

# ENTESTIME, PRODUCTIVITY & WORK-LIFE BALANCE



# Flexible Working Hours In Practice

**JE Gale**



## **Flexible Working Hours In Practice:**

**Flexible Working Hours in Practice** Michael Wade, 1974 Monograph on the application of flexible hours of work in the UK and Western Europe comprises brief case studies of practice in a number of organisations and describes employees attitudes management attitudes varieties of flexible working time and effects on nonmanual worker social status overtime and absenteeism trade union views and experiences of the four day forty hour week Graphs and illustrations

**Armstrong's Handbook of Human Resource Management Practice** Michael Armstrong, Stephen Taylor, 2023-01-03 Armstrong's Handbook of Human Resource Management Practice is the definitive resource for HRM students and professionals helping readers understand and implement HR to align with business needs This book provides detailed coverage of all areas essential to the HR function such as employment law employee relations learning and development performance management and reward management It also covers the HR skills needed to ensure professional success including leadership managing conflict interviewing and using statistics It is illustrated throughout in full colour and has a range of pedagogical features to consolidate learning such as source review boxes key learning points and case studies from international organizations such as IBM HSBC and Johnson and Johnson This fully updated 16th edition includes new chapters on managing remote workers and developments in digital human resource management practices There are also updates to reflect the changes throughout the HR function such as performance leadership smart reward and employee wellbeing Armstrong's Handbook of Human Resource Management Practice is suited to both professionals and students of undergraduate and postgraduate degrees It is also aligned with the Chartered Institute of Personnel and Development CIPD profession map so can be used by those studying the Associate Level 5 and Advanced Level 7 qualifications Online supporting resources include comprehensive handbooks for lecturers and students lecture slides all figures and tables toolkits and a literature review glossary and bibliography

*Flexible Working Practices* John Stredwick, Steve Ellis, 1998 Developing Practice provides managers with essential frameworks to identify formulate and implement the best policies and practice in the management and development of people

Workplace Flexibility Kathleen Christensen, Barbara Schneider, 2011-03-15 Although today's family has changed the workplace has not and the resulting one size fits all workplace has become profoundly mismatched to the needs of an increasingly diverse and varied workforce As changes in the composition of the workforce exert new demands on employers considerable attention is being paid to how workplaces can be structured more flexibly to achieve the goals of employers and employees Workplace Flexibility brings together sixteen essays authored by leading experts in economics demography political science law sociology anthropology and management Collectively they make the case for workplace flexibility as well as examine existing business practices and public policy regarding flexibility in the United States Europe Australia and Japan Workplace Flexibility underscores the need to realign the structure of work in time and place with the needs of the changing workforce Considering the positive and negative consequences for employer

and employee alike the authors argue that although there is not an easy solution to creating and implementing flexibility practices in the United States or abroad redesigning the workplace is essential if today's workers are effectively to meet the demands of life and work and if employers are successfully able to attract and retain top talent and improve performance

*Consolidated Listing of Official Gazette Notices Re Patent and Trademark Office Practices and Procedures*, 1981

*Workers' Voice, HRM Practice, and Leadership in the Public Sector* Nicole Cvenkel, 2019-12-09 Much is talked and written about well being in the workplace but many wonder whether putting people first is just a facade and that were it not for employment legislation union representation and the high profile of human rights issues employers would regard employees as a necessary burdensome financial evil as in days gone by Some scholarly research has focused on the reactions of employees to the quality of working life and well being at work and much of this suggests high levels of dissatisfaction disaffection and disengagement In *Workers Voice HRM Practice and Leadership in the Public Sector Multidimensional Well Being at Work* Nicole Cvenkel avers that whilst it is known that public sector employees are even less satisfied than those in the private sector there has been very little research into the effects of working life experiences on employee well being in public sector organisations There is even some doubt about whether a well being philosophy that can be applied in the private sector can readily be extended to the public sector The push towards New Public Management NPM means organisations continue to undergo significant reform processes around efficiency costs and public service delivery All these changes place additional demands on public sector employees who are at times also subject to intensive scrutiny by stakeholder groups who may regard the recourse to well being initiatives as a poor use of public funds The author has researched in the UK local government sector and that is the setting for the debate in this book about whether and how an employee well being ideology can be successfully promoted and maintained in an NPM environment given continuous reform and expenditure reduction In a local government case organisation the author has researched limited resources reduction in budgets redundancies increased workloads lack of trust and the existence of a controlled working environment were all found to be central to a climate of bullying and unfairness Although the organisation was committed to the adoption of HRM best practice and initiatives geared towards promoting employees well being employees still believed they were being bullied and treated unfairly It was found that different perspectives on the psychological contract fairness and bullying at work were highlighted by managerial and non managerial employees The author's conclusions contribute to a clearer understanding than hitherto of workers voice in relation to work leader member exchanges and well being in the public sector and she offers a model depicting employees understanding of what their quality of working life line manager's leadership and well being should be that might be used by organisational leaders researchers policy makers Human Resources managers and other practitioners and consultants to move towards a more holistic multidimensional well being at work paradigm

