



Best Practices for Managing a Flexible Workforce



Managing The Flexible Workforce

Gemma Dale

Managing The Flexible Workforce:

Managing the Flexible Workforce Richard Pettinger,1998 This book looks at the changing employment situation today and outlines what the flexible workforce is what flexible working is and how to manage both successfully and includes sections on conceptual aspects management qualities and performance **Managing the Flexible Workforce** Richard Pettinger,John J. McManus,1996 Fast track route to the effective management of flexible workers and working arrangements Covers the key areas of managing the flexible workforce from attitude formation and leadership direction and motivation to group management and flexible workforce development Examples and lessons from some of the world s most successful businesses including Sandals Inc British Airways Cobra Beer and Semco and ideas from the smartest thinkers including Peter Drucker Peter Senge Linda Gratton and Robert Heller Includes a glossary of key concepts and a comprehensive resources guide

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Horsham (GB),,1998 **Managing the Flexible Workforce** ,1997 Managing Flexible Working Richard Pettinger,2002-04-03 Fast track route to the effective management of flexible workersand working arrangements Covers the key areas of managing the flexible workforce fromattitude formation and leadership direction and motivation togroup management and flexible workforce development Examples and lessons from some of the world s most successfulbusinesses including Sandals Inc British Airways Cobra Beer andSemco and ideas from the smartest thinkers including PeterDrucker Peter Senge Linda Gratton and Robert Heller Includes a glossary of key concepts and a comprehensiveresources guide

Managing a Flexible Workforce Judith Lynn MacBride-King,Conference Board of Canada,1998 **HBR Guide to Managing Flexible Work (HBR Guide Series)** ,2022-05-24 Flexible Work Arrangements Benjamin H. Gottlieb,E. Kevin Kelloway,Elizabeth J. Barham,1998-05-08 Dramatic changes in the composition of today s workforce combinedwith intense competitive pressures on employers call for new waysof structuring where when and how employees accomplish their jobresponsibilities This book makes the business case for flexibleworking in an organization and shows how flexitime job sharing telecommuting and compressed work weeks can be used as strategicmanagement tools Key features identifies ways flexible work arrangements can be designed toenhance the personal well being and job performance of employees while

improving the corporate bottom line provides a comprehensive systematic framework for planning and implementing flexible work arrangements including handy questionnaire style forms assessing employee needs and evaluating the impacts of flexible job arrangements uses case studies and calls on advice from those with experience in diverse organizations in order to show how to position flexible work arrangements and optimize their beneficial effects Managers and HR managers should read this book if they are contemplating or embarking upon more flexible options for scheduling work and assisting employees to achieve a healthy balance between their jobs and the rest of their lives It provides practical answers and how to guidelines for designing a more flexible workplace *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

The Flexible Workforce National Institute of Business Management, 1994 *Temporary Sanity* Shannon VanNostrand, Marsha Brekke, 1997 *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 **Managing Best Practice** ,1999 *Employee Retention* ,2001

Flexible Working Stephen Simmons,1996 Flexible working is fast becoming a very important management subject It involves both new working methods enabled by information technology and modern communications such as telecommuting and teleconferencing and a range of new patterns of work such as flexi time job sharing and outsourcing Flexible working provides managers in the 1990s with powerful tools for reducing fixed costs and for improving productivity and competitiveness

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