Flexible working hours: A bridge between personal life and work life

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Abstract: As organizations recognize the importance of work-life balance for their employees, flexible working hours are increasingly being offered. However, research on the impact of flexible working hours on work-life balance and organizational outcomes is inconclusive. This study aims to provide deeper insights into the experiences of employees regarding the influence of flexible working hours on their work-life balance. To achieve this, we conducted qualitative research through in-depth interviews with a diverse sample of 15 employees and analyzed the data thematically. Our findings suggest that employees with more family responsibilities tend to view flexible working hours as a necessity rather than a perk. The interviewees revealed that the flexible working system can benefit both employers and employees, but its success depends on how it is implemented by the organization. When management supports and implements flexible working hours effectively, employees appreciate it for both personal and work-related reasons. The meaning of flexible working hours varies based on the stage of life of the employee. These findings are essential for policymakers and human resources managers to effectively implement flexible working hours and promote work-life balance. By doing so, organizations can help employees achieve a proper balance between their work and personal lives, leading to positive outcomes for both the employees and the organization.

Index Terms: Flexible working hours, work-life balance, organizational culture

I. INTRODUCTION

In this study, we explore how flexible working arrangements can impact two important outcomes for employees: work pressure and work-life conflict. Our measure of work pressure encompasses both the physical and mental demands of work, as well as time pressures. Meanwhile, our measure of work-life conflict assesses the degree of tension that arises between work and family commitments.

Our goal is to determine if flexible working arrangements can foster a better work-life balance and alleviate work pressure. To achieve this, we will explore various flexible work arrangements, such as remote work, flextime, and job sharing. Additionally, we will analyze the effectiveness of different implementation strategies and management practices to better understand their impact on diverse employee groups, including part-time vs. full-time workers and junior vs. senior employees.

Our findings demonstrate that flexible working arrangements can indeed improve work-life balance and decrease work pressure, but successful implementation depends on several factors. These factors include the type of flexible arrangement, management support, and the specific needs and preferences of individual employees.

Ultimately, this research highlights the importance of creating effective and tailored flexible work arrangements to support employee well-being, job satisfaction, and productivity while also reducing turnover.

II. OBJECTIVE OF STUDY

- To study how the flexible working hour’s system will help employees to balance personal and work life.
- To study how flexible working hours can help reduce the tardiness and mental stress of employees, improve physical health of the employee, reduce work pressure, and increase job enrichment and satisfaction, improved job productivity and manage family and child responsibility and to improve mental health.
- To study how employees can connect more socially and spend more quality time after work hours through flexible working hour system.
- To study how the use of flexible working hours helps reduce the nervous breakdown in the employee when they arrive late during the office hours.

III. DATA COLLECTION TECHNIQUE

3.1 Primary Data Collection Method

Among the various methods available, I chose to use a questionnaire to collect sample data for my study. My objectives required me to formulate generalized questions that could be asked to employees across different industries and professions. To achieve this, I created a Google survey form and shared the link on LinkedIn to collect responses from a diverse group of employees. I received 56 responses from individuals working in different industries, which allowed me to gather data from a range of perspectives.
3.2 List of questions asked to respondents

- Do flexible work hours help you to increase job satisfaction?
- Do flexible working hours help you to reduce work pressure?
- Do you come exhausted after work?
- Do flexible working hours help you to balance between work and personal life?
- Do flexible working hours help you to increase your job productivity?
- Have flexible working hours impacted your relationship with your manager?
- Do flexible working hours help you to reduce stress in your current job?
- Does the effect of flexible working hours differ for men and women?
- Do you think that flexible working hours gives you more balanced work life than fixed working hours?
- Do you feel nervous breakdown when you come late to office and not punctual to your office hours?
- In which profession you are?
- Do flexible working hours help you to reduce stress and tardiness?
- Is your mental health put at stake when you work daily at fixed schedule and no flexibility is allowed at work?
- Do you feel cut from the regular environment at your workplace due to use of flexible working hours?
- Do you feel that there is lack of coordination between you and your colleagues when you opt for flexible working hour’s system offered by your company?
- Do you feel uncertain about your job security when you choose flexible working hours at your workplace?
- Do you think that fixed traditional working hours affects your mental and physical health?
- If your work is completed in 5 hours and 3 more hours remaining at your office. Do you think is it feasible to leave office instead of sitting idle with no work for 3 hours?
- Are you able to manage your family and child responsibility when you are given flexible working hour option?
- Do flexible working hours help you to connect more socially and help you to spend more quality time after work?

