

A STUDY ON IMPACT OF FLEXIBLE WORKING CONDITION TOWARDS JOB SATISFACTION AT HIMATSINGKA SEIDE LIMITED IN DODDABALLAPURA

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I. ABSTRACT:

The relationship between flexible working arrangements and job happiness is examined in this abstract. It investigates the effects of flextime, reduced workweeks, and other flexible work arrangements on workers' overall job satisfaction levels. The abstract discusses numerous research' conclusions on the benefits of flexible work arrangements for job satisfaction, including enhanced work-life balance, increased autonomy, and decreased stress from commuting. It also discusses potential issues and concerns with flexible working, emphasising the importance of strong organisational support and excellent communication to get the best results. The summary highlights the expanding significance of flexible work arrangements in determining contemporary workplace dynamics and their function in promoting higher employee job satisfaction.

KEYWORDS: Flexible Working, Compressed Work Week, Telecommuting, Flextime, Flexplace, Flex Hours.

II. INTRODUCTION:

“The kinds of arrangement are about workers are provided the options for scheduling. In the flexible working the hours of day is fixed but the starting and ending time of work will be chosen by the employees. These types of arrangement useful to balance the life of employees.” Excellent operating order can promote productivity, job satisfaction , and overall well-being of employees, while inadequate workplace conditions may result in stress, burnout, and physical or mental health issues. Employers have a responsibility to guarantee that the place of work is healthy and safe for its personnel, and laws and regulations often dictate specific standards that must be met.

Types of flexible working arrangement are:

- Flextime
- Flexplace
- Part time work
- Project-based work
- Weekend-based work etc.

Importance of the working conditions in organizations:

- Employee Health and Safety
- Job Satisfaction
- Performance and Productivity
- Recruitment and Retention
- Legal Compliance

III. LITERATURE REVIEW:

1. Flexible work arrangements and it's impact on work-life balance Authors : Anurag Shanker

Journal: Emerging technology and business management 10 (2),3 2023

Year of published: 2023

Flexible work arrangements they are a crucial part of the ecosystem of forward-thinking businesses. Corporations that offer their staff members flexible work schedules have multiplied exponentially. Numerous elements of flexible work arrangements, both individually and collectively, contribute to enhancing employees' general wellbeing.

2. Flexible work schedules' effects on employee's engagement and satisfaction: An exploratory study of employee age and gender**Authors :** Aline Botrel Vilela**Journal :** Dublin, National college of irland**Year of Published:** 2021

Employee engagement may be influenced by flexible work arrangements like ability to choose working hours and preference for wearing a uniform. The effectiveness of employees may also be enhanced by these procedures, which ultimately helps businesses succeed.

3. Evaluating employment satisfaction and the impact of flexible scheduling **Authors:** Simpson Osiemo Onyango**Journal:** Business and management studies**Year of Published:** 2019

If staffs are motivated to carry out responsibility that they assume and if they find their work fascinating and meaningful is the biggest challenge facing enterprises. The design work has a big influence on how satisfied an individual feels at work. Organisations will be able to retain the best talent pool and find off competition by understanding job design approaches and their influence on contentment at work.

4. Overview of job satisfaction and flexible on employee performance **Authors:** Jamal Mustakim**Journal:** Mahasiswa Humanis 2 (2), 82-90,2022**Year of Published:** 2022

Behind accomplishment of the performance are numerous advantages that the business enjoys, such as development, the accomplishment of objectives, increase to work productivity, the maintenance of management systems, on increase the sales, and the number of clients. As results, performance is given more consideration within the organisation.

5. The influence of scheduling flexibility on the firm's competitive edge. **Authors:** Oksana Pavlova**Journal:** Vladas Gronskas international scientific conference , 55-61**Year of Published:** 2020

Businesses in the modern marketplace are required to consider the fact that, compete with other businesses, they must entice the greatest people capable of making innovative decisions. The most recent edition of World Competitiveness Report states that employees are looking for flexibility even however they are normally seen as erratic and lacking in abilities. To promote themselves as desirable employers, businesses aim to offer enticing working circumstances.

