

Managing People

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,

Introduction:

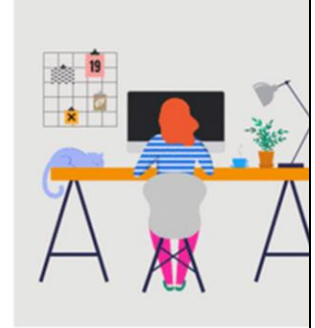
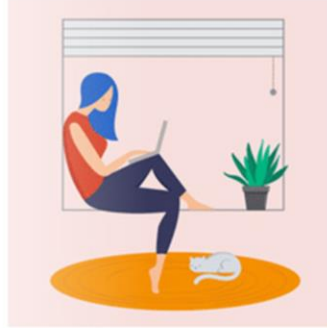
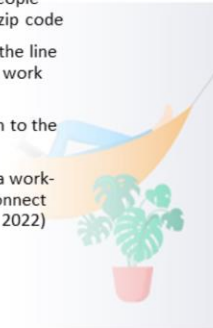
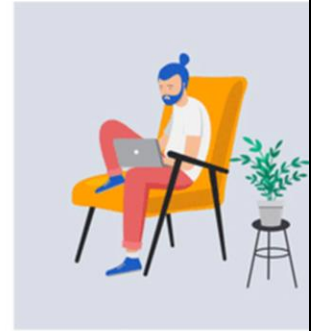
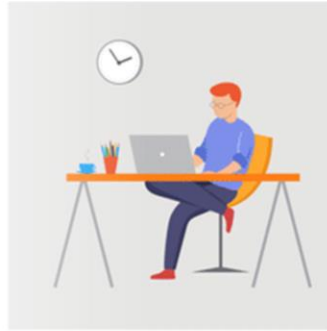
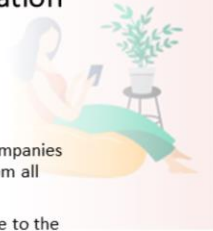
- To discuss in favor of the flexible working and the relation between the diversification, inclusion and flexible working.
- To represent the role of an HR in the diversification and inclusion in an organization (hrexchangenetwork, 2022)



The purpose of the project is to discuss in favor of flexible working and the relation between flexible working and diversity and inclusion at work and also analyze the role of human resources to promote inclusion and diversification at the workplace through flexible working. For some people, flexible working is very important as some of them are physically and mentally challenged, or single parents and that's the result is that they can not provide their skills to the organizations and are stuck between no work at all or low-paying jobs (timewise, 2022). There is a huge role of human resources in the organization to encourage diversification and inclusion at work through flexible working. An HR's role is important in the management and leadership role in the organization to empower the diversification culture (hrexchangenetwork, 2022).

Relation between flexible working and diversification and inclusion at the workplace:

- Flexible working helps the companies to hire diverse employees from all around the world
- Flexible working give a chance to the companies to hire talented people from out of the their office's zip code
- Flexile working help to finish the line between the white and black work culture
- Flexible working give freedom to the employees in working
- It help the employees to get a work-life balance and attracts to connect with the organization (David, 2022)



Diversification and inclusion in the workplace of the organization help an organization to increase flexibility, retention, recruitment, and finance. An organization can gain competitive advantage, and adaptability power with the changing marketplace through flexible working. Flexible working helps companies to hire more diverse employees from all around. The flexible work culture helps to broaden the perspective of hiring talent for the organization to improve the work experience of the organization (CNBC, 2022). Flexible working culture can solve the color problems that come in white people's workplaces. In flexible working, the employees get the freedom to do however they want and there is less opportunity for microaggressions to happen in the first place. With a culture of flexible working, an organization can find such talent for a suitable role in their company to make the company more profitable in the marketplace. The company can not blame the places of their office to hire talented people for the company as flexible working finishes the line between the talented people and the office's zip code. A flexible working culture

helps not only benefit the women to participate in the work culture but the organization for diversification and inclusion in the organization's workplace. A flexible working culture makes a group of people from diverse backgrounds that helps to perform better and create creativity. Flexible working culture in an organization helps to get the employees of the company to get a work-life balance and people want it for inclusivity at work and open-mindedness and this culture attracts employers to connect with the organization (David, 2022).

