

IMPACT OF FLEXIBLE WORK ARRANGEMENT ON WORKERS PRODUCTIVITY AT ROLETT MARKETING

ABSTRACT

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This study examined the impact of flexible work arrangements (FWAs) on employee productivity. With the growing adoption of FWAs, it is essential to assess their effects on work efficiency and overall job performance. Focusing on practices such as job-sharing and remote work, The study evaluated their influence on task completion, work efficiency, and performance at Rolett Marketing. Although flexible scheduling is often associated with enhanced motivation and improved work-life balance, it can also pose challenges, including communication difficulties and reduced supervision. Gaining a deeper understanding of these effects will enable organizations to develop strategies that optimize productivity while addressing potential limitations. This study used a quantitative correlational research design to examine the relationship between flexible work arrangements (FWAs) and employee productivity. Data were collected through a structured survey distributed to 50 employees at Rolett Marketing. The survey evaluated key productivity factors such as communication, work efficiency, time management, and job satisfaction. Respondents provided insights into their experiences with FWAs, identifying both the advantages and challenges of flexible work. The findings revealed that flexible work arrangements (FWAs) positively affect employee productivity by granting workers greater control over their schedules, thereby improving motivation and work-life balance. Many employees reported enhanced efficiency, largely due to reduced commuting time and fewer workplace interruptions. However, challenges such as communication difficulties, limited supervision, and distractions in non-traditional work settings were also noted. These issues highlight the necessity for well-structured management strategies to optimize the advantages of FWAs. To mitigate the challenges posed by flexible work arrangements, the study recommends adopting structured communication protocols, defining clear performance expectations, and implementing regular progress assessments. Rolett Marketing can optimize FWAs by using digital collaboration platforms, conducting frequent check-ins, and cultivating a results-driven organizational culture. These strategies are essential for maintaining employee engagement and accountability, thereby ensuring sustained productivity. In conclusion, the study finds that with effective management and clear policies, flexible work arrangements can greatly enhance overall workplace efficiency.

RECOMMENDED CITATION

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