OBJECTIVES OF STUDY

1. To understand the existing flexible working condition at Himatsingka seide ltd.
2. To determine the key factors that contribute to job satisfaction among employees who have access to flexible working arrangements.
3. To examine the relationship between flexible working conditions and job satisfaction.
4. To assess the strategies for organizations seeking to implement flexible working conditions to improve job satisfaction and overall employee well-being.

IV. RESEARCH METHODOLOGY:

Tools for analysis:

The data collected is analysed with the following tools.

- A. Charts
- B. Tables

Sampling: Sampling techniques are methods used to select a subset of individuals or units from a larger population for the purpose of research or data analysis. The selected sample should be representative of the population to ensure the generalizability of the findings.

Sampling technique: In the simple random technique, 114 employees are chosen as sample units from a total of 400 population.

Questionnaires:

In the total 45 questions were asked for the survey questionnaires, in that there are 5 demographic questions (ordinal questions) based question & other 40 questions are nominal questions based on objectives were asked to the respondents.

Types of hypothesis:

1. Null hypothesis
2. Alternative hypothesis

Hypotheses for the study:

- **H0:** At Himatsingka Seide Limited, there is no discernible correlation between job satisfaction and flexible working conditions.
- **H1:** At Himatsingka Seide Limited, there is a considerable correlation between job satisfaction and flexible working conditions.

Statistical tool:

Statistical tools are used to analyse and interpret data in order to make meaningful conclusions and inferences. the choice of statistical tool depends on the type of data, research design, and the specific research question or objectives, here are some commonly used statistical tools.

V. ANALYSIS:

Data analysis and interpretation were done using SPSS software.

CHI – SQUARE ANALYSIS TABLE: 5.1

Age * Employees are encouraged to discuss and negotiate flexible work options with their supervisors.

Chi-Square Tests			
	Value	df	Asymptotic Significance(2-sided)
Pearson Chi-Square	9.097 ^a	9	.428
Likelihood Ratio	10.554	9	.308
Linear-by-Linear Association	.550	1	.458
N of Valid Cases	114		
a. 9 cells (56.3%) have expected count less than 5. The minimum expected count is .45.			

INTERPRETATION:

It's evident the preceding table that the null hypothesis is accepted because the p- value is .428. more than significant level, or >(0.05). Above table shows Chi-Square tests examining relationship b/w age and encouraged to discuss and negotiate elastic labor selections with their supervisors. The Pearson Chi-Square value is 9.097, with a p-value of 0.428. Likelihood Ratio and Linear-by-Linear Association tests yield values of 10.554, 0.308, and 0.550, respectively. Valid cases include 114.

CORRELATION ANALYSIS TABLE: 5.2

Correlations		Q1	Q2	Q11	Q12	Q21	Q22	Q31	Q32
Q1	Pearson Correlation	1	.433**	.501**	.150	.227*	.195*	.168	-.057
	Sig. (2-tailed)		<.001	<.001	.111	.015	.037	.074	.545
	N	114	114	114	114	114	114	114	114
Q2	Pearson Correlation	.433**	1	.133	.193*	.124	.078	.153	-.042
	Sig. (2-tailed)	<.001		.157	.039	.188	.407	.104	.656
	N	114	114	114	114	114	114	114	114
Q11	Pearson Correlation	.501**	.133	1	.237*	.195*	.189*	.238*	.095
	Sig. (2-tailed)	<.001	.157		.011	.037	.044	.011	.317
	N	114	114	114	114	114	114	114	114
Q12	Pearson Correlation	.150	.193*	.237*	1	.254**	.236*	.203*	.207*
	Sig. (2-tailed)	.111	.039	.011		.006	.011	.030	.027
	N	114	114	114	114	114	114	114	114
Q21	Pearson Correlation	.227*	.124	.195*	.254**	1	.225*	.319**	.265**
	Sig. (2-tailed)	.015	.188	.037	.006		.016	<.001	.004
	N	114	114	114	114	114	114	114	114
Q22	Pearson Correlation	.195*	.078	.189*	.236*	.225*	1	.179	.123
	Sig. (2-tailed)	.037	.407	.044	.011	.016		.057	.193
	N	114	114	114	114	114	114	114	114
Q31	Pearson Correlation	.168	.153	.238*	.203*	.319**	.179	1	.219*
	Sig. (2-tailed)	.074	.104	.011	.030	<.001	.057		.019
	N	114	114	114	114	114	114	114	114

