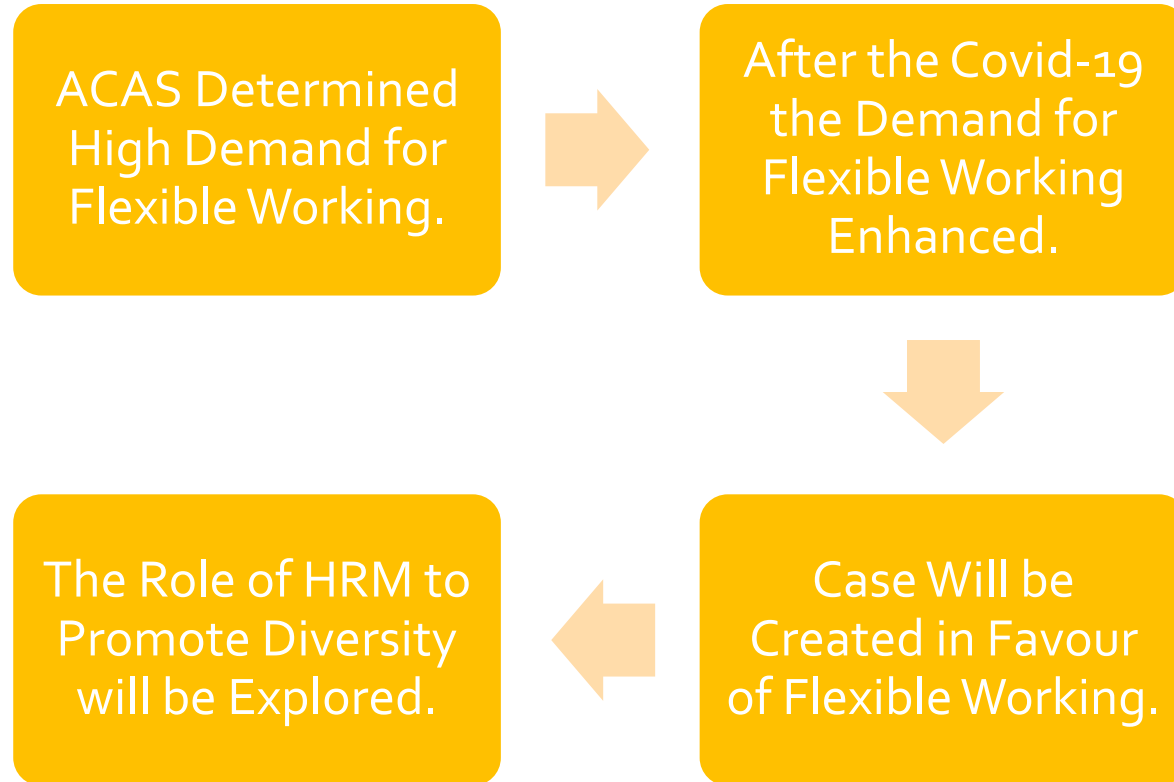




LCBB5004 MANAGING PEOPLE

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INTRODUCTION

ORGANISATIONAL BACKGROUND

Tesco Plc is the UK Retailer.

In 1919 Tesco Founded.

In 13 Nations the Firm is Doing Business.

367,321 Workers are Recruited by Tesco.

- Tesco is the UK retailer and a global public limited organisation.
 - In 1919, the firm established by Jack Cohen.
- Globally, in 13 nations the firm is trading to provide the retailer services.
- In different locations of the world many shops are launched by the firm and to manage the business of Tesco 367,321 employees are being recruited by the firm.

(Wood, 2017)

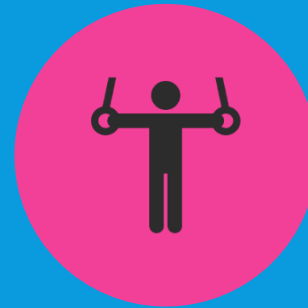
FLEXIBLE WORKING



A METHOD FOR WORK
ARRANGEMENT.



FLEXIBLE TIME
PROVIDED.

