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MANAGING PEOPLE

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Introduction

The report will focus on analysing the management of resources in the organisation. It will be related to flexible working in the context of diversity and inclusion in the workplace. Along with that the manner in which inequality can be solved by human resources with the inclusion of flexible working. The steps which will be required for addressing inequality and including flexibility with the timing will be addressed. The idea behind this report is to analyse inequalities that employees have been facing in the form of their wage gap or the hours that they have to maintain. This has also defined the rigid working pattern that they have been following for a long time in the organisation. To identify this factor many regulations have been changed after analysing that this has been impacting the overall objective. Therefore, diversity and inclusion have been given major consideration by giving a responsibility to the HR department to manage the challenges. In the same way, the roles have been transformed by adopting changes for the betterment of the employees.

Flexible working

Flexible working is a new form of the environment which is provided to the employees to have a certain working pattern which can be helpful for employees to remove stressful environments. There have been many forms of flexible working started after analysing the importance of employees in the organisation. It has been implemented in the pattern of part-time work along with work from home and a hybrid working system. To have productivity in the organisation as well flexible working is useful as an employee can contribute major to the organisation when they are more productive (De Menezes and Kelliher, 2011). Therefore, for that, it is essential to have the concentration on the flexible work arrangements. Employees are also considering a flexible environment for the organisation whenever they are applying in a new form for job purposes. The number of days they are working in a week along with the form of culture they are getting has become sensual for the employees. This form of working also analysis the way employees are being treated and the manner in which the culture can be promoted more. Employees need to use their skills at the maximum level to implement fulfilling objectives.

Practices

- Supporting hybrid working and many other forms to promote culture in the organisation.
- Working for the rights of employees so that their contribution can be considered.
- Access to development and opportunities for employees.
- Applying qualitative and quantitative measures.
- Communication and coordination must be promoted for flexible productivity and performance
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43%

The amount of workers who consider a flexible schedule the most significant benefit.



Diversity and inclusion

Diversity in the workplace defines the team which is contributed toward the objective of working for society as well. It involves all the elements which make a person provide a unique contribution by identifying the difference in skills (Chung et.al, 2021). This also depends upon the adoption of a course unity in the manner that employees make the most out of it. There have been certain social categories upon which diversity has been decided. This means that the company is not doing any form of discrimination or inequality as per race or religion (Joyce et.al, 2010). When it comes to diversity and inclusion in the workplace the focus is always on analysing the policies and programmes of an organisation in a certain manner that needs along with perspective have been given respect. This also earns more trust and commitment among the employees towards contributing.

Diversity and inclusion together define an equally involved environment at the workplace. It also defines the importance of leadership where women are also given the equal chance to acquire higher responsibility. This has been considered important for the organisation because employee retention always decreases with the strategy (Putra et.al, 2020). Along with that companies always have the option of choosing from a diverse talent pool and recruiting among them. The ways to innovate also increase with the ideas

that have been presented by employees. Contribution does not only define from the employer's side but from the employee's side as well. It showcases that the involvement in the decision making must be given to the employees along with making them feel their presence is important. The Inclusive workplace culture always defines the idea behind an employee's want to stay for the work purpose in the company. This happens from the defined culture that the organisation already has.

Human resources in promoting diversity and inclusion

The role of HR in promoting diversity is extensive. Diversity also gives an environment of competitive advantage for many organisations to embrace. But when it comes to the role and responsibility that the human resource department has towards applying an opportunity to use the strategy of diversity. With the help of the leading factors, they create a culture which empowers the organisation's responsibility in every department. It includes a respectful culture which gives the E. coli paternity to employ so that they can grow. For this, they use certain steps and activities to analyse that diversity is being promoted properly (Holvino et.al, 2004). It starts with monitoring the diversity where the company first analyse the environment that they want as per the clear picture that they define about their organisation. With the help of audits, the company tries to progress the measures that they have used for monitoring diversity. They also use a pool of talent as diversity is included. The consideration for this always goes with the skills talent and experience that an employee holds rather than their race and religion. HR professionals also work with the youth groups to foster the talent in building a diversified environment. To implement the inclusion human resource department also work with the idea of contributing to organizational success. There are many forms of initiatives which are taken to commit to working towards ethnic minorities as well. This has been one of the contributions made by the management department for enabling cultural boundaries.

HR role in flexible working

When it comes to the implementation of the human resource department's role in flexible working. The first analyses the requirement and demands of employees as per the reason behind having flexible walking. After that only it has been evaluated that inclusion of such type of working will evaluate more productivity among the employees. The contribution is developed by maintaining the regulations in the context of flexible working hours or practices (Farndale et.al, 2015). Implementation is also developed when hiring new talented employees as they also want to work in an environment which is full of opportunities. The employee benefits can be extended by setting a certain form of standards or benchmark to appreciate or provide incentives. This is also a step towards and hence the flexible working by making the culture in the same manner. Human resource also plays an important role in conflict resolution When it comes to human well-

being. Maintaining regular contact is a session with employees to analyse your way of working or if they are not facing any form of challenges. This has become one of the most important responsibilities of the human resource department. The edge over the competitors can be availed by the company from this strategy. The efficiency in the working is also provided with the flexible pattern of work.