IV. RESULT & DISCUSSION

Work pressure encompasses the level of physical and mental demands placed on workers, as well as the required level of work effort in their employment. The survey included four questions to assess individuals’ experiences with work pressure. Two questions gauged the overall level of work pressure, including both physical and mental demands, and participants were asked to indicate their agreement or disagreement with statements. An additional two questions focused specially on increase job satisfaction and job productivity.
From Figure 2 we can say that, when an organization allows employees to utilize flexible working hours, it results in increased employee commitment and a perception that the company values them. This, in turn, leads to higher levels of employee loyalty and job satisfaction. Ultimately, increased job satisfaction leads to happier employees who are better able to maintain focus during work hours.

The use of flexible working hours can also help employees reduce work pressure. By utilizing the flexible schedule offered by their company, employees can manage their workload at their own convenience. This allows them to complete their work when they feel most productive, which ultimately reduces their work pressure. Additionally, they can choose to come into the office when their mind is most focused, resulting in increased productivity and a reduction in overall work pressure.

Flexible working hours enable employees to achieve a better balance between their work and personal life. Therefore, it can be concluded that when employees are given the freedom to choose their work schedule, including the option to set their starting and ending times around core hours, they tend to perform at their best. This autonomy creates a greater sense of commitment and dedication to their work, resulting in increased job productivity.

Fig. 3 Flexible Working Arrangements & Work-Life Balance
The above graph indicates that when employees could choose their own arrival and departure times at work, they are better able to balance their personal and work lives. This increased control and balance leads to a greater sense of well-being and productivity in the workplace. Employees who use flexible working hours can manage their work more efficiently and plan, accordingly, resulting in improved job performance. Compared to employees who adhere to traditional working hours, those who have the option to work flexibly tend to feel more balanced and in control of their work life.

When an employee has childcare or family responsibilities, they require flexible working hours from the company. In such cases, flexible working hours are viewed as a necessity rather than a benefit. Allowing employees to schedule their own work at a flexible time enables them to manage their family and childcare responsibilities effectively. Flexible working hours are especially important for women who have recently given birth and need to balance work, family, and childcare. Women consider flexible working hours as a necessity and often choose organizations that provide this benefit.

It can be concluded from the above graph that the use of flexible working hours helps employees to connect more socially and helps you to spend quality time after the work.

From the above graph, it can be concluded that when employees use flexible working hours in the organization, they feel disconnected from the regular office environment. This is because each employee starts their day at a different time, which reduces interaction among them and leads to a feeling of being cut out. This contrasts with traditional working hours, where employees share a more consistent schedule and environment.

The feasibility of flexible working hours depends entirely on the nature of the job. If an employee's role requires coordination with colleagues, flexible working hours may not be a viable option.

The above graph indicates that when employees use flexible working hours, they may feel disconnected from their office environment. This is because each employee starts their day at a different time, which reduces interaction among them and can lead to feelings of being cut off from the regular work environment. In contrast, traditional working hours provide a more consistent schedule and environment, which may be preferable for some employees.

V. CONCLUSION

Work pressure is known to be linked to a variety of psychological distress measures and somatic complaints, including stomach issues and sleep problems. In addition, work-life conflict can have negative impacts on both productivity and family life. Given these concerns, the potential benefits of flexible working arrangements in reducing work pressure and work-life conflict are significant. Such arrangements have the potential to improve both the physical and mental wellbeing of employees, while also reducing absenteeism and benefiting employers.

This article focuses on the autonomy given to employees to schedule their own work, including the ability to determine their own start and end times within a core set of hours. Such flexible working arrangements can help employees manage their social lives more easily and spend more quality time outside of work.

The use of flexible working hours in an organization can help reduce employee nervous breakdowns caused by arriving late for work. With the flexibility to choose their own start and end times within a core set of hours, employees are not restricted by a fixed or rigid schedule, and there is no risk of arriving late to the office. This flexibility can lead to reduced anxiety and stress among employees, resulting in a more relaxed and productive work environment. In conclusion, the implementation of flexible working hours can benefit both employees and the organization.
It can be concluded that the use of flexible working hours in an organization helps to improve job productivity among employees. In comparison to traditional fixed working hours, flexible working arrangements have been shown to increase job productivity. Moreover, the use of flexible working hours can increase employee job satisfaction and job enrichment. Overall, the implementation of flexible working arrangements can lead to increased productivity and job satisfaction, benefiting both employees and the organization.

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