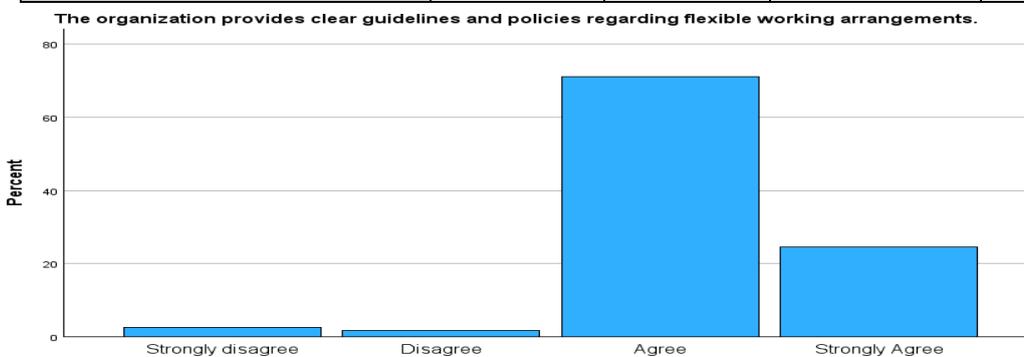
Q32	Pearson Correlation	-.057	-.042	.095	.207*	.265**	.123	.219*	1
	Sig. (2-tailed)	.545	.656	.317	.027	.004	.193	.019	
	N	114	114	114	114	114	114	114	114
**. Correlation is significant at the 0.01 level (2-tailed).									
*. Correlation is significant at the 0.05 level (2-tailed).									

INTERPRETATION:

The study discovered strong positive relationships between noise, temperature, humidity, social & cultural elements, and physical environment in the workplace. Positive social also cultural traits that are most likely to be perceived positively by employees who perceive a positive physical environment. Audible levels therefore there is considerable positive link between temperature and humidity. precise performance Access to technology, fostering teamwork, and raising expectations have substantial beneficial correlations. Overall for workers to prosper, an inviting place to work atmosphere is crucial.

FREQUENCIESTABLE:5.3

The organization provides clear guidelines and policies regarding flexible working arrangements.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	3	2.6	2.6	2.6
	Disagree	2	1.7	1.8	4.4
	Agree	81	70.4	71.1	75.4
	Strongly Agree	28	24.3	24.6	100.0
	Total	114	99.1	100.0	
Missing	System	1	.9		
Total		115	100.0		



INTERPRETATION:

According to frequency chat above, 71.1% of workers concur that their company has clear policies and guidelines on flexible working arrangements. Additionally, 24.6% of most responders firmly concur that their organisation follows all policies. However, we can see that 2.6% majority of employees vehemently disagree that their staffs does not provide flexible working arrangements rules. And 1.8% of them disagree.

ONE WAY ANOVA:

TABLE: 5.4

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Employees are encouraged to discuss and negotiate flexible work options with their supervisors.	Between Groups	1.199	3	.400	.987	.402
	Within Groups	44.555	110	.405		
	Total	45.754	113			
The organization offers a variety of flexible work arrangements, such as flexible hours or telecommuting.	Between Groups	1.189	3	.396	.842	.473
	Within Groups	51.732	110	.470		
	Total	52.921	113			

INTERPRETATION:

- The impacts of money and other there is no discernible correlation b/w the variables.. $P(.402) > 0.05$ is acceptable for standard of living practices, & the null hypothesis is acknowledged.
- The null hypothesis is not allowed since there is a substantial connection between the influence of financial and non-financial advantages on the structure, $P(.473) > 0.05$.

