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Introduction

Due to impact of covid 19 flexible working scenarios has a must to be one of the popular adaptations made by different organisations and sectors across world. Green co is manufacturer agriculture equipment and is required to adapt as per the changing landscape implementation of flexible working strategies (Williams, 2019). Present Report is based on understanding the benefits of incorporating flexible working and identification of key considerations for the human resource department. There is Discussion of the necessary pay structure adjustment and based on it the right strategies which are proposed to promote employee engagement during the overall implementation process.

Benefits of implementation of flexible working

covid 19 pandemic has created increasing focus on flexible working arrangement special remote working. Focused on lock down measures and social distancing regulations employees were shifted towards removed working arrangement of flexible hours option. With Implementation of flexible working arrangement, it has offered numerous benefits to both employers and employees in terms of enhancing worker morale, boosting productivity and creating a better work life balance for employees. In this context there is analysis of several benefits which is directly affecting the overall productivity level in the green co organization which manufactures and sells agriculture equipment

Increasing employee's productivity: As previous studies it is analyse that employees to process control over there working schedule exhibit high levels of productivity and job satisfaction. It helps in focusing on flexible working arrangement green co has laid emphasis on creating more motivated in efficient work force.

Enhance talent retention and attraction: Implementation of flexible working is a powerful recruitment and retention tool it is based on appealing to a diver school of candidates by seeking better work life balance. It also help green co in becoming attractive employed in the competitive talent market.

Reduction in stress and environmental impact: Flexible can lead to decreasing in commuting time focuses on reduction of cost for employees. It was a contributes toward greener environment by reduction of greenhouse gas emissions from daily commutes.

Personal control: A flexible working schedule in Green co will provide increasing sense of empowerment associated with environment and work in schedule. It is based on the ability to create your own schedule and employees will be able to work as per their level and comfortably which helps increasing the job satisfaction.

Customised workspace: When there is focus on adopting of flexible workings schedule it helps in adjusting it as per specific needs and employees are able to reduce the time in terms of reaching the office or any other personal commitment. Adjust their working as per their specific professional and personal balance which has in providing them better jobs satisfaction level and mental peace (Subramanian and Suresh, 2022).

Improved retention: It analyse that when employees are provided with flexible schedule it helps in retaining the valuable staff. 2018 survey has depicted the 80% of employees will choose a job is offers of flexible schedule over those who did not. 30% had a viewpoint flexible working is valuable over additional vacation time and other 35% responding that flexible working is so important to done that the paradise it is having the more prestigious title or position.

Attracting top talent: In context of Greenco organisation flexible working schedule helps organisations in recruitment of top talent. It provides benefits in terms of retaining competent and skill employees in long term.

Improvement of diversity: In context of wide talent school organisations that poses flexible working may have a divorce workforce with different background. It is also understood that in context of Green co it is going to help in attracting employees from different geographical locations and global boundaries which is going to provide them benefits of globalisation.

Improvement of employee engagement: In Greenco having flexible working practices is going to help in creating a culture of engagement by creating a workplace which respect and empowers employees (Murphy and Cross, 2021). It helps in providing benefits and terms of few mis days of work less than better longevity. When members are offer flexible working as they are likely to stay loyal to the organisation and they also poses institutional knowledge which is very important for retaining employees in long term.

Cost efficient and eco friendly choice: Flexible working schedule create a positive impact on the environment and also help in supporting the sustainable development goals. Flexible schedules helps in saving money for computing expenses and employed safe money on their overhead cost.

There is low carbon footprint for both employer and staff and context of green co. it also helps in saving of resources in terms of less water electricity which is going to reduce an negative impact on external environment.

Pay structure configured

Human resource manager at green Co is required to address the request for flexible working options and it is important to consider way pay structure is required to be manage for hybrid or flexible working. There are several factors are required to be considered in de configuration of the pay structure has mentioned below:

Performance based pay: Shifting to performance pay structure can be beneficial in context of implementing flexible working arrangement. This approach may motivate employees to be more efficient productive regardless of the way they are working (Heilmann, Forsten-Astikainen and Kultalahti, 2020).

Outcomes oriented approach: In Greenco there is emphasizes on the results and outcomes delivered by employees rather than the numbers of hours work. It is based on the way employees are assessed as per quality of their performance. It also encourages in a revenue culture which will help in managing the time more effectively.

Skill based pay; It helps in identification and regarding specific skills that are in demand and critical to organisation success is important (Gigauri, 2020). This skill will create a learning culture where employees are encouraged to stay relevant in their roles.

Transparency and communication: It is important to ensure transparent communication with employees so that their able to understand the way pay structure is determined in the new system.

Employees feedback and engagement: In Greenco it is important to identification of potential issues and enjoy that new face structure is equal to expectations of the workforce.

Legal and regulatory consideration: In Greenco there is need to focus and development of phase structure modifications which is to be complying with labour laws and regulations. It is important to ensure if there any modifications to pay system it is to be in alignment with applicable employment laws and bargaining agreements.