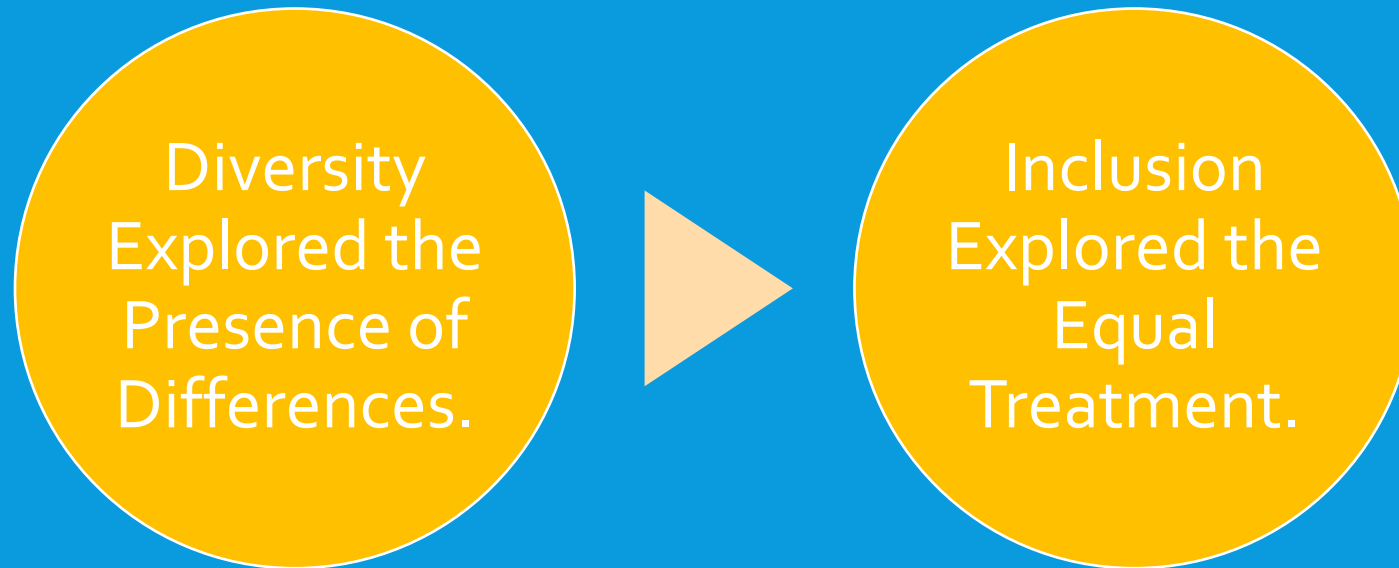


FLEXIBLE PLACE
PROVIDED.

- Flexible working is an effective arrangement for working.
- In the method of flexible working, the business firm allowed the workers to work in their flexible time. In addition, the workers of the business firm are being authorised to work in their flexible place.
- Besides, the workers get the flexibility to set the time for ending the organisational task.

(De Menezes, 2011)

DIVERSITY AND INCLUSION



- Diversity and inclusion are two significant terms which considered in the workplace of the business firm.
- Due to the consideration of diversity the organisation can allow differences in the workplace. Therefore, different colour, race, gender and community people will be able to work together in the workplace of the business firm.
- Inclusion means that different types of workers will be treated equally and in the workplace the workers will get equal support.

(Holvino, 2004)

THE WAY FLEXIBLE WORKING PROMOTE DIVERSITY AND INCLUSION



PHYSICAL
ENGAGEMENT
REDUCED.



ATTACHMENT OF
THE WORKERS
REDUCED.



FEELINGS OF THE
WORKERS
CONTROLLED.

- In the traditional workplace of the business firm different workers are required to work together. But in the flexible working method the workers are being able to work from home for which in a physical place the workers do not required to work together. Therefore, different colour workers do not have issues with each other.
 - The attachment of the workers reduced and for this diversity can be promoted.
- The feelings of the people can be controlled which supported to promote diversity and inclusion in a productive manner.

FLEXIBLE WORKING CASE

- Sarah is the Retail Director of Tesco.
- Remote Work System considered for Sarah as Flexible Working.
- Flexible Working Maximised Productivity of Sarah.
- The Morale of Sarah Improved.



- Sarah is the Retail Director of Tesco. During the Covid-19 lockdown Sarah was being allowed to work from home as for the flexible working arrangement of Tesco. During the Covid-19 lockdown remote working was the need of Sarah and Tesco meet the need.
 - This motivated Sarah to maximise productivity and efficiency.
- By providing the opportunity of flexible working to Sarah the firm Tesco get the chance to promote diversity and inclusion.

(Cheese, 2020)

EFFECTIVENESS OF FLEXIBLE WORKING

- Improved Productivity: Flexible working method will ensure an effective contribution to maximise the productivity of the workers.
- Improve Morale: The workers are being able to get facility through flexible working which ensured by the firm. Therefore, improvement in the morale of the workers is being ensured.
- Ensure Relation: The employer and the employees are being able to have an effective relation as for the flexible working.
- Improve Efficiency: In the flexible working the workers can work with comfort which help to reduce mistakes and to maximise efficiency.

Improved Productivity.

Improve Morale.

Ensure Relation.

Improve Efficiency.

(Kattenbach, 2010)

ROLE OF HRM

- Recruit Global Talented Workers: The HRM of the organisation will recruit the talented global workers for remote working. The talented workers may have differences. This why diversity promoted by HR through flexible working.
- Recruit Online Freelancer: Different race and colour people are being recruited by the HRM as online freelancer which supported to promote equality and diversity.
- Design Remote Working: The HRM of the organisation allocate remote working for different colour and race people. This is being considered as the reason that the diversity and inclusion is being promoted.

Recruit

Recruit Global Talented Workers.

Employ

Employ Online Freelancer.

Design

Design Remote Working.

CONCLUSION



FLEXIBLE WORKING MOTIVATE
WORKERS.



THE PRODUCTIVITY OF THE
WORKERS ENHANCED.



DIVERSITY AND INCLUSION
PROMOTED BY FLEXIBLE
WORKING.

- The significance of the flexible working is high that the high motivation of the workers can be ensured and the productivity of the workers can be optimised. In addition, diversity and inclusion is required to promote to be ethical in the organisational business and to avoid legal barriers.

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