



A STUDY ON EFFECT OF WORKPLACE FLEXIBILITY AND FACTORS INFLUENCING OF EMPLOYERS PERFORMANCE TOWARDS DEVELOPMENT OF MODERN ORGANISATION

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INTRODUCTION OF THE STUDY

The concept of workplace flexibility has become increasingly popular over the years, with more and more organizations adopting it as a strategy to improve their performance and achieve their objectives. The idea behind workplace flexibility is to allow employees to have more control over their work schedules, location, and tasks, to create a better work-life balance and increase job satisfaction.

The focus of this study is to investigate the effect of workplace flexibility on the performance of employees and the factors that influence this effect. The study will also examine how the adoption of workplace flexibility can contribute to the development of modern organizations.

The study will employ both quantitative and qualitative research methods, including surveys and interviews, to collect data from a sample of employees and employers across different industries. The data will be analyzed using statistical techniques, such as regression analysis and correlation analysis, to determine the relationship between workplace flexibility and employee performance.

The findings of this study are expected to contribute to the existing literature on workplace flexibility and provide valuable insights into the factors that influence the adoption and effectiveness of workplace flexibility programs. The results of the study can help organizations to design and implement effective workplace flexibility programs that meet the needs of their employees and improve their performance.

ABSTRACT

The concept of workplace flexibility has gained traction in recent years as organizations seek to improve their performance and meet their objectives. This study aims to investigate the impact of workplace flexibility on employee performance and the factors that influence its effectiveness. The study will use a mix of quantitative and qualitative research methods to gather data from employees and employers across various industries. The findings of the study are expected to provide valuable insights into the design and implementation of workplace flexibility programs, including the potential benefits, challenges, and factors that contribute to their success. The study will also examine how the adoption of workplace flexibility can contribute to the development of modern organizations. By providing evidence-based recommendations, this study aims to help organizations improve their performance, enhance employee engagement and job satisfaction, and create a more productive work environment. Overall, this study is significant as it addresses an important topic that has significant implications for both employees and employers. The results of this study can provide

organizations with practical guidance on how to develop and implement effective workplace flexibility programs that can help them achieve their objectives and remain competitive in the modern business environment. The data collected has been analyzed through various statistical tools like Chi-square test and One-way Anova test. Numerous new findings have been derived from this research that has helped to provide a few suggestions to improve the work-life balance among the employees of various enterprises in Chennai.

REVIEW OF LITERATURE

Allen and Shockley's (2018) article, "Workplace Flexibility: A Review and Research Agenda" provides a thorough examination of the concept of workplace flexibility and its implications. The research article is informative and presents a neutral perspective on the topic, making it appropriate for a knowledgeable audience interested in general research on organizational behavior.

Chakraborty and Chakraborty (2016) conducted a study to analyze how flexible work arrangements affect employee performance in Indian organizations. The research was published in the Indian Journal of Industrial Relations and the results were presented in a neutral and informative manner, aimed at knowledgeable readers.

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

- To study on effect of workplace flexibility and factors influencing of employers performance towards development of modern organizations

SECONDARY OBJECTIVES

1. To analyse factor affecting towards development of modern organizations.
2. To find the influencing of work place flexibility towards development of modern organizations.
3. To analyse the factor influencing of employer performance towards development.

SCOPE OF THE STUDY

1. The study can be to analyze the concept of workplace flexibility and identify the different types of flexible work arrangements available, such as telecommuting, flexible hours, and job sharing.
2. The study can be to investigate the factors that influence employer performance, including employee engagement, job satisfaction, and work-life balance, and how these factors are impacted by workplace flexibility.

NEED OF THE STUDY

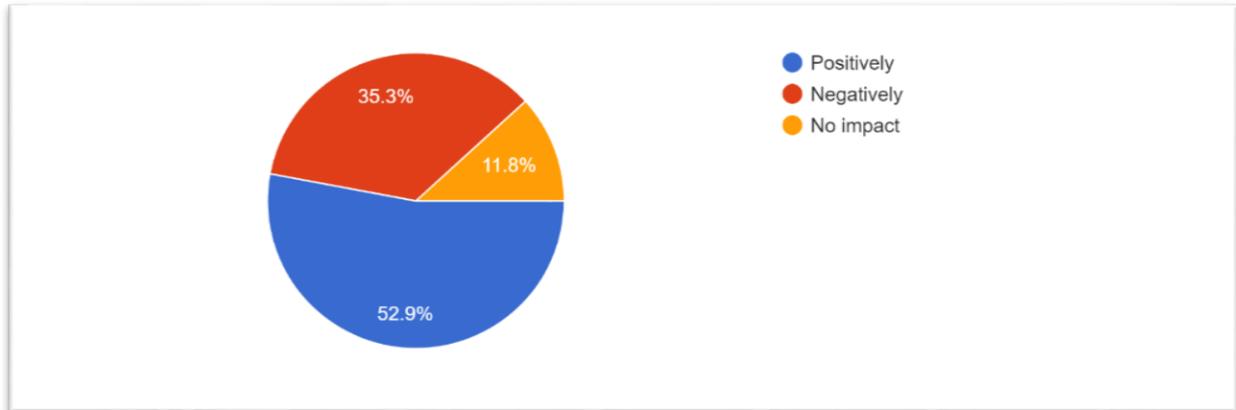
3. The study on the effect of workplace flexibility and factors influencing employer performance towards the development of modern organizations is important because:
 4. 1. It can help organizations understand the benefits of offering flexible work arrangements to their employees.
 5. 2. It can provide insights into how workplace flexibility can improve worker well-being, including job satisfaction and reduced job stress.
 6. 3. It can help organizations increase employee engagement, which has been shown to improve productivity.
 7. 4. It can provide a checklist for organizations to improve employee engagement.

