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# A Study on Impacts of Flexible Work Schedule on Organization Performance and Employee Satisfaction with Reference to Manufacturing Sectors Erode

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**ABSTRACT:** The study will be used to compare how well the organisation performed before and after implementing a flexible work schedule in terms of employee satisfaction, job performance, and overall organisational success. The results of the poll will also be used to find viable solutions and tactics for putting the timetable into action in a way that maximises its potential advantages and minimises its potential disadvantages. Finally, in order to better understand the effect that flexible work schedules have on organisations, the research will draw on previously conducted studies on the subject.

## I.INTRODUCTION

The study on the impacts of flexible work schedules on organizational performance and employee satisfaction in production units in Erode can provide valuable insights into the benefits and challenges of implementing flexible work arrangements in the workplace. Flexible work schedules refer to alternative work arrangements that allow employees to adjust their work hours, location, and/or workload to better suit their personal needs and responsibilities. Some examples of flexible work arrangements include telecommuting, job sharing, compressed work weeks, and flexible start and end times. The implementation of flexible work schedules has the potential to improve organizational performance by increasing employee productivity, reducing absenteeism and turnover rates, and enhancing employee engagement and job satisfaction. Additionally, flexible work arrangements can benefit employees by providing them with greater work-life balance, reducing stress levels, and improving job satisfaction. However, implementing flexible work schedules can also present challenges for organizations, such as coordinating work schedules across teams, managing remote employees, and ensuring consistent communication and collaboration among employees.

## II.STATEMENT OF THE PROBLEM

The purpose of this project is to analyse the effects of a flexible work schedule on employee productivity and job satisfaction. The research will focus on two separate businesses in the same industry and compare the effects of the flexible work schedule on their respective employees. This study will also assess the impact of the flexible work schedule on workers' individual stress levels, job satisfaction, job motivation, and overall productivity. Additionally, the research will determine the cost-effectiveness of implementing a flexible work schedule in comparison to traditional 9-5 employment.

## III.OBJECTIVES OF THE STUDY

- To study the organizational performance and employee satisfaction towards flexible work schedule.
- To identify the work policies and practices on organization performance.
- To analyze the effects of flexible work schedule on employee satisfaction.
- To evaluate the potential benefits and drawbacks of flexible work arrangements.

## IV.SCOPE OF THE STUDY

- To examine the impact of flexible work schedules on employee productivity and engagement.
- To identify the factors that influence the success or failure of flexible work schedules.
- To explore the benefits and challenges associated with flexible work schedules for employers and employees.



- To assess the financial implications of offering flexible work schedules.
- To measure the impact of flexible work schedules on employee morale and satisfaction.
- To evaluate the effectiveness of various methods of implementing flexible work schedules.
- To identify best practices for creating and managing successful flexible work schedules.

## V.LIMITATIONS OF THE STUDY

- The study was limited to a small sample size of 150 employees.
- It was conducted in one organization, and therefore the results may not be generalizable to other organizations.
- The study did not measure the impact of flexible work schedules on employee productivity.
- The study was limited to the analysis of the impact of flexible work schedules on employees' work-life balance, and did not consider other potential benefits or drawbacks.

## VII.LITRERATURE REVIEW

**Irene Hau-siu Chow (2016)** This study applies the theory of work adjustment (see Pierce and Newstrom, 1980) as a theoretical foundation to explain why Flexible Working Hours (FWH) makes a difference in work-related outcomes as measured by productivity, employee attitudes and behaviours. The effects of demographics, degree of flexibility, family responsibility and hierarchical level on outcome measures were investigated in this study. Results show various work-related outcomes were affected quite differently by the introduction of flexible work hours.

**Bhalla Jaya (2016)** In the recent years organizations have introduced a number of family responsive policies. It is argued that the flexible working arrangements can affect the either directly or indirectly to the improvement of the individual as well as organization and society wellbeing. It intensified the researchers to investigate on the subject and the government to take steps to implement the Flexible Working Arrangements by way of bringing legislations to implement the scheme. This is one of the biggest issues in the country like India.

**Rex L. Facer. II (2018)** For many years, employers have sought to improve employee productivity and work environments. One common strategy is alternative work arrangements, which include flex time, job sharing, telecommuting, and a compressed workweek. This study examines the impact of the compressed workweek schedule on the job satisfaction and work-family conflict of the participating employees. Employees perceived that the alternative schedule increased their productivity and their ability to serve the citizens. Overall, the authors argue that the impacts of alternative work schedules need more careful study.

## VII.RESEARCH METHODOLOGY

The process used to collect information and data for the purpose of making business decisions. The methodology may include publications research, interviews, surveys and other Research Techniques and could include both historical and present information.

### RESEARCH DESIGN

A research design is the specialization of measure and procedure for the information needed to solve problems in the overall operational pattern of Framework of the project that stipulates what information is to be collected from which sources by what procedure. There are 3 types of research design.

### TYPES OF RESEARCH

The research Design that is used by the investigator is descriptive Research design.

### SAMPLE DESIGN:

Sampling is the process of removing a sufficient number of elements from a population. A sample design is a predetermined plan for selecting a sample from the sampling frame. This is the procedure or approach the researcher would use to select some sampling units from which estimates of the population are made.

### DATA COLLECTION:

Data collection is the process of obtaining and analysing information on relevant variables in a systematic and defined manner in order to answer a given research question, test an idea, and assess the results



**Primary Data Source:**

Primary goal is original and collected by the researcher freshly. In this study primary data was collected through questionnaire. A questionnaire is a popular means of collecting primary data, & questionnaire is a list of question for the own.

**Secondary Data Source:**

Secondary data is the data, which is already available. It can be obtained through company records, internet and some data collected from the observation method by the researcher.

