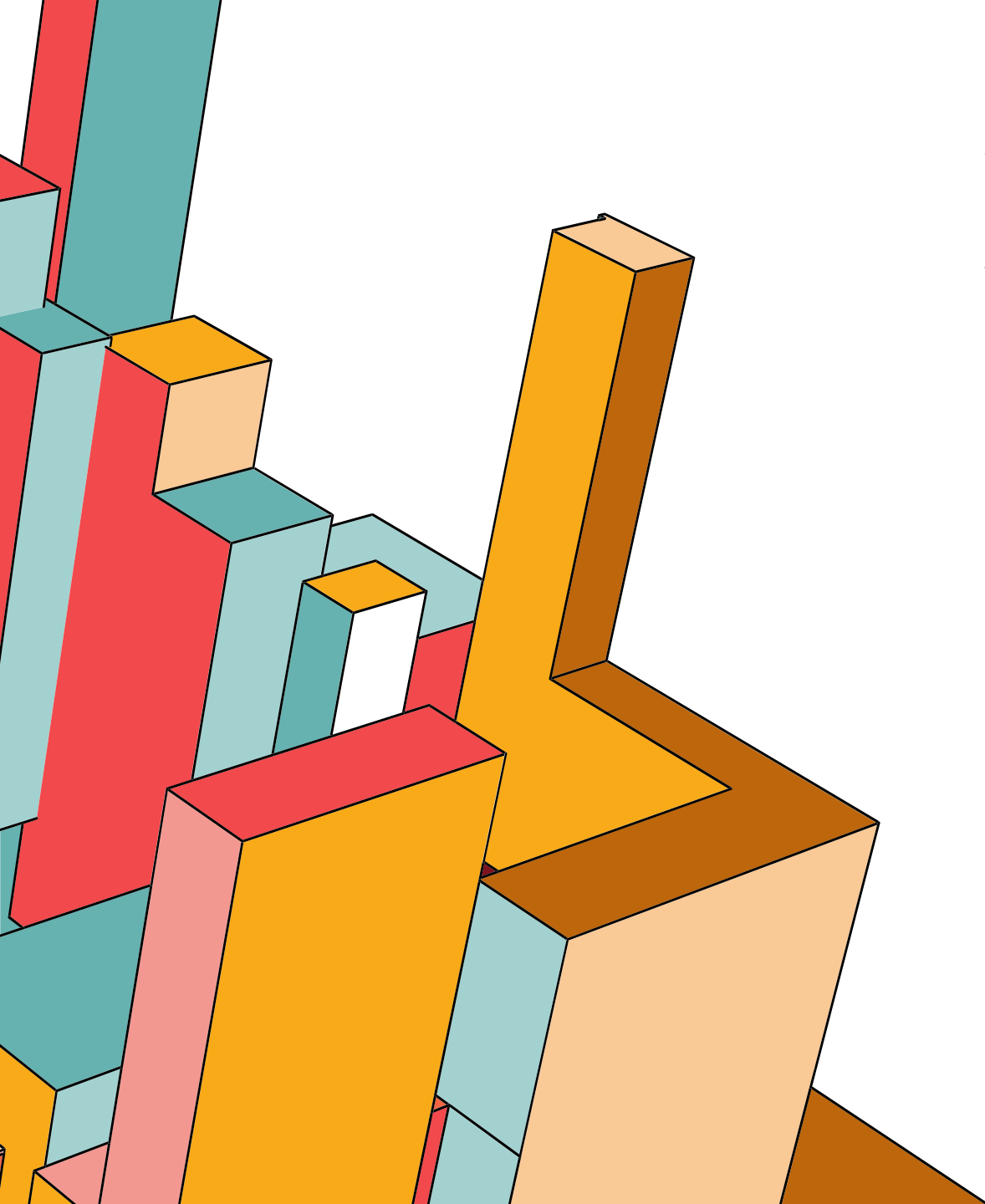
Homabase is building a level of
inclusive workplace

Providing motivation (Birkenhead,
2021)

