

Career or job search



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Requesting and Using Alternative or Flexible Work Arrangements June 30, I am interested in the issue of requesting and using alternative and flexible work arrangements because they are something new to me as an employee. I have not tried these arrangements yet, and I believe that they will be appropriate when a person has a family already or wants to pursue other interests that require work flexibility. The essential elements of alternative and flexible work arrangements are that it is a privilege given by employers to their employees that is based on offering an alternative work schedule than the usual 8am-to-5pm office hours by providing variations on starting and departing times, or days worked, or changing the venue where work is to be done. I searched for and used three websites that have different emphases in their writings.

I could use what I have learned through this research in a job search by being familiar with alternative work arrangements and knowing if certain organizations offer them, or being capable of requesting it if it can be applied to my target job position. First, it is important to be familiar with alternative work arrangements because it means that I know the pros and cons enough to justify it to my employers. Second, this knowledge will help me find organizations that support flexible work arrangements. Third, this knowledge will also help me know how to request for it and to use it properly without affecting my performance.

Evaluation of Websites

Human Resources at Woods Hole Oceanographic Institution

This website is useful in understanding an example of a policy regarding alternative work arrangements and it is important in giving information about definitions and responsibilities, key considerations, performance

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evaluations, and request process. The content comes from the Human Resources department that emphasizes that alternative work arrangements are seen as a “privilege,” not an employee right, because “[n]ot all employees and jobs are suited for these types of arrangements” (Human Resources at Woods Hole Oceanographic Institution, 2013). This is a crucial point because there is no employment law that states that all workers have rights to demand flexible work time. Moreover, the website offers key considerations and performance evaluations. These variables stress the dimensions of work that allow it to be done through flexible arrangements and that employees still have to go through performance evaluation. Finally, the request process is added, which enlightens employees about guidelines and procedures. The website provides useful information on actual alternative work arrangements policy and processes.

Human Resources of the University of Arizona

The website is valuable in informing readers about the kinds of flexible work arrangements, and the benefits and challenges of alternative work arrangements. It shows that these arrangements are good for the organization, employees, and the environment, on the one hand. On the other hand, it discusses challenges for every kind of flexible work arrangement, such as availability of employee or supervisor for flexible work schedules (Human Resources of the University of Arizona, 2014, p. 17). This website is essential in understanding when and why flexible work is good for the employee and organization. It also provides numerous kinds of flexible work and how they are done.

“Flexible Work Arrangements”

This is an article from Forbes. com, and it is good in explaining the trend

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toward flexible work arrangements and discussing examples of current types of alternative work arrangements. The main point of the article is that since many men have lost their jobs since the recession, countless women, especially wives and mothers, need flexible work arrangements to balance work and family roles and responsibilities. On the part of organizations, the article stresses the benefits of reduced expenses, preventing the loss of talent, and improved employee morale. The website is essential in justifying alternative work arrangements in an economically-challenging society.

References

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