OBJECTIVES

➢ To study the impact of FWA on work schedules and contribution to achievement of Organizational goals.

➢ To analyze the Flexibility available to employees to meet family needs and other personal obligations.

➢ To gage the contribution of FWA on reducing employee commuting time, employee burnout and stress levels

➢ To examine the perception among employees in exercising personal control over their work schedules.

➢ To examine the perceived effectiveness of FWA in promoting employee work satisfaction and well being.
STATEMENT OF PROBLEM

The attempts made to link the physical environment with the productivity of its occupant’s falls into two main categories: Office layout: Office layout revolves around two main debates: those of open-plan verses cellular offices, and the matching of the office environment to the work processes. Office comfort: The following four steps are an excellent start in implementing a workplace environment that has the best chance of satisfying technical and professional employees. Do an audit of your company’s control system. Decide what characteristics to adopt. Train technical workers and managers for the new culture. Monitor success and provide feedback.

The attempts made also on Flexible work arrangements & work timings: Failure to Include Employees in Planning Stage, Failure to Identify that Certain Positions/Individuals are not Conducive to Flexible Work Arrangements, Informal Policies that Lead to Inconsistencies and Inequities, Decrease in Communication, Resistance of Management, Failure to Monitor, Assess and Update Flexible Work Arrangements.