Developing

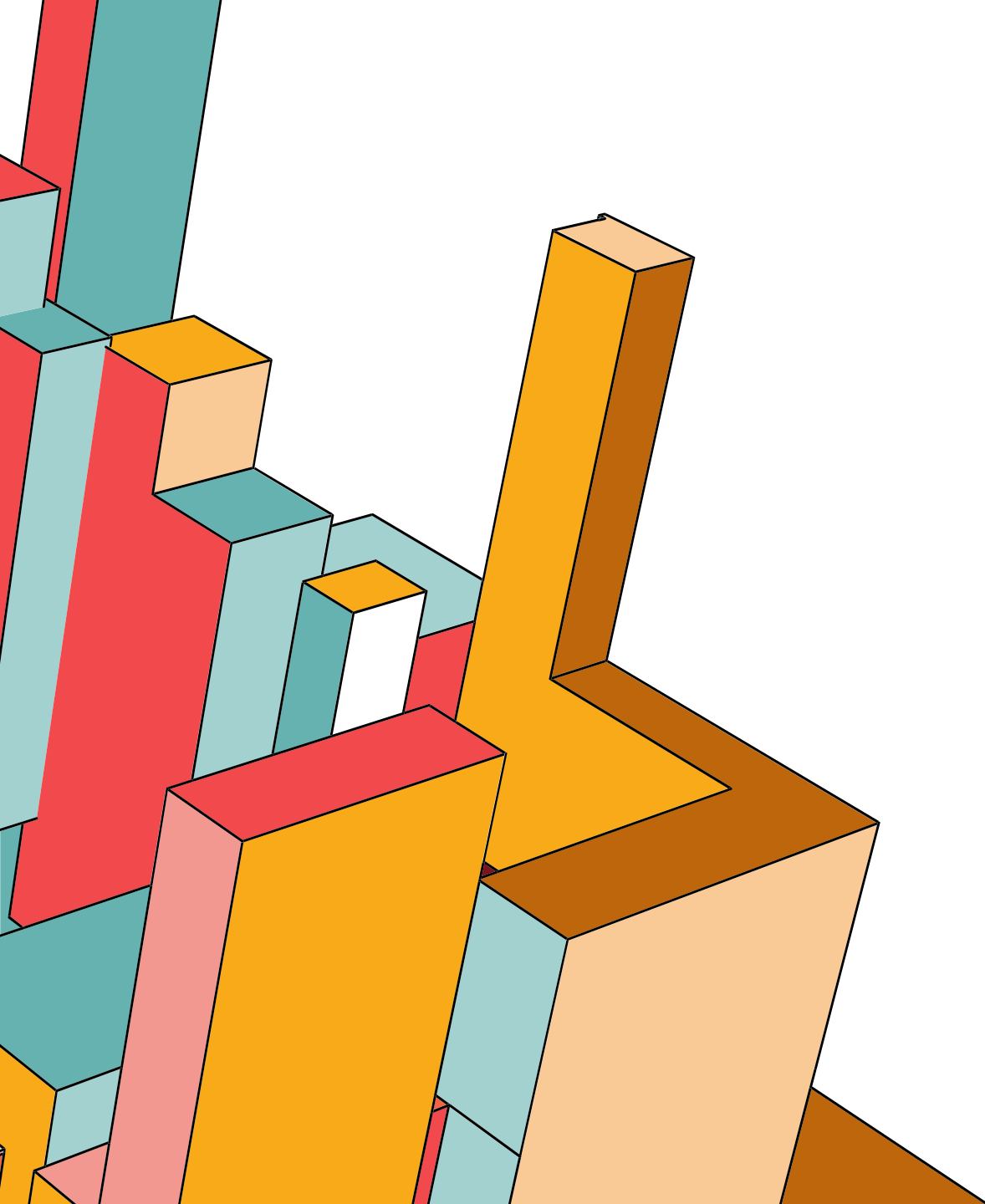
Providing a better means for
evaluation



An abstract graphic on the left side of the slide consisting of several 3D rectangular blocks of varying heights and colors (red, teal, orange, and brown) arranged in a stepped, ascending pattern from the bottom left towards the top right.

WHAT STEPS ARE IMPORTANT TO ACHIEVE SUCCESS THROUGH HR AND ITS DIVERSITY AND APPLICATION

- Human resources are key to both the achievement of business objectives set by an organization and the success of that organization. (Birkenhead, 2021)
- Selecting the wrong candidates for jobs can lead to loss in the future. (Foot & Hook, 2008)
- Recruiting and selecting the right person for the right job is key to the success of any organization



MANAGING PEOPLE

Managing people is not an easy job and it will not become easier in the future, but it is extremely challenging, which makes it interesting.

(Birkenhead, 2021)

Relationships or what is the "healthy distance" with people in the team)

