

Human resource management 1



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HRM Flexibility: Defining the Term and Implications for Employees By YOU
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theTerm and Implications for Employees

Flexibility as part of the HR approach to providing a positive work environment for employees involves offering employees autonomy and adaptable work schedules. HRM can be defined as a strategic approach to the management of an organisation's most valued assets in which the assets represent the employees of the organisation (Armstrong, 1992: 286). With this definition of HRM in mind, the focus of flexible operations is in developing a more cohesive employee culture by providing assistance with tools necessary to enhance the job.

Mathis & Jackson (2005) offer that flexibility, as part of HRM, aids in turnover problems by ensuring higher retention. Why is this? Employees who are given opportunities to make a more balanced work schedule or enjoy autonomous job functions are likely to stay with the company, rather than exit to another company which might actually be willing to provide flexibility.

HRM is not only about offering a more enhanced work environment for employees, with emphasis on autonomy and adaptable scheduling, flexibility can also represent a more streamlined approach to meeting the needs of the business. For instance, a company that has been experiencing diminished sales volumes due to improper customer support might manage the situation by identifying methods to boost motivation for employees to perform to higher productive standards. According to de Silva (1998), flexibility in fast-paced work environments might include team-working projects with creative themes or a series of unorthodox training programmes focused on humor

and visual imagery in order to teach the fundamentals of customer service.

There are a wide variety of methods in which flexibility can be utilised as part of the HRM process, however the largest implication to employees is a more improved,

streamlined, autonomous, and enjoyable working environment. Diminished turnover rates is the largest implication of flexible HRM policy. This tends to create a better camaraderie between manager and subordinate, reinforcing that employees are the cornerstone of business success and that their efforts are appreciated by a more progressive HR leadership team.

Flexibility in HRM represents finding a method to boost increased motivation in subordinate staff members using methods to boost job satisfaction.

Companies which do not offer these opportunities to employees continue to face higher turnover rates and diminished staff motivation to perform. The largest motivational aspect of flexibility is the autonomy given to employees to boost their willingness to perform.

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