**SIZE OF THE SAMPLE:**

The sample size is 150

**TOOLS USED:**

Simple percentage analysis is the method to represent raw streams of data as a percentage (a part in 100-percent) for better understanding of collected data.

**FORMULA**

$$\frac{\text{Number of respondent's percentage analysis}}{\text{Total number of respondents}} \times 100$$

**RANKING METHOD:**

Ranking is a method of numbering of attributes from highest total score to lowest total score.

**ANALYSIS OF INTERPRETATION**

**TABLE: The benefits by implementation of flexible work schedule**

Question	Mean Total	Rank
Increased Productivity	506	3
Improved Employee Morale	477	1
Reduced Stress	511	5
Improved Attractive to talents	510	4
Reduced Overhead Costs	503	2
Improved Employee Engagement	558	6

**INTERPRATATION**

The survey results show that the implementation of a flexible work schedule in an organization can bring various benefits. Improved employee morale is ranked as the top benefit, followed by reduced overhead costs, increased productivity, improved attractiveness to talents, reduced stress, and improved employee engagement. This suggests that employees appreciate the ability to have a more flexible work schedule, which can lead to a positive impact on both their personal and professional lives, and also contribute to the overall success of the organization.

**VIII.FINDINGS**

- The majority of respondents (68.7%) were between the ages of 18 and 30. There were fewer respondents in the older age groups.
- There were more male respondents (70.7%) than female respondents (29.3%).
- More respondents (60.7%) were unmarried compared to married (39.3%).
- Most respondents had a monthly income between 10,001 and 20,000 (61.4%). Fewer respondents had a higher monthly income of above 25,000 (8.7%).



- The majority of respondents (84.7%) had 4 or more years of experience, with 46.7% having 1-4 years of experience and 38.0% having 5-8 years of experience.
- Most respondents (81.4%) had a graduate or postgraduate degree
- A significant portion of respondents (38.0%) were neutral about working from home.
- The majority of respondents (74.6%) were either satisfied or highly satisfied with the flexible work schedule options in their company.
- A large portion of respondents (45.3%) were neutral about whether the flexible work schedule options were beneficial for employees.
- More respondents (26.0%) agreed that they faced challenges while following a flexible work schedule compared to those who disagreed (22.0%).
- More respondents (26.7%) disagreed that flexible work schedule options in their company would have a positive impact on their work-life balance compared to those who agreed (22.7%).
- A large portion of respondents (47.3%) were neutral about whether the implementation of flexible work schedule options could improve the efficiency of their company.
- More respondents (29.3%) disagreed that the implementation of flexible work schedule options could increase employee loyalty compared to those who agreed (22.0%).
- More respondents (48.7%) were neutral about whether the implementation of flexible work schedule options could increase working efficiency compared to those who agreed (28.0%).
- More respondents (27.3%) disagreed that the implementation of flexible work schedule options could increase productivity compared to those who agreed (18.7%).
- The data shows that 24.7% of respondents agree that implementation of flexible work schedule will increase productivity. 22.7% disagree, 50% are neutral and 2.7% each highly agree or highly disagree.
- The data shows that 24.7% of respondents agree that implementation of flexible work schedule will reduce absenteeism. 26.7% disagree, 4% highly agree, 2.7% highly disagree and 42% are neutral.
- The data shows that 19.3% of respondents agree that implementation of flexible work schedule will improve work-life balance. 20.7% disagree, 1.3% highly agree, 2.7% highly disagree and 56% are neutral.
- The data shows that 24% of respondents agree that implementation of flexible work schedule will increase costs. 20.7% disagree, 3.3% highly agree, 3.3% highly disagree and 48.7% are neutral.
- The data shows that 26% of respondents agree that implementation of flexible work schedule will result in loss of control. 22% disagree, 3.3% highly agree, 2% highly disagree and 46.7% are neutral.
- We conclude that there is no significant relationship between the age of the respondent and their opinion on the flexible work schedule options being beneficial for employees.
- We conclude that there is no significant relationship between the gender of the respondent and the challenges faced while following a flexible work schedule.
- The survey results show that the implementation of a flexible work schedule in an organization can bring various benefits. Improved employee morale is ranked as the top benefit.

#### IX.SUGGESTIONS

- Develop a comprehensive policy and communicate the guidelines for flexible working hours to all employees to ensure that there is consistency in the program.
- Encourage open communication between employees and management about work schedules to ensure that employee needs are met while maintaining operational requirements.
- Set realistic expectations for what employees can and cannot accomplish during flexible work hours to ensure that there is no negative impact on productivity.
- Utilize technology to help employees stay connected and ensure that they can complete their work during flexible hours.
- Establish performance metrics to measure employee performance during flexible work hours to ensure that employees are meeting job requirements.
- Offer training to managers and employees on how to effectively manage flexible schedules to ensure that it is implemented successfully.
- Be flexible with the policy and allow employees to adjust their schedules as needed.
- Provide a trial period to employees to help them adjust to the flexible work schedule and ensure that it is a good fit for both the employee and the company.
- Anticipate and address potential challenges that may arise from flexible work schedules, such as communication issues and potential resistance from employees.
- Monitor and evaluate the program regularly to identify areas for improvement and ensure that the program is meeting the needs of both employees and the company.



## **X.CONCLUSION**

The flexible work schedule has a great impact on organization performance and also individual satisfaction. By providing right flexible work schedules for the employees we can obtain the right work amount from the individuals. Company policies and guidelines should be adopted to ensure the employees capabilities. Company should need to be provide fair work schedule to all the workers to result in the satisfaction. This will reduce the work load and also mental stress among the employees that result in a great organization performance.

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