Role of human resources in diversification and inclusion:

- The role of an HR is so important to create diversification in the workplace of the organization
- An HR create and empowered the organizational culture in diversity management and leadership (changeboard, 2022)

Diversification and inclusion in the workplace give a chance the companies to identify the new trending things that are a workforce to secure a competitive advantage. There is an important role of HR in the company to create diversity in the workplace. As HR, create and empower the culture of the organization in diversity management and leadership that give a respectful and inclusive environment for the employees to learn, contribute, and grow to the success of the organization. An HR monitors the progress of the diversification in the organization (changeboard, 2022).

Role of human resources in diversification and inclusion:

- An HR increases the diversification of the company through the recruitment process by internal and external partnerships
- Pearson launched a summer internship program to increase the diversification
- A team of HR provide support and mentoring to make early talent to meet their career goals
- Deloitte is one company that give proper support and mentoring with the most dynamic mentors (changeboard, 2022)



An HR has the responsibility to increase the diversification in the workforce through recruitment through external or internal partnerships such as organizations, charities, etc. The company Pearson launched a summer internship program through online mode that increases the diversity in the workforce and the publishing industry. It's a very effective approach to recognizing challenges in the media industry faced by an underrepresented group.

Not only just by recruiting but also by giving proper support and mentoring. Support and mentoring should be one of the internal parts of the organization with the local youths as it is important to make early talent and ensure ethnic minorities are the choices to make their career goals. Deloitte is one of the companies giving proper support and mentoring to the students of the Tower Hamlets college business mentoring program successfully with the most dynamic mentors to achieve the goals (changeboard, 2022).

Role of human resources in diversification and inclusion:

- An HR's team helps the ethnic minorities to make progress
- A team of HR also focus on the supply chain and making changes in the supply chain helps to make diversification and inclusion at the workplace



An HR team takes the initiative that helps to make progress for the ethnic minorities. This is gonna be challenging for UK employers and without the work of action, the ethnic minorities will not be presented at the level of management. It helps the culture of the organization to flourish and make progress and the skills of the individuals to make sure that they reach their full potential. The top cadre of BAME managers in the company IBM is being recognized by the senior leadership team to make sure that they contribute to the future success of the business strongly.

The HR team should focus on the good practices in the company's supply chain diversification. The companies should make changes in the procedure for producing goods and apply a supply chain with diversified policies. ASDA made these changes by working with the ethnic minority suppliers to increase the range of the food and expand the ethnic supplier base. ASDA helped many small minority suppliers to expand to meet the needs of the company's customers and this helped to get the growth in sales and profit for the company across the categories (changeboard, 2022).

Conclusion:

- Flexible working helps the companies to find talented people
- Flexible working helps women and others to engage in the work culture
- An HR helps to bring diversification and inclusion through recruitment, mentoring, leadership program, changes in supply chain

CONCLUSION

Flexible working can allow diversification and inclusion in the organization. Diversification and inclusion bring competitive advantage and the power of adaptability to the organization. Flexible working helps the company find talented people for the suited roles in theory companies across their offices' zip codes. A flexible working culture allows the employees to work with their freedom and not only that it allows women and other people to engage in the work culture. An HR has a key role in diversification and inclusion in the workplace of the organization through recruitment, proper support and mentoring, progression and leadership program, and changes in the supply chain.

References:

- Team, C., 2022. *Diversity in the workplace - what's the role of HR?*. [online] Changeboard. Available at: <<https://www.changeboard.com/article-details/13720/diversity-in-the-workplace-what-s-the-role-of-hr-/>> [Accessed 18 August 2022].
- David, C., 2022. *How Flexible Work Can Help You Create More Diverse & Inclusive Teams*. [online] NeuroLeadership Institute. Available at: <<https://neuroleadership.com/your-brain-at-work/flexible-work-enables-diverse-inclusive-teams/>> [Accessed 18 August 2022].
- CNBC, 2022. [online] Available at: <<https://www.cnbc.com/2022/04/20/how-flexible-work-arrangements-can-help-companies-become-more-diverse-and-inclusive.html>> [Accessed 18 August 2022].
- HR Exchange Network. 2022. *Diversity: HR's Role*. [online] Available at: <<https://www.hrexchangenetwork.com/hr-talent-management/articles/diversity-hrs-role#:~:text=HR%20promotes%20diversity&text=As%20a%20result%2C%20it%20can,and%20empowers%20a%20diverse%20culture.>> [Accessed 18 August 2022].
- Timewise. 2022. [online] Available at: <<https://timewise.co.uk/problems-we-solve/inclusion-and-diversity/>> [Accessed 18 August 2022].



. Thank you