Degree of freedom

Career development

Personal values

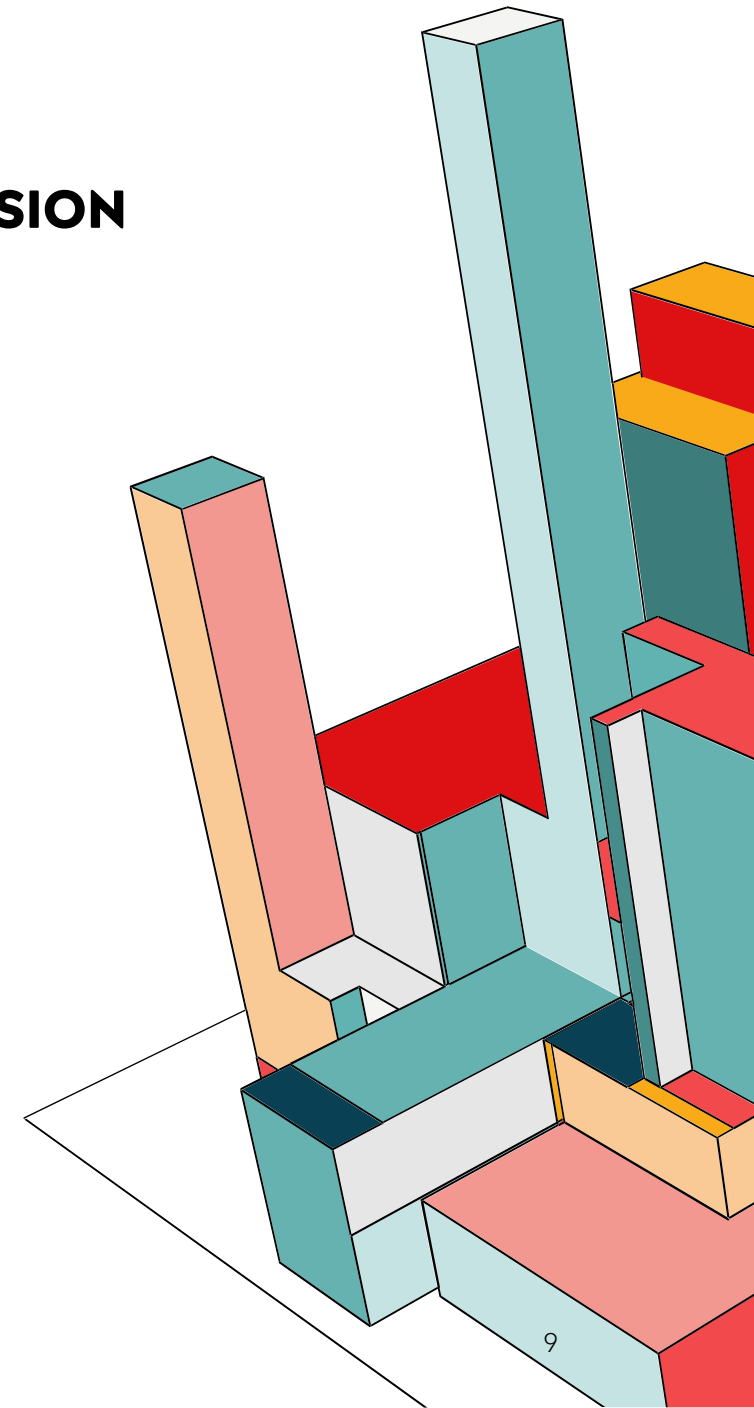
WHAT IS FLEXIBLE WORKING?

APPLICATION IN RETAIL SALES IN ITS DIVERSITY AND INCLUSION

Flexible working has to suits an employee's needs, having flexible start and finish times, or working from home. (Gov UK, 2022)

Flexible working types

Job sharing	Flexitime
Working from home	Annualised hours
Part time	Staggered hours
Compressed hours	Phased retirement



HOW DOES FLEXIBLE WORKING BENEFIT YOUR COMPANY

ATTRACTION AND RETENTION

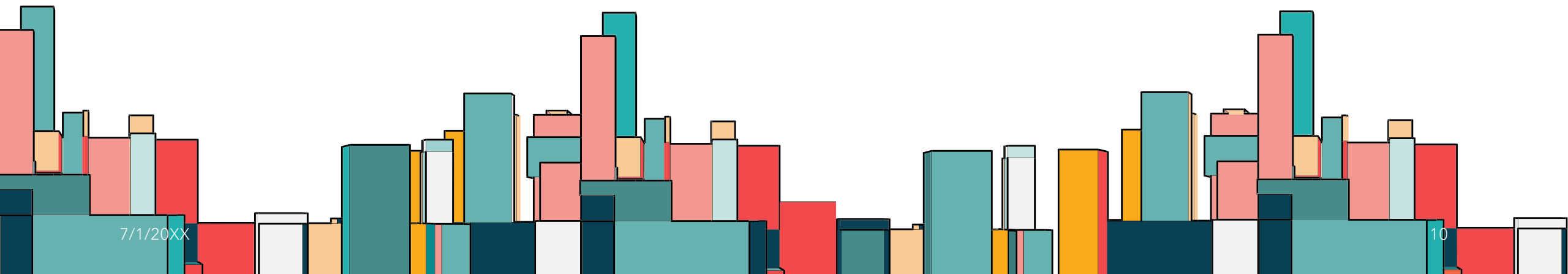
Company that offers flexible working becomes more attractive

PROGRESSION

Flexible working allows employees to thrive

WELLBEING

Flexible working can help boost employee wellbeing (CMI Insights, 2020)





BENEFITS FOR HOMEBASE TEAM

Competitive annual leave allowance – Rising with length of service.

