

Alternate work arrangements

[Business](#)



How can employees benefit from alternative work arrangements? Why?

Employees can benefit from alternative work arrangements because it provides them with more autonomy, and an opportunity to draw work-life balance. Resolution of their conflicts between work and family thus achieved improves employees' performance and satisfaction at job, and reduces their stress. In addition, the autonomy achieved by such flexibility does not cause any harm to the quality of workplace relationships. The job satisfaction of employees plays a pivotal role in improving their performance at work, and alternative work arrangements helps the employees achieve that.

What are some of the possible negative outcomes for employers and/or employees regarding alternative work arrangements? Please explain your answer.

Some of the possible negative outcomes for employers and/or employees related to alternative work arrangements include the challenges related to the appropriate functioning of such programs for employers as well as employees, dealing with issues related to the training of employees, supervision of work, and evaluation of employees' performance. Besides, it becomes more difficult for the employees to maintain effective coordination with peers and bosses in such a work arrangement. In addition, some managers find it hard to adjust to such unusual working arrangements, and thus their efficiency and productivity might be negatively affected by them.

What types of factors are influencing organizations to consider using alternative work arrangements? Explain how alternative work arrangements can address the problems/issues that are raised by these factors.

There are three major factors that are influencing organizations to consider using alternative work arrangements, namely workers' needs, expectations, <https://assignbuster.com/alternate-work-arrangements/>

and desires for greater flexibility in the workplace; fuel consumption and fuel costs related to commuting, and the impact of carbon footprint related to it; and the restrictive impact caused by the financial global crisis on the job opportunities. In the present age, when cost of living has increased tremendously, people not only need to have multiple sources of income in order to be able to make a living, but also need to acquire new skills and competences so that they become eligible for more opportunities. This places a need before them to pay due attention to academia as well as industry. In addition to that, people also have to take care of their families, and there are so many other commitments. All of these factors make alternative work arrangements a more convenient option for a vast majority of employees. Alternative work arrangements can address the problems posed by these factors by increasing the rate of employee retention, improving the morale of employees and their loyalty with the organization, increasing employees' productivity, attracting highly talented and competent employees to the organization, reducing unscheduled absences of the employees, and optimizing the use of resources.

Should the availability of alternative work arrangements to employees in the United States be mandated by law? Why or why not?

A lot of countries have carried out successful experiments with a variety of flexible work programs. Some countries have even implemented laws to enhance the accessibility of alternative work arrangements to the employees. While no such legislation has been enacted in the US, the economic and demographic changes taking place in the country may impart a strong need for the government to enact alternative work arrangements laws. Alternative work arrangements to employees in the US should be <https://assignbuster.com/alternate-work-arrangements/>

mandated by law because they make systems for convenient for both the employers and the employees, minimize the expenditures for the employers and maximize the profitability of businesses. Employers can reduce the weaknesses of alternative work arrangements by establishing effective control systems.