Inequality at work

Inequality in the workplace defines discrimination or any sort of disparity that has been happening towards the actions of employees. This can be related to the harassment or racism that has been faced weather workers in the organisation. It has been analysed that many organisations still prefer race or caste while employing a person (Card et.al, 2012). This defines that there is a lack of opportunities for some people in the organisation because of their religion or colour. The treatment in the manner of their height weight or gender also decreases the standard of the organisation. The level of promotion decreased to a certain level that employees don't want to work in an organisation with such an environment. Diversity has maintained a form of a culture where on the basis of talent and skills only employees are recruited. With this manner of occupation, the HR department can never grow or contribute to delivering the objectives. In the case of the flexible environment also inequality is one such factor which provides a rigid environment. This means that the company cannot attend further Changes to develop the situation or include diversity. It only promotes an environment of inflexibility rather than a flexible environment. With the help of flexible working generally quality is also being considered whenever a new organisation is Inc or founded. It has been analysed that multiple forms of gender inequality which are being faced by women in many organisations is an inhospitable place for them. With the talent of the pool now employees have the option to choose the right organisation.

Concerns of inequality

The concerns about inequality are related to the policies and regulations that the company has developed (Kalev, 2009). It has also brought in the negative effects on the earnings that woman has been gaining or the gender wage gap. It limits the opportunities for many due to the regulations that they have constructed for employee protection. In the same manner, the unequal treatment that has been promoted by many organisations has given

a rise to flexible working and employees being considering this factor for joining an organisation. There have been certain factors which are promoting generate inequality and showcase an environment where the organisation might not succeed in future. These factors are related to the unequal Pe where even after having a certain form of experience women are considered to be less paid than men. Therefore, the inclusion of new practices is required to remove this discrepancy. Free flow of communication is also not there as there is a form of control over employees where they cannot do anything without permission. Even for communicating in the context of certain issues then why meant is not right as people are hesitant.

Role of Human resources in addressing concerns

The role of HR in addressing the concerns of inequality starts with considering how it is affecting the organisation's activities. It was due to the concerns of the employees that many organisations have used policies which define Pe equity laws (Yavorsky, 2016). It was first started in California and New York where asking the candidates about their previous salary was banned as it was creating discrepancies in the compensation. It has been analysed that companies like Netflix and Microsoft are working way too hard for employee engagement with the help of flexible working. A human resource professional's role starts with always implementing changes if the organisation require that. It has been analysed that after a lack of women was seen in the leading HR professionals did change the policies of including women in managers and leadership roles as well. In today's world, there have been many organisations that have included diversity and inclusivity. But very few didn't change their environment and this is mainly due to not value in the contribution women have made. The HR has included their role by analysing the employee life-cycle and then providing flexible working. After the organisation has included inequality, they have made consideration between this form of culture and in-work poverty. After this HR has analysed that they cannot face work poverty therefore work has started to words employer actions (Benschop et.al, 2015). This is from the voluntary initiatives taken after considering the ideas from employees only. From this only changes among the policies for employees have been implemented in 12% of the existing organisation. The investment has been more upon employee training and development as an organisation has started working upon the thought of fulfilling their objectives rather than including inequality.

The steps include:

- The human resource department has started implementing the regulation towards salary ranges and deciding the compensation as per the market rate.
- Allowing them to measure themselves as per the level of performance that they have achieved in the context of the indicators.
- The manner in which the company has been setting the payment is also analysed and accordingly defines the rewarding qualification as per the experience.
- Correction in the disparity so that the new talent cannot face such differences and also does not have wage gaps (Madera, 2013).
- Major consideration must be given to the Incentives and level of appreciation including the organisation where they can also provide a bonus for completing a job on time.

Conclusion

It can be concluded that environment has become a new form of thing for employees which defines a set culture in the organisation. This can be in a different manner where the company is working upon employee engagement or including that diversity forms. It has been analysed that many organisations are still in the form of inequality where they are not practising new regulations. This has also decreased the productivity of employees towards delivering a higher level of performance. Therefore, the focus has to be on including the diversity where they can implement change along with working upon the ideas of employees. A rise has to be given to the direction in which employees work and change must be implemented for the same. It has been concluded that the role of human resources has changed for a long time as they have not only shaped the organisation's culture but contributed to providing a flexible environment for working. Even after the impact of Covid employees wanted a work from home environment where they find an easy working pattern. Along with that employer also agree with the fact that productivity has been increased among staff who has been working at home. Then it has been analysed about the change in working by implementing a day in the week for work from home so that employees Don't feel any form of pressure. Considering the factors of appreciation and providing incentives has also become an important part of the organisation as the role of human resources has changed.

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