

Managing People (LCBB5004)

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Assessment 1

Individual presentation

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Introduction

- Flexible working is a work structure that has been adopted by numerous organizations around the world including organizations in the UK as well.
- It is an effective technique to reduce the pricing or expenditure of organizations.
- Flexible working is also essential for enhancing the productivity level of organizations to provide a maximum profit margin.



Flexible Working

- A flexible working structure is assumed to be a non-traditional working arrangement deeply preferred by new age organizations.
- Flexible working allows taking necessities of employees into accountability while opting for the designing of working structures.
- Employees are provided with the luxury of performing tasks from their homes if the occasion calls for it.
- It offers a better approach to work-life balancing to employees so that they could tend to provide their utmost potential while performing assigned tasks (Kelliher & De Menezes, 2019).



About Argos

- Argos is a UK company that mainly deals in home interiors and associating services like electrical equipment, decorative furniture as well as home-wares.
- Other products like general merchandise, clothing along with edibles are also served by the retailing company.
- Sainsbury's is the parent organization of Argos and introduced the retail brand in 2016.
- Argos have 837 stores all over the UK and the employee strength of this organization is nearly 195,000 (Lott, 2020).



Diversity at workplace

- Divisiveness within the working structure of organizations allows for accepting varieties of ideas as well as processes.
- Diversity at workstations allows for enhancing cultural awareness that could be favourable for Argos to deal within a specific marketplace.
- Divisiveness is essential to increase the brand image of Argos for the uprising of their profit margin.
- Marketing opportunities are also increased with the help of diversity in workplaces and help to generate a maximum client base (Leone, 2020).



Inclusion at Workplace

- Inclusion stands for providing individual employees with equal opportunities to flourish in the town way.
- By implementing the inclusion procedure within Argos, the retail brand became able to minimize discrimination in respect of disability, gender, race or other attributes.
- It plays a pivotal role in order to enhance the engagement of employees as they feel valued due to the gestures of the retail brand (Salter & Migliaccio, 2019).
- Inclusion is proven to be essential in order to accelerate the experiences of employees.



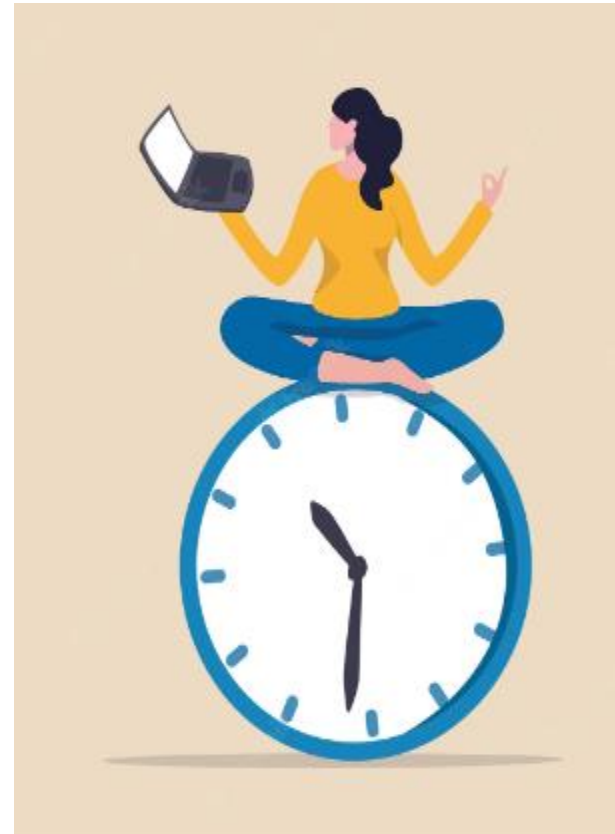
Role of Human Resources in promoting diversity through flexible working

- The infusion of HR has helped Argos in increasing its global approaches that leveraged numerous opportunities for the company.
- Human Resource offers the retail brand the leisure to explore various new and ongoing trends of flexible working that could be beneficial for the company and employees.
- Human Resource helps to monitor the strategies of flexible working concerning diversities within the premises of the retail brand.
- HR is also effective for minimizing threats of flexible working regarding divisive approaches of the retail brand (Fine, Sojo & Lawford-Smith, 2020).



Role of Human Resources in promoting inclusion through flexible working

- Human resource managers at Argos have come up with an initiative to offer partial payment systems for employees who are on sick leave for more than a month rather than firing them.
- Several employees fake about their health condition to enjoy flexible work from home facilities and employees of HR departments management have proposed for a technological enhancement to check if provided medical certificates are genuine or not.
- HR management has also arranged for a feedback session from each employee to understand their perception regarding organizational up-gradation.
- It also helps to refine the policies of the retail company to offer more opportunities for flexible working to employees (Chen & Tang, 2018).



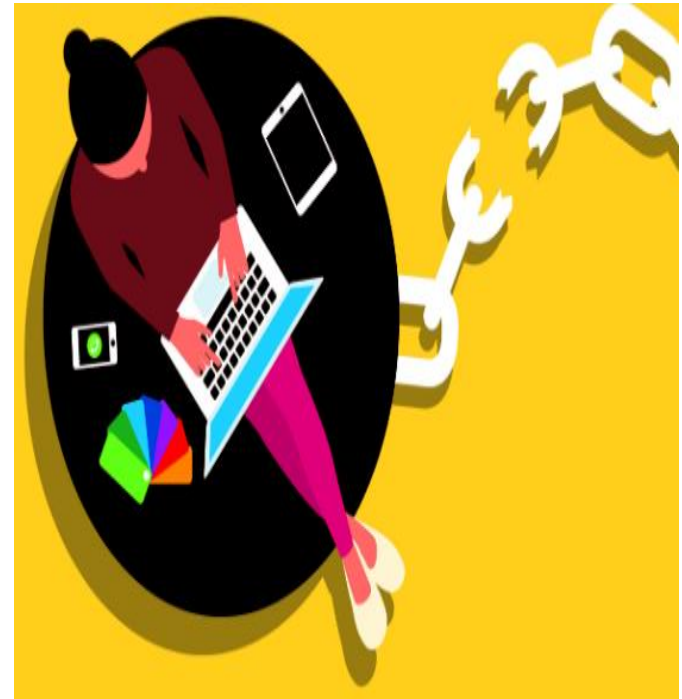
Recommendation

- The sister company of Sainsbury's needs to appoint potential HR managers and provide necessary training.
- The company should utilize appropriate communication tools to avoid any chances of chaos.
- The authority of Argos is recommended to reshape their policies concerning flexible working after quarterly breaks.



Conclusion

- Flexible working comes with numerous negative after effects and the inability to handle clients is foremost among them.
- Argos often ask their employees who enjoy flexible working facilities to work extra hours and do not pay for their overtime as they are working from their homes.
- Despite these negative factors, Argos is deeply convinced to adopt the concept of flexible working.



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