Factors to be considered before implementing flexible working arrangement:

Before implementation of flexible working arrangement for employee's workforce it becomes important to consider various important factors in order to ensure a smooth and successful transaction:

Legal and regulatory compliance: Review the employment laws and regulations in relevant jurisdiction to ensure that proposed flexible working policies is equal to comply with radius legal requirements.

Job suitability: It important to assess the departments and roles that is well suited for flexible working arrangement (Gahlawa. and Kundu, 2019). Some positions may easily adapt to remote working of flexible working hours it may also involve physical task or onsite operations which may have limitations. For Example, sales representative can spend time for visiting clients benefit from flexible working arrangement in green co along them to manage the schedules affectively. From this assembly line workers in green co are require fix schedule to maintain production efficiency.

Analysing job role and departments: Before introduction of flexible working, it is important for Green co human resource department to access the job rules and department suited for the arrangement. For Example, some positions may require onsite presence because of the nature of work and some others can operate effectively from remote locations. For Example, administrative and marketing team in green co have more flexibility as compared to essential production line workers.

Collaboration and communication: Effective communication is very important to ensure working and hybrid situation. Human resource department is required to implement communication channels which promote seamless collaboration between remote employees and in office working in Green co (Franken and et.al., 2021).

Flexibility policy and guidelines: The human resource department is required to developer comprehensive policy which outlines the conditions and terms of flexible working including communication working as expectations and protocols in green co

Performance evaluation: In Green co, setting clear performance Matrix and evaluation criteria is very important to ensure employee productivity and performance is a desired level. In context of Green co it is necessary to focus on transparent and measurable goal which will help

employees to stay accountable and focused. It is also based on tracking sales target customer satisfaction Matrix and development of project milestones which are used to assess the performance for customer service teams and sales teams by working flexibly (Butterick and Charlwood, 2021).

Policies guideline: In Green co it is important for the human resource manager to develop comprehensive policies and guidelines which will outline the conditions and terms of flexible working. It will also include the details of how to develop flexible working arrangement along with working as expectations and the way different issues can be handled. It is associated to ensure that the policies are able to comply with regulations and local labour laws.

Customer needs consideration: It important to enjoy that flexible working arrangement does not adversely affect the customer service levels are product delivery. It is based on analysing customer demand in period to ensure that there is adequate support and coverage during critical business hours. Green co as implemented a trial phase of flexible working for specific teams and department. Example marketing and sales team can be allowed to work from home 2 days a week in initial time period. This time period performance metrics will be closely monitored to assess the impact of flexible working on productivity and customer interactions. Based on the outcomes organisation can formulate the policies and expand flexible working to other departments accordingly (De Ruiter and Peters, 2021).

Strategies to promote employee.

Employee engagement is associated with employees focusing on combination of commitment towards organisation and focusing on willingness to help out colleagues. With high level off engagement a employee goes beyond job satisfaction and is not just simply motivation because engagement is not a part of employee contract.

As per May, Gilson and Harter (2004) 3 key aspects of engagement first test **physical component** where employees are willing to exert a lot of energy in performing the job. Next component is **emotional component** which is associated with putting the heart into job. Third component is **cognitive component** which is based on performing the job that employees forget every other think.

For implementing flexible working in Green Co there are several organisation strategies which can help in enhancing in context of presence scenario:

Good quality of line management: Managers who care about employees encourages them to perform well and take interest in career respirations are able to showcase high level of engagement. Flexible working in green core it is important to provide opportunities for development it is going to help in enhancing the performance and competence of employees in long term.

Commitment to employee well being: In Green co focus on taking into constitution of Health and safety factors which will help in minimization of accidents injuries harassment and taking effective action when a problem is occurring (Galetić and Klindžić, 2020).

Accessible, clear HR policies: senior management and line management commitment appraisal equal opportunities to employees which is very important to ensure their satisfaction level.

Training and simulation: It important for human resource managers of green go to invest in training programs equips Employees with necessary skills for successful remote working. Training and communication time management and remote collaboration tools will help in enhancing confidence and productivity of employees in green co.

Virtual team building: In Green co implementation of flexible working may decrease the face to face interaction it becomes important to organised virtual team building activities to enhancing engagement level. It is associated with regular online meetings and virtual social events which are important to maintenance sense of connection among employees (Gigauri, 2020).

Clear communication: Effective communication is important during organisation change it is associated with understanding the reasons behind introduction of flexible working. It is important in Green co to address the conference or doubts the employees may have when they are not able to feel supported throughout the transition.

Conclusion

It is concluded that flexible working in organisation requires a working cultural which is based on careful consideration of employee pay structure strategies. By configuration of the phase structure to align with flexible arrangement and implementation of strategies to promote engagement organisation can effectively added after changing working landscape boost overall productivity and talented workforce to improve the satisfaction among employees.

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