

Flexible Work Arrangement Essay

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Employees are increasingly interested in jobs with flexible work schedules. What factors are driving this interest? The impact from changes in economy, technology, social and lifestyle in today's environments have boosted the awareness of flexible working arrangements in an organisation. Evidence from the previous study indicated that the competitive working environment and increasing workload had caused family and personal life being neglected (Mary & Chris, 1998). Smith (1993) pointed out that working women should have balance between tasks in the office and responsibility to the family especially on safety, health and children needs. Therefore, Cook (1992) suggested that through the implementation of flexible working hour's schedule, the responsibilities over children's safety and education will be more secured. This is due to the fact that they are able to engage for a better coordination between work and responsibilities to the family. This statement is than further supported by Emmott and Hutchinson (1998). They found out that the implementation of flexible working hours schedule could increase and balance women's responsibilities in work and family. It is a fact that children need love, food, safety and parents' attention to ensure that children lead to a normal life. This complies with Maslow's theory of motivation that emphasizes the aspects of safety, love, needs for food, esteem and self-actualisation that needs to be fulfilled by individual in order to increase the motivation at work. In line with the continuous improvement initiative to uplift

the service delivery system to the public, flexible working hour's schedule which is also known as Staggered Working Hours (SWH) has been implemented in the Federal Territory of..... middle of paper Schedules?

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Schedule Toolkit Human Resource Department

<http://www.hr.unt.edu/main/ViewPage.php?cid=356> 7. Workplaces that Work- Flexible

Work Arrangements <http://hrcouncil.ca/hr-toolkit/workplaces-flexible.cfm> 8. Top 10 Benefits

of Flexible Work Policies for Companies [http://www.huffingtonpost.com/sara-sutton-](http://www.huffingtonpost.com/sara-sutton-fell/top-10-benefits-of-flexib_b_4158603.html)

[fell/top-10-benefits-of-flexib_b_4158603.html](http://www.huffingtonpost.com/sara-sutton-fell/top-10-benefits-of-flexib_b_4158603.html) 9. The Advantages And Disadvantages Of

Flexitime In Workplace <http://znum.wordpress.com/2011/09/10/the-advantages-and-disadvantages-of-flexitime-in-workplace/>

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