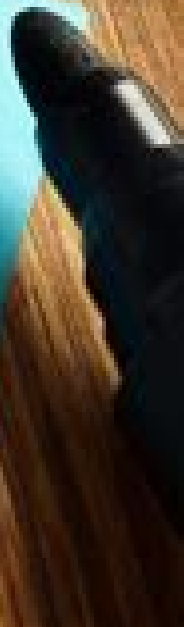


Flexible
Working



Flexible Work

John Stredwick, Steve Ellis



Flexible Work:

Balancing Jobs and Family Life Halcyone H. Bohen, Anamaria Viveros-Long, 1981 Monograph on the effects of flexible hours of work on conflicting demands of parenting and employment esp Of married women woman workers in the USA based on a survey of civil servants in Washington D C considers sociological aspects and psychological aspects the influence of traditional sexual division of labour the effect on quality of working life child care job satisfaction etc and explains research methodology incl Data collecting and data analysis Bibliography pp 257 to 329 and tables

The 4 Day Week Andrew Barnes, 2020-01-07 SHORTLISTED FOR THE BUSINESS BOOK AWARDS 2021 In *The 4 Day Week* entrepreneur and business innovator Andrew Barnes makes the case for the four day work week as the answer to many of the ills of the 21st century global economy Barnes conducted an experiment in his own business the New Zealand trust company Perpetual Guardian and asked his staff to design a four day week that would permit them to meet their existing productivity requirements on the same salary but with a 20% cut in work hours The outcomes of this trial which no business leader had previously attempted on these terms were stunning People were happier and healthier more engaged in their personal lives and more focused and productive in the office The world of work has seen a dramatic shift in recent times the former security and benefits associated with permanent employment are being displaced by the less stable gig economy Barnes explains the dangers of a focus on flexibility at the expense of hard won worker protections and argues that with the four day week we can have the best of all worlds optimal productivity work life balance worker benefits and at long last a solution to pervasive economic inequities such as the gender pay gap and lack of diversity in business and governance *The 4 Day Week* is a practical how to guide for business leaders and employees alike that is applicable to nearly every industry Using qualitative and quantitative data from research gathered through the Perpetual Guardian trial and other sources by the University of Auckland and Auckland University of Technology the book presents a step by step approach to preparing businesses for productivity focused flexibility from the necessary cultural conditions to the often complex legislative considerations The story of Perpetual Guardian s unprecedented work experiment has made headlines around the world and stormed social media reaching a global audience in more than seventy countries A mix of trenchant analysis personal observation and actionable advice *The 4 Day Week* is an essential guide for leaders and workers seeking to make a change for the better in their work world

Flexible Work Organizations Sushil, Julia Connell, John Burgess, 2016-06-18 This book focuses on the challenges of capacity building for flexible work organizations in Asia and demonstrates how business enterprises practice reactive flexible capacity in the form of adaptiveness and responsiveness to cope with changing and uncertain business environments The book provides examples of how this can be achieved by means of various organizational change initiatives leadership strategies re engineering innovation in products and processes the use of information and communication technology reshaping learning orientations and more As these topics are supported by research and case studies situated in different

sectors and countries across Asia the book will provide a useful resource for a broad readership including management students and researchers practicing business managers consultants and professional institutions

Flexible Work Sarah H. Norgate, Cary L. Cooper, 2020-03-27 Flexible Work Designing Our Healthier Future Lives examines flexible working through the lens of social science in particular using psychological perspective to address not only what forms of flexible working there are and how they are evolving but also their prospect in the future of work Bringing together views from thought leaders and underpinned by research evidence this book addresses two of the most fundamental business challenges for large and medium organisations mental health and productivity calling for the bridging of science and policy to design flexible working for our future healthier lives Growing from these foundations this book explains the latest landscape in flexible working looking at employee psychological health and productivity including showing up for work sick Perspectives are provided from around the world on leadership line management over attachment with technology commuting skill based inequality and control over working time Readers are offered insights into the relevance of flexible working for a diverse workforce invisible disabilities disabilities older workers and blended families Throughout the book offers suggestions for shaping future policy practice and research Each chapter concludes with recommendations making this essential reading for students academics human resource practitioners policy influencers policymakers and professionals interested in flexible work

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

Flexible Working Practices and Approaches Christian Korunka, 2021-10-25 Modern workplaces are following a strong trend of increasing flexible working practices and approaches offering more flexibility in working times working places work organization and work relations as the result of new information and communication technologies This book brings together a group of internationally

recognized experts in the field of flexible work to examine the psychological and social implications of these practices describing the current state of research and empirically based practices in this field It focuses on organizational job and individual factors related to the quality of working life and identifies potential risk groups where the benefits of flexible work are suppressed or not realized Ideal for organizations implementing or considering implementing flexible work for professionals and researchers in work and organizational psychology and for HR professionals this volume is an invaluable overview of rapidly changing work norms and their impact on working life

New Approaches to Flexible Working Fons Trompenaars, Peter Woolliams, 2024-06-10 Presenting a new framework that explores the perspectives of employers and employees in the changing world of work

Let's Talk about Flex: Flipping the flexible working narrative for education Emma Turner, 2020-11-25 The narrative around flexible working needs flipping After being able to work flexibly for 14 of her 23 years in education across teaching school leadership and MAT leadership roles Emma Turner realised that sadly she is actually in the minority and has just been kinda lucky Across the education system although there is a recent groundswell of support for developing more life friendly innovative and flexible ways of working there are still a great deal of misconceptions biases and prejudices about flexible working and flexible workers Through her playlist of educational floor fillers Emma explores some of the successful ways in which flexible working can be viewed by both employers and employees for staff at all levels including senior and school leadership Designed to open up the flexible working conversation this book outlines what can work what has worked and what could work This new way of viewing the flexible narrative from an experienced flexpert encourages all to revisit our views on flexible working

