

Global outsourcing expert sodexo

[Business](#), [Management](#)



Global Outsourcing Expert – Sodexo

Sodexo's main objective is to become the premier global outsourcing experts in issues related to life services. In the case study, the issue of flexibility in employment has been well elaborated (Jennifer & Gareth, 2011).

Flexibility of work schedules to the employees such as the flexibility to meet the family needs, personal obligations and life responsibilities has hampered employees' career progress in many companies. However, flexibility in employment has increased the level of quality production since the employees because employees', in most cases get their needs accomplished.

Some of the challenges that have greatly interfered with employees' careers due to flexibility at work include increased incidences of touring that may on the other hand, lead to involvement in road accidents or indulgence in non-constructive activities. This may end a good career.

Flexible work schedules such as increased feelings to personal control over the schedules and within working environment has made some employees to extend their hours of operation thus resulting into specialization. This may be very dangerous because employees not be innovative and think beyond their career choices.

Also, in some companies where there is a flexible work schedule, the employees have been subjected to tough rules such as subjection to specific working hours within a week and strike lock-outs. The employees hence become redundant because they do not do what they love, instead, they work under strict conditions. Moreover, some issues related to harassment in work places by some employers have hampered career progress but none is

expected to complain. Harassment may be physical or mental. It reduces work morale of an employee.

Flexible work schedules to employees have contributed to decreased external childcare hours and costs. Most employees take much time at work compared to time they give to their families. Such matters leads to poor parenting since the parent may not be in a position of identifying some of the problems affecting the family. Such parents are always not in a position to pursue their career to the fullest.

Reference

Jennifer M. G., Gareth R. J. (2011). *Understanding and Managing Organizational Behavior* (6th Edition). Upper Saddle River, New Jersey. Prentice Hall.