

Behavioral job outcomes

[Business](#), [Career](#)



Albion (2004) argues that flexible work options works in the advantage of employers in the bottom rank and in turn, it has been increasingly important to employees particularly females. However, in recent years, the author proposed that this occurrence is no longer confined to female employees but male employees are now attracted to packages involving flexible work option. In addition, in order for flexible work option to attain its positive effects, the package needs to be employee-driven.

In the retail industry for instance, flexible work options was introduced by the management in order to reduce penalty rates, expand ordinary work time and increase operating efficiency (HREOC, 1996; p. 5-6). Conclusion Women's opportunities in the workforce have significantly changed over time since they have proven that they are capable of working as effectively as men. Education has contributed to the increased knowledge and skills they need to function not only in domestic or low-cost labors but also in the corporate world.

Although women have more limitations in their work performance especially in a risky, taxing, and stressful work environment due to biological factors, they have the choice whether to place themselves into such condition. They can work well and earn much without compromising their health, life, and family. Work-life balance can be achieved through flexible work options especially for married women by predicting or choosing their schedules in order to be able to spend quality time for themselves and for their family.

A flexible work option also allows workers to effectively function because they are able to choose to work at their most productive and convenient

time without pressure or risking their family and personal life. Companies that offer a flexible work options are more likely to retain employees and motivate them to work because they are given the freedom, opportunities to use their time for other important activities, and the chance to reduce absenteeism or penalties and expenses due to health problems caused by unpleasant working condition

References

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