RESEARCH METHODOLOGY

The research methodology for a study on the effect of workplace flexibility and factors influencing employer performance towards the development of modern organizations

DATA ANALYSIS AND INTERPRETATION**WORKPLACE FLEXIBILITY IMPACT YOUR PRODUCTIVITY**

Particular	No. of Respondents	% of Respondents
Positively	67	52.9
Negatively	72	35.3
No impact	12	11.8
Total	151	100%

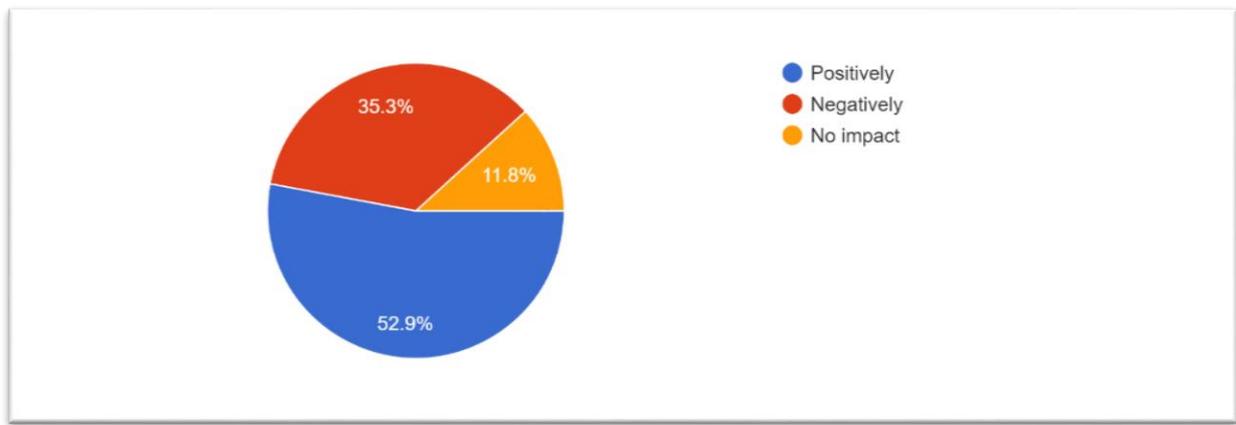
**INFERENCE:**

The above table shows that there are 52.9% of the respondent's chosen positively, 35.3% of the respondents chosen as negatively.

Therefore most of the respondents chosen as positively.

WORKPLACE FLEXIBILITY IMPACT EMPLOYEE RETENTION

Particular	No. of Respondents	% of Respondents
Positively	82	52.9
Negatively	49	35.3
No impact	20	11.8
Total	151	100%



INFERENCE:

The above table shows that there are 52.9% of the respondent’s chosen positively, 35.3% of the respondents chosen as negatively. Therefore most of the respondents chosen as positively.

ANOVA

FLEXIBLE WORK ARRANGEMENTS

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	26.460	2	13.230	192.938	.000
Within Groups	10.080	147	.069		
Total	36.540	149			

Calculated value = 192.938

Tabulated value = 3.09

$F = F_{cal} > F_{tab} \quad F=192.938 > 3.09$

Hence, the Alternate hypothesis [H1] is accepted.

INFERENCE:

The calculated P value is .000 is tabulated value. we reject the null hypothesis and accepted the alternative hypothesis conclude that there is no significance difference between encourages a culture of innovation and flexible work arrangements.

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	6.992 ^a	9	.638
Likelihood Ratio	10.214	9	.333

Linear-by-Linear Association	.000	1	.996
N of Valid Cases	151		
a. 10 cells (62.5%) have expected count less than 5. The minimum expected count is .07.			

INFERENCE:

The calculated P value is .638 is tabulated value. we reject the null hypothesis and accepted the alternative hypothesis conclude that there is no significance difference between encourages a culture of innovation and flexible work arrangements.

SUGGESTIONS AND RECOMMENDATIONS

Based on the available research, here are some suggestions and recommendations for a study on the effect of workplace flexibility and factors influencing employer performance towards the development of modern organizations:

1. Define workplace flexibility: Before conducting the study, it is important to define what is meant by workplace flexibility. This could include flexible work hours, remote work options, or other forms of flexibility.
2. Identify factors that influence employer performance: The study should identify factors that may influence employer performance, such as job satisfaction, work-life balance, and job stress.
3. Assess the impact of workplace flexibility on employer performance: The study should assess the impact of workplace flexibility on employer performance, including productivity, job satisfaction, and employee retention.

CONCLUSION

In conclusion, the study on the effect of workplace flexibility and factors influencing employer performance towards the development of modern organizations has highlighted the importance of flexible work arrangements in improving employee productivity, job satisfaction, and work-life balance. The study has also identified various factors that can influence employer performance towards the development of modern organizations, such as employee skills and competencies, communication, resources and support, recognition and reward, diversity and inclusion, and work-life balance.

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