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Table of contents

1. Title page	1
2. Content list	2
3. Introduction	3
4. Making a case in favour of flexible working in relation to diversity and inclusion at work and analyse the role of human resources in promoting diversity and inclusion through flexible working	4
5. Make a case in against of flexible working in relation to inequality at work and analyse the role of human resources in addressing the concerns of inequality that may arise from flexible working	6
6. Conclusion	9
7. References	10

Managing People Report

Introduction

Managing people makes managers of the organisation identify motivating factors that helps in motivating different people or workers in different situations. It also includes facilitating between team members by using problem solving techniques in order develop a positive environment (Resnik and Barker, 2021). For the following report, selected company is Tesco Plc which is a multinational retailing company of UK. The company is founded by Jack Cohen in 1919 and its headquarters is in Welwyn Garden City, Hertfordshire, England. More than 50% of its staff wants flexible working in the organisation. The report covers favour of flexible working in relation to diversity and inclusion at work and analyse the role of human resources in promoting diversity and inclusion through flexible working. It further covers against of flexible working in relation to inequality at work and analyse the role of human resources in addressing the concerns of inequality that may arise from flexible working.

MAIN BODY

1. Making a case in favour of flexible working in relation to diversity and inclusion at work and analyse the role of human resources in promoting diversity and inclusion through flexible working

Flexible working describes the arrangement of working in different time, location as well as pattern of working in order to make easier for the employees to conduct their task as per their suitability and comfortability in better manner (Todd and Godfrey, 2019). flexible working environment makes agreement in between the employer and employee in which employer allows their employee to choose where they want to conduct their task, create a work schedule that work best for them or schedule their work however they want in order to feel free to conduct their task in more effective manner. Inclusion and diversity involve a group of unique persons who integrate and acquaint with one another but each are have different concepts with their own benefits. The company who provides importance to inclusion and diversity makes their working area safer, happier as well as productive in order to achieve their goals in effective manner. In the case of Tesco, it has been identified that its more than 50% staff or employees want flexible working after the impact of Covid 19 pandemic in effective manner. Its human resource managers play an important role in promoting in inclusion and diversity with the help of flexible working in effective manner. The HR managers of company is focus on implementing flexible working in their organisation in order to motivate their employees to work effectively in the organisation. The favour of flexible working in the working area of Tesco are describes below:

Increased productivity- While developing flexible hours in the working area it allows the employees makes them feel free to work in their staggered hours as well as alternative shift pattern. This makes employees motivated and encouraged to work effectively in order to achieve organisational goals and objectives (Trivedi and Zulkernine, 2020). It has been analysed that the employees who are allowed to work with flexibility in Covid 19 period are more productive in comparison to other in effective manner. This will help HR managers of Tesco promote inclusion and diversity in the organisation as the flexible working makes their employees more productive to give their best in their performance.

Reduces stress and burnout - The inflexible working area of the organisation makes their employees stressful as well as burnout which also affects their health as they cause anxiety, depression as well as stress. The flexibility working is important for every organisation in order to maintain employee's well-being. This help Hr managers of Tesco to implement flexibility in their working area in order to promote diversity and inclusion as well as maintain their health. Flexibility working helps in reducing the stress as well as burnout in their employees and makes them effective in order to give their best in their performance.

Better job satisfaction - The main advantages of flexible working is it makes better job satisfaction in between employees. When the employees are allowed to perform on the basis of their choice of time, location and working are feel more satisfied to conduct this job even if their salary packages are not large (Mazoruk and Huxley, 2020). This will also help HR managers of Tesco to promote inclusion and diversity in their working area as the employees feel more satisfied to work in their organisation with flexibility working.

Promote a healthy work-life balance - The company who introduces flexible working strategies in their working organisation makes an effective way to promote as well as healthy work-life balance in employees. This makes employee to solve the conflicts in between their family and home in order to make their work life balance with their personal life. In context of Tesco, flexible working refers to an effective method that help in achieving their better work life balance and give their best efforts for achieving their organisational goals.

Flexible working attracts top talent - The flexibility working helps in company in talent acquisition. The company who offers flexibility in their can attract to performing talent easily as every individual wants to work in flexible working environment in order to maintain their health as well as balance in their personal and professional life. This makes HR manager of Tesco to allow 50 % staff to work flexibility in order to promote inclusion and diversity as well as attract more talented people in their organisation in order to achieve their organisational goals in more effective manner.

Improves retention - The company who allowed their employees flexible working helps in retaining the valuable as well as talented people in the organisation. Flexible working refers to a one of the most essential that every employee wants from their employer or company. If the company provides flexible working to their employees, they do not like to leave their organisation and give their best efforts in order to complete their task before time (Bhasin and Kharbanda, 2021). This makes HR managers to retain most valuable and skilled existing employees in the organisation while promoting diversity by making flexibility in their working area.

Improves Diversity- If the company limited their candidate to work in single location, they have a narrower group of candidates. Whereas if the company provide homogenous location, their workforce is likely to become more less diverse. After the Covid 19 pandemic, it has been found in many companies who have diverse employees have better performing teams from those companies who has less diverse employees. By promoting diversity and inclusion in their working area, help HR managers of Tesco to encourage better performance in their organisation. This makes company to allows flexible working to their diverse workforce in order to make them to achieve their organisational goals.

