



Impact of Flexible Working on Work-Life Balance

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Abstract

The purpose of this paper is to understand flexible working that located in organisational policy contexts, and merge it to life in the workplace by employees and their managers. A lot of organizations offer flexible working hours to employees due to the benefits that flexibility gives to both employee and employer. The authors seek to understand the nature and content of requests, the process followed in attending to requests, the scope of the flexibility which resulted and the implications for the work of both employees and managers. Greater employee productivity and higher organization profitability are the most common benefits. Also, flexible working hours promote and facilitate work-life balance, Reduced stress and increased employee wellbeing at work.

Keywords: Flexible Working; Benefits; Work-Life Balance