

## SIGNIFICANT IMPACT OF FLEXIBLE WORKPLACE ON EMPLOYEE PERFORMANCE

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**ABSTRACT:** *Workplace flexibility is a reaction to evolving conditions and demands. Employees that approach their work with a flexible viewpoint are typically given higher value by employers. Workers are drawn to employers who support a flexible work environment. Workplace flexibility emphasises the ability and willingness to adapt, particularly in terms of how and when work is accomplished. In a flexible workplace, the demands of the person and the organisation are addressed. Flexibility in the workplace is a common tool used by employers to recruit and keep talent. Additionally, through raising productivity, it might help a business accomplish its goals. Flexible working hours allow employees to work harder when they are most effective. High employee satisfaction levels promote a productive, positive work environment. Employees that are content might put in more effort, be more productive, and be more devoted than unhappy ones. If employees have enough time outside of work to handle personal responsibilities, they may be less distracted and more productive at work.*

**Keywords:** *Workplace flexibility , Work environment, Employee satisfaction ,Employee performance.*

### Introduction:

Flexibility in the workplace is a response to changing circumstances and needs. Employers frequently place a higher value on employees who approach their work with a flexible perspective. Employers who encourage a flexible work environment attract workers.

Flexibility in the workplace emphasises the willingness and capacity to change, particularly in terms of how and when work is completed. Both the needs of the employee and the organisation are met in a flexible workplace. Employers frequently use workplace flexibility to attract and retain employees. Additionally, by increasing productivity, it might aid a company in achieving its objectives. Employees can put in more effort at their most productive times thanks to flexible work schedules. Remote employees worked 1.4 extra days each, according to an Air tasker survey.

### Objective:

- To identify / evaluate the factors influencing the adaptability of employees to new environment .
- To examine the role of work place flexibility in employee satisfaction.
- To analyse the relationship between work place flexibility and decision making.

### Review of literature:

	Author	Title	Main findings
1	Anitha J.	Determinants of employee engagement and their impact on employee performance.	It was seen that working environment, employee engagement and co-worker relationship had significant impact on employee performance.
2	Esayas Degago	A Study on Impact of Psychological Empowerment on Employee performance in Small and Medium Scale Enterprise Sectors	It was seen that every dimension of empowerment is directly related to employee performance in the study of the relationship between dimensions of empowerment and employee performance dimension empowerment

3	Abdul Raziqa *,Raheela Maulabakhsha	Impact of Working Environment on Job Satisfaction	In the study of the research states some brief prospects that businesses must recognise the importance of a good working environment in order to maximise job satisfaction
4	Khaled adnan Bataineh	<i>Impact of Work-Life Balance, Happiness at Work, on Employee Performance</i>	That Work-life balance has a positive significant impact on employee performance .  Employees are more likely to report feeling satisfied with their work when they are feeling good and under minimal stress both at work and at home, as shown in the practical data.
5	Adriana anamaria davidescu, simona —andreeaapostu , andreeapaul,ionut casunea	Work Flexibility, Job Satisfaction, and Job Performance among Romania Employees— Implications for Sustainable Human Resource Management	IT is seen that states the relationship between employee development and worktime and workspace flexibility as relevant aspects of sustainable HRM, job happiness, and job performance and Romanian employees.

**Data and Methodology:** Descriptive research is used to describe the most recent conditions in the company, whereas convenience sampling method is used which is a non probability sampling technique where samples are collected from the specific population.

**DATA ANALYSIS AND INTERPRETATION :**

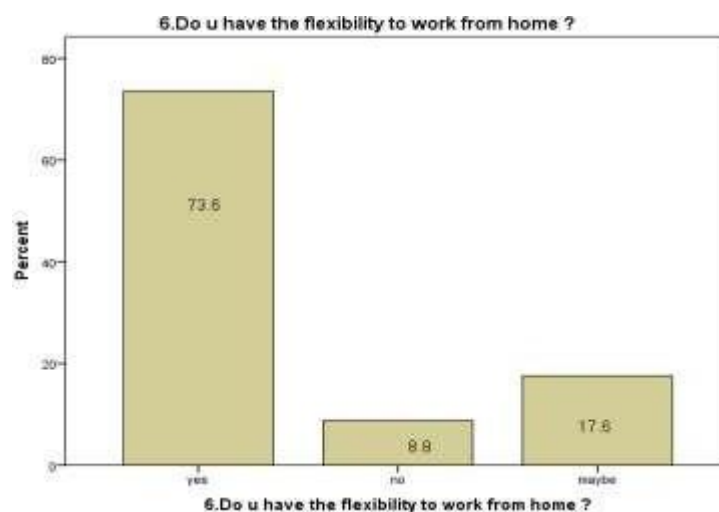
**Table showing the flexibility to work from home**

**The flexibility to work from home**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	92	73.6	73.6	73.6
no	11	8.8	8.8	82.4
maybe	22	17.6	17.6	100.0
Total	125	100.0	100.0	

Source: Primary data collected through Questionnaire

**Fig . Bar chart represents the percentage of the flexibility to work from home**



**Interpretation:**

According to the following graph ,73.6% of employees are having the flexibility to work fromhome, 8.8 %of employees are not having flexibility to work from home , 17.6% of employees are having an neutral opinion .

