



Best Practices for Managing a Flexible Workforce



Managing The Flexible Workforce

**Judith Lynn MacBride-King, Conference
Board of Canada**

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

Managing the Flexible Workforce Richard Pettinger,2020-07-24 The average workforce today is far different to that of a few years ago Companies now employ more freelancers and temporary staff while there is increased job sharing and sub contracting not to mention more staff working from home This brings with it its own particular set of problems for managers Here Richard Pettinger looks at the changing employment situation today and outlines what the flexible workforce is what flexible working is and how to manage both successfully The text includes sections on conceptual aspects motivations empowerment organizational streamlining and management qualities and performance

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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

Strategic Human Resource Management Gary Rees,Paul Smith,2017-05-27 A research focused introductory text written by a stellar contributor line up including Linda Holbeche Stephen Taylor and Jim Stewart The Second Edition integrates an international perspective using examples and case studies from a broad range of regions and industries including Microsoft Volkswagen and Rolls Royce The 2 new chapters on Culture and Globalisation reflect the contemporary workplace and the future of HR based on Linda Holbeche s latest research is included in the final chapter The book is complemented by a companion website featuring a range of tools and resources for lecturers and students including PowerPoint slides Testbank an Instructor s manual access to SAGE Journal articles and author podcasts Suitable for upper undergraduate and Masters level strategic HRM modules or HRM modules that have a strategic angle

The book delves into Managing The Flexible Workforce. Managing The Flexible Workforce is a crucial topic that must be grasped by everyone, from students and scholars to the general public. The book will furnish comprehensive and in-depth insights into Managing The Flexible Workforce, encompassing both the fundamentals and more intricate discussions.

1. This book is structured into several chapters, namely:

- Chapter 1: Introduction to Managing The Flexible Workforce
- Chapter 2: Essential Elements of Managing The Flexible Workforce
- Chapter 3: Managing The Flexible Workforce in Everyday Life
- Chapter 4: Managing The Flexible Workforce in Specific Contexts
- Chapter 5: Conclusion

2. In chapter 1, this book will provide an overview of Managing The Flexible Workforce. The first chapter will explore what Managing The Flexible Workforce is, why Managing The Flexible Workforce is vital, and how to effectively learn about Managing The Flexible Workforce.
3. In chapter 2, this book will delve into the foundational concepts of Managing The Flexible Workforce. The second chapter will elucidate the essential principles that must be understood to grasp Managing The Flexible Workforce in its entirety.
4. In chapter 3, the author will examine the practical applications of Managing The Flexible Workforce in daily life. The third chapter will showcase real-world examples of how Managing The Flexible Workforce can be effectively utilized in everyday scenarios.
5. In chapter 4, this book will scrutinize the relevance of Managing The Flexible Workforce in specific contexts. The fourth chapter will explore how Managing The Flexible Workforce is applied in specialized fields, such as education, business, and technology.
6. In chapter 5, the author will draw a conclusion about Managing The Flexible Workforce. The final chapter will summarize the key points that have been discussed throughout the book.

The book is crafted in an easy-to-understand language and is complemented by engaging illustrations. It is highly recommended for anyone seeking to gain a comprehensive understanding of Managing The Flexible Workforce.

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