

# IMPACT OF FLEXIBLE WORKING ARRANGEMENT ON EMPLOYEE SATISFACTION IN IT SECTOR

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## Abstract:

*Flexible working is becoming more widely accepted as a strategic tool to better manage time, space, and workers in the face of environmental unpredictability and the global economy. This essay tries to investigate how flexible work arrangements affect employee satisfaction. Dimensions like psychological well-being and social relationships have an impact on employee satisfaction.*

**Keywords:** Employee Satisfaction, Flexible Work Arrangement and Information Technology

## Introduction:

In recent years, both businesses and employees have grown to favour flexible work schedules. Employers are providing more flexible work choices, such as remote work and flexible hours, to their employees as a result of technological improvements and a greater emphasis on work-life balance. This article will examine the effects of flexible work schedules on worker satisfaction and output.

Traditional working techniques are being displaced due to rapid technological innovation and economic expansion. Embracing the new opportunities and challenges is something that organisations must do. Due to this, altered policies regarding the way that workers work and their working habits have emerged, giving rise to flexible working arrangements. In order to benefit both the business and the people, flexibility in working hours is in demand, and many organisations are implementing it.

Employee satisfaction measures how comfortable or happy employees are with their jobs and working conditions.

The fundamental requirements and concerns of the employees are met via employee satisfaction. Employers are attempting to establish a good work-life balance and increase employee happiness by promoting excellent health, promoting healthy food, and providing physical activity at work.

Additionally, earlier studies have demonstrated that flexible working promotes better mental health and stress reduction. (2010) M. Shapiro et al. Having a high standard of well-being at work and encouraging employee loyalty will lead to more innovative, devoted, and productive workers. One strategy used by organisations to promote work commitment is the flexible work arrangement.

By enabling workers to successfully balance the consequences of their professional and social lives, psychological satisfaction refers to the happiness of the employees. The well-being of the employees depends on their level of happiness. It is focused on hedonistic and eudemonic components.

The goal of the current study was to investigate the effects of flexible work arrangements on employee satisfaction in the IT industry.

## **OBJECTIVES OF THE STUDY:**

- To understand the relationship between Flexible Working Arrangements and Employees Satisfaction in IT sector.
- To analyse the impact of flexible working arrangements on employee's satisfaction in IT sector.

## **SCOPE OF THE STUDY:**

The study's scope is narrow, focusing only on a select few IT companies in Hyderabad, hence its conclusions may not necessarily apply to the entire sector. Employees from different divisions of the company, including operations, business development, human resources, marketing, finance, and administration, make up the study's sample. The goal of the study was to determine how flexible working arrangements and employee satisfaction in the IT sector.

## **METHODOLOGY:**

The study's research methodology was a descriptive one. For the purpose of gathering data, both primary and secondary sources were utilised.

## **Benefits of flexible work arrangements:**

The benefits of flexible work schedules for employees are numerous. They give them more control over how to balance work and personal obligations, enabling them to handle both more effectively. A greater sense of work-life balance, improved mental health, and higher levels of job satisfaction can result from this.

Employers might gain from flexible working conditions as well. They can enhance both staff recruitment and retention because flexible employers are more likely to keep their employees and to attract new ones. Given that workers can work in a setting that best meets their needs, it can also result in higher productivity and employee engagement.

Working flexible hours, working in flexible locations, or combining the two are all examples of flexible work schedules. The most prevalent kinds of flexible work schedules are briefly described below:

Flexible time, or flex time as it is commonly known, is a work schedule that enables employees to do tasks outside of the typical 9 a.m. to 5 p.m. business hours. Flex-time at some companies allows workers to start their workdays sooner or later while still putting in eight-hour shifts, whilst at other companies, workers have complete flexibility over the hours they work.

In a compressed work schedule, employees put in longer hours every shift in order to accrue more regular vacation time. For instance, a business might permit staff to work nine-hour shifts. Employees can carry out their duties online, as opposed to physically, with a remote work schedule. Labour schedules that are part-time involve fewer than 40 hours per week of labour. Benefits like health insurance or paid time off

that are occasionally included in full-time compensation packages for these workers may or may not be provided.

A hybrid schedule calls for employees to work a combination of shifts both in-person and online. Managers or hybrid employees may decide which days staff members work on-site, depending on the firm.

### **Challenges of flexible work arrangements:**

Flexible work schedules provide numerous advantages, but they can have some drawbacks. Maintaining communication and collaboration among remote workers is one of the key issues. It might be challenging for remote employees to feel a sense of belonging to the company's culture and to their team. Since it may be more difficult to monitor progress and ensure deadlines are met when working remotely, managing and measuring employee productivity may also present difficulties.

### **The impact of flexible work arrangements on employee satisfaction:**

Flexible work schedules have a favourable effect on employee satisfaction, according to research. According to research by the Society for Human Resource Management, workers who had the option of working from home at least three days a week felt more satisfied with their jobs than those who had to spend all of their time in the office. According to a different study published in the International Journal of Human Resource Management, flexible work schedules boost job satisfaction, particularly for workers who have kids or other caregiving duties.

### **The impact of flexible work arrangements on productivity:**

It is less certain how flexible working conditions affect productivity. While some studies have found that remote work can boost productivity, other research has found that it can also have a negative effect. According to research by the Harvard Business Review, office-based employees were more likely to obtain bonuses and promotions than those who worked remotely. However, this might also be a result of other elements, such as the workplace culture or the nature of the work being done.

### **Conclusion:**

Employers and employees alike are becoming more and more in favour of flexible work arrangements, which have a lot of advantages such as betterment of work-life balance and boosting job satisfaction. Flexible work schedules might present some difficulties, but overall, they can benefit both businesses and employees. However, it is critical for employers to carefully consider the kind of flexible work arrangement that is best for their staff members and to put in place the necessary management measures to control communication and collaboration among remote workers.

According to the report, flexible working arrangements have a big impact on IT sector employee satisfaction. Due to the impact on employee work-life balance and ability to increase organisational loyalty, organisations should carefully weigh the pros and downsides of different flexible working arrangement alternatives. The enhanced productivity brought on by flexible work schedules and employment agreements with the company could also be used to analyse employee satisfaction. Increased productivity brought about by flexible work schedules and employment agreements with the company could be used to analyse employee satisfaction as well.

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