

Assignment 1

Managing People

LCBB5004

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Introduction

- The term "management of employee performance" refers to the actions that are done to provide an environment in which employees are able to give their absolute best efforts.
- Any firm's performance should have as its primary objective the realization of the company's articulated objectives and vision. This should be the case regardless of the size or industry of the organization.

Flexible Working

- The standard workweek of 40 hours has been rethought and redesigned by a great number of companies as a more adaptable model. Sharing a job or work hours is one example of the flexible arrangements that may be made to reduce the amount of time spent working beyond the conventional 40 hours per week.
- It has been established that flexible working arrangements cut down on absenteeism. This strategy is ideally suited to fulfill the demands of a varied workforce since it gives workers the ability to adjust their arrival and leave timings to accommodate their own transportation and childcare needs(Anon, 2022).



**Talent
Attraction**



**Retention and
Motivation**



**Skills optimisation
and Progression**



**Inclusion and
Diversity**



Productivity



Business Costs

Importance of Flexible working

- The term "flexible working" refers to a kind of employment that allows employees to choose their own start and end hours, as well as work from home or another location of their choosing (Cheng, 2021).
- According to the results of a study we conducted on employees' mental and physical health and wellness while on the job, flexible scheduling may help cut down on employee absence rates while also allowing workers to better manage chronic health issues, disabilities, and stress (CIPD, n.d.).

5 benefits of flexible work



Reduce burnout



Prioritize families



Health and wellness



Boost productivity



Improve morale

Examples of flexible working

Flextime

Remote working

Job sharing.

Working from home.

Part time.

Compressed hours
(Government
Digital Service,
2012)

Flexible work arrangements respect employee diversity

- A research found that businesses that provide more flexible working arrangements had a greater probability of enjoying the advantages of such policies. One of the most prevalent types of cognitive bias is called distance prejudice, and it occurs when we intuitively believe that things that are closer to us in space or time are superior than other things that are farther away.
- Flexible work alternatives not only increase the number of applicants you can choose from, but they also help workers feel more seen and heard in the workplace, which in turn makes them feel more involved.
- This is especially true among younger generations, parents, individuals who are seeking additional education, and even workers who don't want to spend more than an hour travelling to and from work. Companies that value their workers' personal life outside of work show it by providing staff with flexible work schedules.

Solutions to move Diversity and Inclusion forward



BETTER TRAINING
AND
COMMUNICATION



FOCUS ON
PEOPLE'S NEEDS.



DEVELOPMENT OF
DIVERSITY AND
INCLUSION POLICY



DEVELOPMENT OF
MISSION

Role of Human Resource Management

- The mission of HR executives is to enhance objective decision-making processes by conceiving of creative ways to decrease prejudice in the workplace and fostering inclusive environments that give opportunity for all workers. It is the responsibility of HR executives to enhance the processes of objective decision-making by coming up with imaginative strategies to combat prejudice in the workplace and encouraging inclusive cultures that give chances for all workers.
- The mission of HR executives is to enhance objective decision-making processes by conceiving of creative ways to decrease prejudice in the workplace and fostering inclusive environments that give opportunity for all workers. They do this through improving decision-making processes. Diversity and inclusion in the workplace is a multifaceted topic, and the objective is not just to have a varied workforce. It requires unceasing labor, unwavering commitment, and vigilant observation.

Role of Human Resource Management

- HR specialists may carry out a number of actions or responsibilities, such as building and facilitating tools, providing advice and coaching to line managers, and inspiring and stimulating workers to come up with new ideas, in order to establish an atmosphere conducive to these goals.
- Assuring workers that they will get equal treatment and opportunities in all parts of their occupations is an important step toward fostering a feeling of belonging and organizational justice. Diversity and inclusion are both a moral and a legal requirement for businesses.
- In the complex workplaces of today, inclusion is essential not only for the cohesiveness and creativity of teams, but also for the empowerment of individuals to actively contribute to the efforts and results of corporations(Anon, 2022).

Discrimination in human resources

- One form of discrimination that is hardwired into institutions is inequality between the sexes in terms of how human resources are handled.
- Discrimination in human resources (HR) choices and the execution of those choices may be the result of biased reactions from organizational decision makers. For example, a company in the STEM sector which has a wide gender pay gap is Siemens, where reforms have been made in order to improve this.
- Organizational decision-makers engage in personal discrimination against female employees during the process of making decisions regarding human resources (HR) and the implementation of HR policy (Khuzwayo, 2016).

Conclusion

In conclusion, there is a growing need for a larger degree of job flexibility, particularly among those in the younger age. According to recent studies, a significant number of millennials are interested in working from home or another distant location.

In a lot of different industries, working from home or just part-time will quickly become the standard rather than the exception. This discussion focuses on the ways in which men and women approach the effects of flexible scheduling on the distribution of work and the quality of life in the workplace differently.

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