T- TEST: TABLE: 5.5

Paired Samples Correlations					
		N	Correlation	Significance	
				One-Sided p	Two-Sided p
Pair 1	Employees are encouraged to discuss and negotiate flexible work options with their supervisors. & The organization offers a variety of flexible work arrangements, such as flexible hours or telecommuting.	114	.215	.011	.022
Pair 2	The organization provides a safe and comfortable physical work environment. & The organization offers competitive compensation and benefits packages.	114	.237	.006	.011
Pair 3	Flexible working conditions contribute to a better work-life balance. & The availability of flexible working arrangements fosters a positive work environment.	114	.225	.008	.016

Pair 4 Offering options for remote work or telecommuting would positively impact job satisfaction and employee well-being. & Implementing policies that support a healthy work-life balance would improve job satisfaction and employee well-being.	114	.163	.042	.084
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INTERPRETATION:

The table displays paired samples correlations and t-tests for four pairs of variables pertaining to employee views of flexible working conditions. Although the connections do not meet the statistical threshold, they do indicate a weak positive link between elements like staff collaboration, social interaction, and access to equipment. Additionally, nearby is no statistical significance for the correlation coefficients. For all four pairs, the association quantities are almost nil, showing that people's perceptions are usually similar or slightly more favourable for the first variable in each pair. Employee perceptions between the matched variables do not differ statistically significantly.

FINDINGS:

- Flexible working arrangements most employees 71.1%, in general, concur that their company has clear rules and regulations in place for FWAs. This implies that the business has worked to encourage work-life balance for its personnel.
- The vast majority of workers 64.9% concur that the company regularly gives feedback and performance reviews to help them improve. 12.3% of employees, however, disagree, indicating that the feedback methods may need to be improved.
- The majority of staff members 72.8% believe that the workload allocation within the firms is equitable and manageable.
- A sizable portion 75.4% believe that the company fosters a culture of work-life harmony as well as employee well-being.

SUGGESTIONS:

- The majority for workers has clear guidelines for flexible working, it is crucial to always develop. Maintaining policy relevance and alignment with employee requirements and the changing workplace requires regular evaluation and updating.
- The issues identified by the 12.3% of employees who object to routine performance evaluations and feedback. Make certain that assessments to perform are carried out. objectively and consistently. Implement feedback systems that aid in the growth of your career.
- Encourage Work-Life Integration: Encourage work-life integration additionally to work- life balance to help employees successfully juggle their personal and professional lives. To allow for individual working preferences and obligations, be flexible.
- Promote Work-Life Balance: Take advantage of the company's reputation for supporting employee wellbeing and work-life balance. To establish better work-life balance, encourage employees to utilize flexible work options.

CONCLUSION:

The study investigates operating about home's consequences conditions towards job satisfaction at Himatsingka seide limited. The outcomes display a significant beneficial the connection b/w FWAs & workers' job satisfaction. In light of the study, workers at Himatsingka Seide limited who had contact to supple working alternatives, like remote work possibilities, variable hours, and the flexibility to manage their work environment, showed better more content about their positions than those with fixed schedules. The introduction of flexible working arrangements had a favourable impact on many facets of employees' employment experiences. It had a large impact on the improvement of work-life balance, the decrease of commute-related stress, and a higher sense of independence and control over their job duties.

VI. LIMITATIONS:

- Sample does not include every worker in companies. As such, it might not accurately reflect the views of every employee within the company. It is likely that generalisations are not truly representative.
- Analysing the psychological issues that staff have in relation to their stress levels is equally challenging.

- One exists greater tendency of the fluctuation in the response and behavior of the respondents.

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