**Gender Equality at Work Reducing the Gender Employment Gap in Hungary** OECD, 2022-11-23 In Hungary

women are much less likely than men to be in paid work This report analyses recent reforms and explores potential policy actions in the areas of early childhood education and care parental leave and flexible working arrangements which could provide women and especially mothers of very young children with better access to paid work Flexible Working Gemma Dale, 2020-12-03 SHORTLISTED Business Book Awards 2021 HR Management Category DISTINGUISHED FAVOURITE Independent Press Awards 2021 Business General Category Flexible working is now a key concern for many employees It spans genders ages and family circumstances with 37% of millennials declining a job offer if working flexibly isn't an option and 78% of employees over 50 wanting more flexible hours Flexible Working is a practical guide for HR practitioners showing how to develop an effective flexible working strategy to meet the needs of employees and the needs of the business This book explains how to develop effective flexibility policies and processes as well as how to communicate and train line managers on these practices It also includes advice on how to overcome barriers to flexible working dispels common myths and offers guidance on the different forms of flexible working available to organizations Flexible Working shows that working practices outside the standard 9 5 five days a week in the office can benefit a company It drives employee engagement and performance reduces costs and workplace stress and improves talent acquisition from a more diverse talent pool It also explains how a proactive flexible working strategy can have sustainability benefits and reduce a company's carbon footprint Including case studies from organizations such as Zurich Insurance and supported by rigorous analysis of flexible working data this is essential reading for all HR professionals **Flexible Work** Sarah H. Norgate, Cary L. Cooper, 2020-03-27 Flexible Work Designing Our Healthier Future Lives examines flexible working through the lens of social science in particular using psychological perspective to address not only what forms of flexible working there are and how they are evolving but also their prospect in the future of work Bringing together views from thought leaders and underpinned by research evidence this book addresses two of the most fundamental business challenges for large and medium organisations mental health and productivity calling for the bridging of science and policy to design flexible working for our future healthier lives Growing from these foundations this book explains the latest landscape in flexible working looking at employee psychological health and productivity including showing up for work sick Perspectives are provided from around the world on leadership line management over attachment with technology commuting skill based inequality and control over working time Readers are offered insights into the relevance of flexible working for a diverse workforce invisible disabilities disabilities older workers and blended families Throughout the book offers suggestions for shaping future policy practice and research Each chapter concludes with recommendations making this essential reading for students academics human resource practitioners policy influencers policymakers and professionals interested in flexible work Flexible Working in Organisations Clare Kelliher, Lilian M. de Menezes, 2019-04-26 There is growing interest in flexible working not only as a means to manage labour more efficiently and for greater agility but also as a response to increasing concerns over well being

work life balance and participation in the labour force of those with significant non work commitments e.g. parents carers older workers As a result a comprehensive stream of literature on the benefits and challenges of flexible working has developed and led to a body of evidence on the implementation and outcomes of different forms of flexible working arrangements This book assesses the current state of this literature as follows Background the authors review the different definitions that have been proposed policy developments availability and uptake Outcomes from flexible working the main chapters focus on the outcomes for employers e.g. performance employee retention organisational commitment etc as well as for individual employees e.g. well being job satisfaction etc Evaluation of extant knowledge the authors comment on the existing literature and consider the methodological approaches adopted in the literature Conclusion suggestions for future research are proposed Of interest to students academics and policy makers this book provides an expert overview of the empirical evidence and offers critical commentary on the state of knowledge in the field of flexible working and new forms of work