Part-time Employment and Flexible Work Hours United States. Congress. House. Committee on Post Office and Civil Service. Subcommittee on Employee Ethics and Utilization, 1977

Flexible Working Hours United States. Department of Labor. Library, 1976

Flexible Working John Stredwick, Steve Ellis, 2005 Your customers demands are not constant Many of the most able and talented potential employees cannot or will not work regular hours So why is your business still based around a 9 00 5 00 five day week Flexible working enables your business to respond cost effectively to peaks and troughs in demand and helps you to attract and retain the best staff This book shows you how to tailor a policy that is right for your organisation make the business case win over the doubters and implement and manage a system that will provide genuine competitive advantage for your organisation

Toward a Disposable Workforce United States. Congress. Senate. Committee on Labor and Human Resources. Subcommittee on Labor, 1993

Women and Employment in Public Policy Susan Milner, 2024-05-07 In the UK women's economic empowerment through employment is a success story of the last three decades And yet women are over represented in low paid insecure jobs are under represented in top jobs and earn less than men on average with a marked income gap over the lifecourse When Labour took office in 1997 a new wave of women MPs entered parliament in record numbers and women gained access to ministerial roles including a newly created minister for women However policy on

women and employment remained an area of conflict New rights were secured particularly for mothers but when Labour left office a sizeable policy agenda remained unfinished Using documentary evidence and interviews from leading policy actors from the period Women and Employment in Public Policy takes as its starting point the Women and Work Commission which was convened in 2004 to examine causes of the gender pay gap The commission was unable to defuse conflicts over equal pay but it set out an agenda for change at the level of government private sector work organizations and public sector organizations Milner examines why the commission could not resolve key conflicts and why its broad based recommendations were only partially taken up She traces the subsequent development of policy observing well established preferences for light touch regulation which can raise awareness but leave entrenched practices unchallenged and weaken individual women s access to redress Detailed study of the working of the commission provides lessons on the policy process particularly for those seeking to influence policy It also shows that within the wider policy space opportunities for action to effect change are possible based on appeals to instrumental logic or political exchange but are constrained by party leadership

Well-being

Ivan Robertson, Cary Cooper, 2011-04-27 High levels of well being at work is good for the employee and the organization It means lower sickness absence levels better retention and more satisfied customers People with higher levels of well being live longer have happier lives and are easier to work with This book shows how to improve well being in your organization

Changing Contours of Work Stephen Sweet, Peter Meiksins, 2020-04-24 The authors are proud sponsors of the 2020 SAGE Keith Roberts Teaching Innovations Award enabling graduate students and early career faculty to attend the annual ASA pre conference teaching and learning workshop Changing Contours of Work is an exploration of the American workplace in the larger context of an integrated global economy Presented with engaging vignettes and rich data this Fourth Edition shows the reader how the old economy is now operating within the new economy and how that integration shapes the development of work opportunities Authors Stephen Sweet and Peter Meiksins use an international comparative perspective revealing the historical transformations of work and identifying the profound effects that these changes have had on lives jobs and life chances This text supports the reader s understanding of the origins of current problems confronting working people in the new economy and contributes to a much needed dialogue about the strategies for liberating workers from poverty drudgery discrimination stress and exploitation

Encyclopedia of Library and Information Science

Allen Kent, 1999-06-29 Access Versus Ownership to Word Formation in Language and Computation

Alternate Work

Schedules and Part Time Career Opportunities in the Federal Government United States. Congress. House.

Committee on Post Office and Civil Service. Subcommittee on Manpower and Civil Service, 1976

The Feminist

Legislation Project Becky Batagol, Kate Seear, Heli Askola, Jamie Walvisch, 2024-08-26 In this book leading law academics along with lawyers activists and others demonstrate what legislation could look like if its concern was to create justice for women Each chapter contains a short piece of legislation proposed in order to address a contemporary legal problem from a

feminist perspective These range across criminal law sexual offences Indigenous women s experiences of criminal law laws in relation to forced marriage modern slavery childcare and sentencing civil law aged care and housing rights regulating the gig economy surrogacy gender equity in the construction industry and constitutional law human rights legislation reimagining parliaments where laws are made for the benefit of women The proposed laws are moreover drafted with feedback from a senior parliamentary draftsman providing guidance to contributors in a personal capacity to ensure conformity with legislative rigour as well as accompanied by an explanation of their reasons and their aims Although the legislation is Australian based the issues raised by each are recognisably global and are reflected in the legislation of most other nations This first feminist legislation project will appeal to scholars of feminist legal studies gender and the law gender studies and others studying or working in relevant legal areas

Psychology Steven G. Rogelberg, 2007 Publisher description **Encyclopedia of Industrial and Organizational Psychology** **Guidebook for Recruiting, Developing, and Retaining Transit Managers for Fixed-route Bus and Paratransit Systems** Transit Cooperative Research Program, 2010 TRB s Transit Cooperative Research Program TCRP Report 139 Guidebook for Recruiting Developing and Retaining Transit Managers for Fixed Route Bus and Paratransit Systems explores resources for fixed route bus general public demand response and Americans with Disabilities Act ADA paratransit systems resources to assist in the recruitment development and retention of managers The Guidebook is accompanied by CRP CD 77 which provides Model Job Descriptions for 32 broad job titles that indicate the structure and content for job descriptions for manager jobs The CD ROM is also available for download from TRB s website as an ISO image A separate report presenting the research methodology the results of a literature review and the results from focus groups held with 15 other non transit public and private sector organizations used in production of TRCP Report 139 is available online

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