

Occupational Health: The Impact of Employee Work Schedules and Employee Morale

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Abstract : Employee morale is an area in which many companies invest millions of dollars, time and effort. Whether these are attributed in benefits or additional monetary compensation, each year, such companies understand that human capital is one of their greatest assets to driving production and revenue. However, with the ever-changing economy, such emphasis on work and production may be counterproductive to employee morale as employees attempt to achieve a healthy work-life balance. A flexible work schedule may be the solution to both companies' attempt at increasing employee morale and productivity, while affording employees the opportunity to maintain a healthy work-life balance. The information presented in this review derives mostly from research articles, in which the research conducted by means of direct employee feedback through surveys, telephone or face-to-face interviews, or a collection of both, attempted to corroborate (in one way or another) previous research on the largely debated topic of schedule flexibility as the dynamics of economies and families have over the years. This review endeavors to provide a holistic view of schedule flexibility policies, implementation, and perceptions from research in various industries in different countries.

Keywords : flexible scheduling, perceived flexibility, employee morale, productivity

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