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Assessment 1

Individual Presentation



- Employees nowadays are looking for workplaces that are diverse and inclusive, where all employees, regardless of ethnicity, gender, or colour, get the same perks and have a good work-life balance.
- Employees will quit no matter how much money the firm gives, even if they don't have a job lined up if the work atmosphere isn't right.



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Introduction

Definition of Flexible Working

- Flexible working, commonly referred to as flextime or flexitime, describes unconventional work arrangements that include a person's personal requirements.
- The term "flexible working" is frequently used to describe any unique working arrangement other than the nine-to-five workday.



Impact of Flexible working

- Increases Productivity (Sharpe, 2019).
- Provide greater content.
- Office work pleasure.
- Increased loyalty.



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Diversity and Inclusion at work

Diversity

- Diversity in the workplace implies that a company's workforce is representative of the society in which it is based and conducts its business operations (Davies, Potter, and Gray, 2019).

Inclusion at work

- The act of ensuring that everyone has equal access to information and knowledge is an essential component of the inclusion approach.



Importance of Diversity and Inclusion at work

- A rise in the rate of revenue growth
- A higher propensity for innovation and an improved capacity to attract candidates from a wide range of backgrounds
- The retention rate is 5.4 times greater than average (Simon, 2021).



Effects of flexibility in diversity and inclusion at work

1. Flexibility creates new possibilities.

- People with temporary or chronic health issues might find jobs with flexible scheduling. Virtual collaboration technologies like video captioning, text-to-speech and adaptive displays and input devices increase accessibility.
- Cornell University's Yang-Tan Institute on Employment and Disability provides seminars and free resources for persons with impairments (Itano-Boase *et al.* 2021).
- If employees seldom need to come to the office, you may hire from anywhere in the world, satisfying diversity goals and widening customer bases by having representatives in multiple time zones and languages.
- They may grow in their jobs and yet be home for their kids or elderly relatives' appointments.

Effects of flexibility in diversity and inclusion at work (Cont.)

2. Spotlight employees who are under-represented

- A feeling of belonging may be achieved by giving visibility to employees from a wide range of cultural origins, gender expressions, and individual interests such as religious or ethnic attire.
- McKinsey & Company presents a mother with a 70% executive schedule, a director in a wheelchair owing to a long-term illness, and a manager whose child's gender transition medical expenses were covered by insurance (Kirton, 2020)



Effects of flexibility in diversity and inclusion at work (Cont.)

3. Communicate objectives, progress

- Only around half of employees, especially those of colour, believe their employers are genuine about their commitment to diversity and inclusion (DEI).
- Those who don't have faith in a company's sincerity or ability to meet DEI goals are more likely to leave, and the hybrid workplace makes it even more difficult to build a relationship of mutual trust between managers and employees (Mehta *et al.* 2020).



Effects of flexibility in diversity and inclusion at work (Cont.)

- **4. Form interest and inclusion networks**

- Employer Resource Groups (ERGs), such as those for women in the workplace or the LGBTQ community, may help gain valuable insights and make recommendations for improvements while also serving as a key tool for employee recruitment, mentorship, and retention (Garg and Sangwan, 2021).
- Share childcare resources and ethnicity ERGs may assist job applicants and new hires find local services in their original languages.

- **5. Develop learning opportunities**

- It is very uncommon for employees from historically underserved and low-income backgrounds to be unable to join civic organisations or travel to attend conferences because of their current obligations.
- Build a thorough training curriculum, mentorship programmes, and work rotations to promote career equality and retain people.



The role of HR in promoting diversity and inclusion through flexible working.



- It is the responsibility of the HR department to ensure that successful D&I strategies penetrate all aspects of the organization's human resources management (INT, 2022).
- Increasingly, organisations are upgrading their recruiting methods to guarantee that all job seekers have equitable access to the workforce. (Armstrong, and Taylor, 2020).
- Developing an understanding of diversity and inclusion (D&I) is critical to avoid the reputational and financial harm that may result from a violation of equal opportunity laws (Jonsen *et al.* 2021).

The role of HR in promoting diversity and inclusion through flexible working (Cont.)

- Employees are more likely to support and agree on strategy execution when they recognise the efforts being made to incorporate different perspectives in the development of company strategies.
- In addition to succession planning and leadership development programmes, HR directors must take initiatives (Buengeler, Leroy, and De Stobbeleir, 2018).



Conclusion

- Workplace diversity and inclusion are critical for any firm that wants to keep its workers and care about the workplace.
- It is critical for managers to learn about diversity and inclusion, to ensure that all team members have equitable access to new workplace technology and are involved in informal mentorship and social events.



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Thank you