Team Member discount – discount of 20%

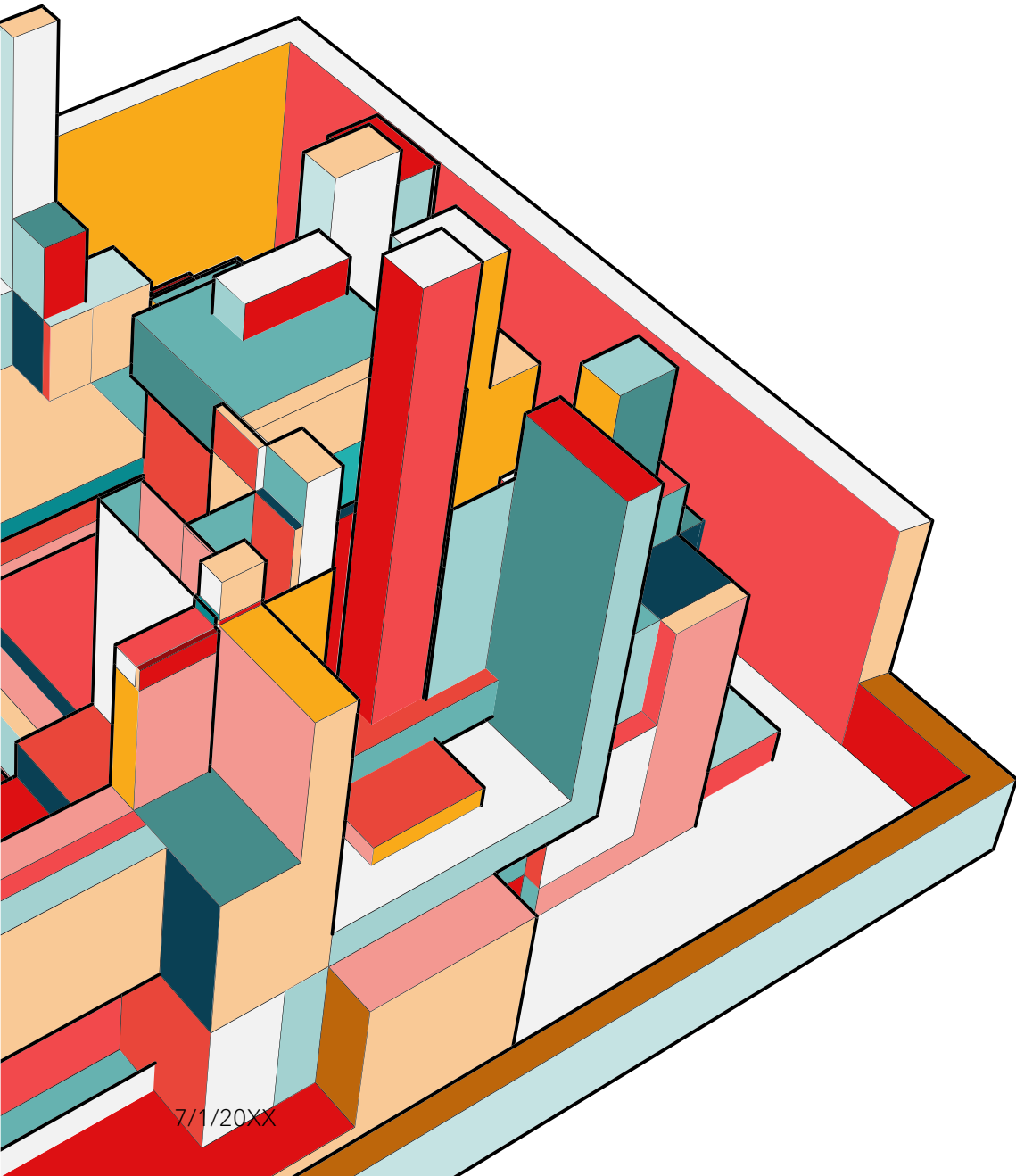
Bupa Anytime Healthline – Access to 24/7 helpline for advice and information on any health concerns

Healthcare cash plan

Team Member Assistance Program – offering support on a wide range of topics to help support a healthier and happier life

Opportunity to enhance your pay through our discretionary bonus plan

Hapi to be Home – Our team member wellbeing portal offers our team members a range of wellbeing support (Homebase, 2022)



SUMMARY

In this presentation, we looked at the important steps to achieve success through HR and its diversity and application, and the benefits of flexible working hours for companies and their team, looking at the local Homebase

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THANK YOU

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