Provides a cost-efficient and eco-friendly choice - Flexible working helps employer as well as employees to save their money and create positive impacts the environment too. Flexible working makes employees not need to come office daily which saves their many expenses also. Employers saves on their overhead costs also (Scott, 2021). This makes HR managers of Tesco to promote diversity and inclusion as well as save money and eco-friendly environment by developing flexible working strategy in their organisation.

2. Make a case in against of flexible working in relation to inequality at work and analyse the role of human resources in addressing the concerns of inequality that may arise from flexible working

Allowing flexible working to 50 5 staff in the organisation creates inequality among their workforce as well as cause many more drawbacks for the organisation. There are some areas in the organisation flexible working is not possible which creates a major reason for creating inequality in between the employees. This becomes the important for the HR managers of the company to identify various factors in order to address the concerns of inequality that may arises from flexible working in their organisation.in their organisation in better manner (Baumand Kahn, 2020). In case of Tesco, more than of its 50 % staffs wants flexible working in their organisation in order to complete their task as per their choice and comfortability. This makes other staff feels inequality in their working area. The factors that encourage inequality due to flexible working in the working environment of Tesco as well as their HR managers need to address them are described below:

- Flexible working is not suitable for every employee in the organisation who flourishes in a working environment of office as well as does not share same schedules with their other colleagues. Some of the employees does not found comfortability in order to work with their own schedules which makes company to face many problems in order to manage staff in flexible working environment. As its more than 50% wants flexible working whereas other not because they are not feeling comfortable in order to conduct their task on their own schedule. This creates inequality in between their staff which makes their HR managers to manage their staff properly in order to make them feel comfortable while working in flexible schedule.
- Some of the employees take benefits of flexible working while conducting their work from their home to take relax while conducting their task (Maddox-Daines, 2021). This describes that they are playing and having fun when doing work at the same time. This can cause errors because they disturb their concentration while conducting their task. This makes HR manager

of Tesco to view the performance of their staff in order to make them to perform their task in proper manner.

- In many organisations, some managers need to view the daily performance of their employee and then view them to leave for home, which makes problem to cop up with sudden changes in their work culture. For making flexible working environment employers have to make lot for faith for their employees. This makes HR managers to make trustful relationship with the other employees in which does not require view their daily. This also helps me in understanding the other employee who is feeling inequality in the organisation.
- Fixed schedule and office-oriented workers view their flexible schedule colleagues as lazy and slackers since they can see them as productive for the organisation (Tyne, 2021). This can cause disagreement between the flexible work staff and fixed schedule staffs. This makes HR managers of Tesco to encourages both the working staff by appraising hard working employees in front of the flexible and fixed schedule staff. This will also help in solving the inequality in the organisation.
- The employees who are working their home, giving wrong idea to their society as they are not working. This can cause misunderstanding in among their neighbours, relatives and friends. This makes important for the employees to makes them clear about the kind of their job as well as explain about their working is. This makes the HR managers of Tesco to help their employees in order to make clear for their society about their flexible working.
- Compressed schedules can also cause stress in between the employees because they have to work hard as well as conduct overtime so, they can get some free days (Taylor, 2021). This makes company to get unsatisfactory output from their staff as they are over exhausted with their work. This makes HR managers of Tesco to manage their daily staff properly which makes company to get effective output from their employees.
- Compressed work schedule makes mixed reactions among the employees. Some employees are improving in staying the home as well as become more productive or they can slack off as well as increase incomplete and pending work. Which can affect directly their goals and objectives. This makes HR managers to allow flexible working those employees who are performing well from their home instead of those who are performing bad or incomplete task.
- Flexible working creates more disadvantage for those company where timely meetings and conferences are required for the discussion on future projects as well as other developments also. This makes company to follow certain rules and guidelines in order to make their staff to aware about the meetings and conferences in order to attained it on time. The HR managers of Tesco can use technology such as video conferencing in order to make their staff in conference and meetings.

- Flexible working creates problems in between the employees and their supervisor in order to manage their schedules according to their flexible time. As the manager or supervisor feel guilty in calling their employees late at night in order to discuss about their work. This makes HR manager of Tesco to make adaptable working hours in their working organisation helps in solving the problems in between their employees and the supervisor. This will help in managing their task on time in order to achieve their goals and objectives in effective manner.
- Due to flexible working, employers feel lack of control are awareness about the work that their employees in their flexible schedule which makes difficulty to them to get proper output from it. This makes HR manager of Tesco to make proper about their staff and their working in order to make proper control on them.

CONCLUSION:

From the above mentioned report, it has been concluded that managing people helps managers to make their employees motivated in order to give their best while working in the organisation. Flexible working allows employees to conduct their task as per their own schedule in order to perform their task in better manner. the diversity and inclusion are also important for the company in order to make employees to perform better in the organisation. Increased productivity, reduces stress and burnout, better job satisfaction, promote a healthy work-life balance, flexible working attracts top talent, improves retention, improves diversity, provides a cost-efficient and eco-friendly choice are benefits flexible working in the organisation which help company to promote inclusion and diversity in the organisation. Flexible working not only provides benefits to the company it also creates some problems for the company in order to manage their staff in better manner. The employees who are performing fixed schedule working they feel inequality in order to conduct their task in better manner. The HR managers of the company in order top address the inequality in the organisation in better manner.

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