**Table showing based on the objective**

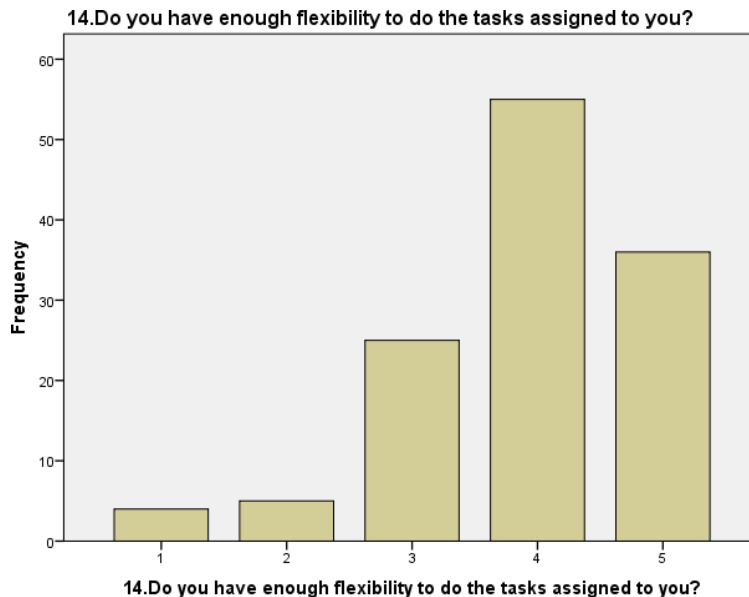
[To identify the factors influencing the adaptability of employees to new environment.]

**Do you have enough flexibility to do the tasks assignedto you**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	4	3.2	3.2	3.2
2	5	4.0	4.0	7.2
3	25	20.0	20.0	27.2
4	55	44.0	44.0	71.2
5	36	28.8	28.8	100.0
Total	125	100.0	100.0	

Source: Primary data collected through Questionnaire

**Bar chart represents having enough flexibility to do the tasks assigned to you**



**Interpretation:**

According to the above chart, 3.2% of employees are strongly disagree to have the enough flexibility to do the task assigned , 4% of employees are disagreed to have the enough flexibility to do the task assigned to them , 20%of employees are neutral to have the enough flexibility to do the task assigned to them , 44% of of employees are agree to have the enoughflexibility to do the task assigned to them ,28% of employees are strongly agree to have the enough flexibility to do the task assigned to them.

Model	Beta In	t	Sig.	Partial Correlation	Collinearity Statistics Tolerance	
1	6.Do u have the flexibility to work from home ?	.073 <sup>b</sup>	.805	.422	.073	.941
	7.Do you value having a flexible workschedule more than finding a new position in another organization ?	.063 <sup>b</sup>	.692	.490	.063	.936
	14.Do you have enough flexibility to do the tasks assigned to you?	.032 <sup>b</sup>	.327	.744	.030	.815
	16.Do you feel you have the freedom to be creative while solving problems in your project?	-.028 <sup>b</sup>	-.284	.777	-.026	.804

a. Dependent Variable: .How would you rate your work life balance

b. Predictors in the Model: (Constant), .Are the timelines allotted for task completion by your manager manageable

Accept H01 as p value is not significant

**Hypothesis:**

**H02: Workplace flexibility does not play any significant role in decision making. H1: Workplace flexibility play significant role in decision making.**

**P value significant so reject H02.**

**FINDINGS**

- Based on the survey , 73.6% of respondents strongly agrees that having a flexibility to work from home.
- According the source , 44% respondents strongly agree to have enough flexibility to do the task assigned for them, 4% of respondents are disagreed to have enough flexibility to do the task assigned for them in the company.
- According to survey , flexibility to taking decision and learning and development tools improve skills where p value is less 0.05% so we reject H0.
- Based on survey ( correlation analysis), rating of worklife balance and flexibility to work from home ,so we accept H0 as p value is not significant.

**CONCLUSION:**

The nature of the work that individuals and organisations must perform has changed significantly as a result of the quick technology advancements, constant innovation, and more flexible work and time schedules that have occurred in the global market. Work flexibility helps employees maintain a healthy balance between their personal and professional life, which improves performance and job happiness, with beneficial effects on the health of the business. Due to technological advancements and digital revolutions, many activities may now be performed everywhere there is an internet connection.

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