**Inequality and Organizational Practice** Stefanos Nachmias, Valerie Caven, 2019-03-28 Bringing together international authors this edited collection addresses the need for greater inclusivity within organizational policy and practice in order to tackle both visible and invisible inequalities amongst employees Volume II reflects the shift in thinking around organizations responsibility to recognize and value diversity and equality and examines the wider implications for employment relations and working conditions Providing strategic insight into diversity management the authors aim to advance our understanding of informal discrimination in the workplace offering practical suggestions for better leadership and allocation of resources A useful guide for practitioners policy makers and scholars of HRM and organization this book presents solutions to inequality issues in the workplace with the goal of building stronger employment relations

**Best Practices in Work-flexibility Schemes and Their Impact on the Quality of Working Life in the Chemical Industries** Yasuhiko Kamakura, 2003

**Encyclopedia of Human Resources Information Systems: Challenges in e-HRM** Torres-Coronas, Teresa, Arias-Oliva, Mario, 2008-07-31 Analyzes key critical HR variables and defines previously undiscovered issues in the HR field

**The SAGE Handbook of Aging, Work and Society** John Field, Ronald J Burke, Cary L Cooper, 2013-09-19 Aging has emerged as a major and urgent issue for individuals organisations and governments of our time In this well timed and comprehensive handbook key international contributors to the field of study come together to create a definitive map of the subject Framed by an authoritative introductory chapter the SAGE Handbook of Aging Work and Society offers a critical overview of the most significant themes and topics with discussions of current research theoretical controversies and emerging issues divided into sections covering Key Issues and Challenges The Aging Workforce Managing an Aging Workforce Living in an Aging Society Developing Public Policy

Business 0000000000, 2003

*Flexible Working and Training for Doctors and Dentists* Anne Hastie, Elisabeth Paice, Elizabeth Boath, 2018-12-07 This work includes a foreword by Elisabeth Paice Flexible Training and Working for Doctors and Dentists is a real world practical

guide to the opportunities available for flexible training and working It explains the current rules and regulations and promotes the Improving Working Lives initiative for NHS workers a Department of Health priority It presents a wealth of information including details on sabbaticals management roles maternity and sickness leave academic life and the GP returner scheme This straightforward guide will be invaluable to doctors and dentists working in primary and secondary care medical and dental students and staff and doctors and dentists in training Healthcare policy makers and shapers will find it an excellent resource along with healthcare managers and careers counsellors The first book on flexible training and working in medicine and dentistry The subject matter is highly topical The proportion of women in medicine and dentistry rises each year and with it the demand for less than full time working This book will prove a useful resource for any doctors or dentists who are contemplating working less than full time themselves or who guide or manage others making these choices Clinical tutors course organisers and deanery staff will find it invaluable and unique Elisabeth Paice in her Foreword *Attitudes to Flexible Working and Family Life* Houston, Diane M., Waumsley, Julie A., 2003-12-17 This report is the first to examine attitudes towards flexible working and family life Drawing on a study of over 1500 members of the AEEU and interviews with 53 shop stewards the report addresses key questions around rights and benefits employer s attitudes gender differences and the effects of flexible working on health and well being

**Gender Economics: Breakthroughs in Research and Practice** Management Association, Information Resources, 2018-12-07 Gender Economics challenges current economic theory targeting the way gender is often used for economic gain or increased market share Experts realize that company growth can no longer be achieved by taking a conventional approach but few follow through with introducing new frameworks that change the way diversity is treated Gender Economics Breakthroughs in Research and Practice features current research that combines the concepts of gender theory sociology and economics observing how diversity influences numerous dimensions of business and consumerism Covering topics including gender empowerment and also bias economic equality industrial creativity leadership and the impact of social connectedness on life satisfaction this publication is an ideal reference source for legislators and policymakers economic developers corporate practitioners educational faculties academicians researchers and graduate level students of all disciplines *Implementing Best Practices in Human Resources Management* Hugh Secord, 2003

**Facing the Challenges of a Multi-Age Workforce** Lisa M. Finkelstein, Donald M. Truxillo, Franco Fraccaroli, Ruth Kanfer, 2015-04-10 Facing the Challenges of a Multi Age Workforce examines the shifting economic cultural and technological trends in the modern workplace that are taking place as a result of the aging global workforce Taking an international perspective contributors address workforce aging issues around the world allowing for productive cross cultural comparisons Chapters adopt a use inspired approach with contributors proposing solutions to real problems faced by organizations including global teamwork unemployed youth job obsolescence and over qualification heavy emotional labor and physically demanding jobs and cross age perceptions and communication Additional commentaries from

sociologists gerontologists economists and scholars of labor and government round out the volume and demonstrate the interdisciplinary nature of this important topic



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