

# Flexible Working Arrangement and Work- Life Balance

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**September, 2022**

With globalization, technological innovation, and an extremely competitive market, the workplace is getting more and more demanding. Consequently, many people now place a greater emphasis on maintaining a healthy work-life balance. Researchers found that less work-life balance lead to many negative impacts in personal life of the people and poor mental



and physical well-being. Concurrently, inflexible work schedules have been listed as one of the work place hazards in the National Standard of Canada for Psychological Health and Safety in the workplace. FWA allow workers flexibility in performing their tasks both in work & personal life. Flexible working arrangements (FWAs) inadvertently promote greater employee autonomy because they provide employees some discretion over how they want to organize their work in terms of time, place, and manner of operation. According to Bakmiwewa (2021), the global trend in the new world of work indicated that there are downward trend in traditional working hours and increase the demand in Flexible Working Arrangements.

Flexible working arrangements (FWAs) are several kinds of work arrangements that provide employees significant discretion about when, where, and how they want to do their work (Subramaniam et al., 2010). FWAs, which focus

the strategy of enhancing employee flexibility, enable better employee sensitivity to both individual requirements and organizational goals, which has been connected to improved productivity and wellbeing (Nakroiene et al., 2019).

FWAs began as an alternate scheduling option, but as the practice spreads to more developed regions like the United States, the United Kingdom, Europe, Australia, and New Zealand, they are now progressively becoming the new norm (Costa et al., 2004). Although FWAs tend to be less prevalent and are still not fully adopted throughout Asia (Azar et al., 2018), its acceptance varies among nations. According to Himawan et al. (2020), Hong Kong, Singapore, and Japan are among the nations that have started using the practice, while others still favor the conventional 9–5 work schedule.

According to TalentCorp (2018), the most prevalent FWAs include job sharing, flextime, working from home (WFH), staggered hours, part-time work, compressed hours, and early retirement. Even though there are differences in how FWAs are used across different nations and areas, the COVID-19 pandemic has resulted in the largest unplanned experiment in working from home (WFH) arrangements. Organizations, particularly those in Asia, have been pushed by this unprecedented transformation to begin incorporating FWAs into their organizational strategies in order to survive the current and ensuing health and economic crises (Himawan et al., 2020)

The use of FWAs is not only advantageous as part of an organizational strategy plan, but it is also strongly favored by millennial, who are

replacing the more traditional baby boomers in the global workforce (Zainuddin et al., 2019). According to Bernama (2019), 75% of the world's workforce will be made up of Millennials by 2025. Therefore it is better to pay considerable attention on facilitating employees with FWA that would be beneficial in every hand.

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