

# Impact of Work Place Flexibility and Telework on the Performance of Organisations



Seminar paper from the year 2014 in the subject Business economics - Business Management, Corporate Governance, grade: 1.4, Frankfurt School of Finance & Management, language: English, abstract: I would like to start this paper with a quote from the American president: [Workplace flexibility] is an issue that affects the well-being of our families and the success of our businesses. It affects the strength of our economy -- whether we create the workplaces and jobs of the future we need to compete in today's global economy (Obama, 2010, p.1). The World at Work report states that employers in advanced economies could face a shortage of 16 to 18 million college-educated workers in 2020 many nations can narrow the skill gap raising the labor force participation rate of college-educated women and keeping older high-skill workers [emphasis not in original] in the labor force (Dobbs et al, 2012). One of the possible ways to handle this problem is to implement workplace flexibility and telework opportunities for these two groups of employees. Commerzbank is the second largest bank in Germany and Poland with more than 54,000 employees around the globe (Commerzbank, 2014, p.1). Its business is influenced by world labour trends, as well as the business of other organisations. The purpose of this paper is to demonstrate a theoretical basis of flexible work arrangements and telework for Commerzbank. The implementation of workplace flexibility should definitely help Commerzbank retain its competitiveness and attractiveness on the international labour market.

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We also reviewed Annualized workhours can mitigate the impact of peak loads on employee morale, improve performance, and attract a talented workforce **Impact of Work Place Flexibility and Telework on the Performance of** Buy Impact of Work Place Flexibility and Telework on the Performance of Organisations by Yulia Pinter (ISBN: 9783656975144) from Amazons Book Store. **Teleworking and Workplace Flexibility: A Study of Impact on Firm** companies, and a regression analysis used to study the impact of teleworking and other flexible workplace practices on firm performance. Findings Firm **Impact of Work Place Flexibility and Telework on the Performance of** examine how telecommuting relates to personal and workplace Telecommuting is a type of alternative (or flexible) work arrangement where work is conducted .. real threats to teleworkers and can have implications for performance and **RARC-WP-15-004 Flexibility at Work: Human Resource Strategies** With impli- cations for organizational cost savings and increased employee flexibility and productivity In their study Measuring the Impact of Workplace Flexibility, the . Telecommuting is not a performance or satisfaction-enhancing work. **Impact of Work Place Flexibility and Telework on the Performance of** Organizations may offer multiple flexibility policies (flextime and job sharing) from which may choose as well as policies that include multiple types of flexibility (telework). Organizations may not consider the full impact of offering a policy with in a systematic approach to workplace flexibility (Kossek & Friede, 2006). **Workplace flexibility and new product development performance** This paper investigates the effects of telework and flexible work schedules on the performance of teams in new product development projects. 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