Conceptual framework of Workplace Flexibility and Positive Working Environment

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Abstract

Background - In today's companies, adaptable work arrangements are becoming more important. Due to the obvious advantages of flexibility, many businesses give adaptable working arrangements to all the people and the company. Increased worker productivity and corporate profitability are two of their most prominent benefits. Adaptable work schedules also aid in the attainment and maintenance of a good work-life balance. Employee well-being and stress levels are decreased when work-life balance is maintained. Workplace Environments, such as flexibility, are evolving and have an impact on employee health Conditions. Working from residence, taking time off are required, and modifying one's work pattern are all examples of work flexibility. The majority of Employees assert that having a great attitude in a Positive work environment improves the productivity of the Organisation and decreases the employee difficulties such as physical and mental stress, road traffic, work in non-flexible timings, and unbalancing to care of family members in between the work Schedule.

The fundamental **purpose** of the research is to evaluate the concept of a better workplace environment in the business of any organization.

A **descriptive design** has been chosen to describe the impact of current workplace flexibility on employee performance.

The particular study has some **limitations** because the topic is controversial. Some employees are satisfied with the current work situation and others are complaining about it. On the other hand, for conducting the study, a proper survey procedure could not be accomplished.

Contribution - A positive workplace can foster the growth of any organization and also reduce workplace stress. A flexible working environment can promote workplace health and safety. Leaders are the main contributor to take decisions for any company and also construct a proper framework for a flexible workplace.

Introduction

Employees and the workplace have reached a precise understanding of workplace flexibility. A typical workplace pattern was adjusted under this contract by providing improved accommodations for employees. Changes in working hours, location, and pattern have all been highlighted as examples of workplace flexibility. This strategic choice aids in changing the working conditions and expectations of employees, making them a more valuable option for a company. The availability of workplace flexibility also aided in the development of organizational desirability among employees of (a)Unique Traits,(b) Personal life Traits, (c) Working Environment Traits (d) Social Group Traits. Related to workforce flexibility was made as generating a justifiable change for standard working patterns and other elements of employees characteristics depending on the company's consequences. This technique of workplace flexibility was increased employee engagement in a company's output. And it's had a favorable impact on market success for organizations.

 The Positive Workplace Environment contained the (g) the Health and Safety Environment (h) Time Management (i) Employee Performance (j) Discipline & Behaviour. As a result of this rule, every worker in various sectors of employment is required to get assured protection about safety while doing his or her duties. Awareness of health and safety, health conditions, employee safety, completion for company equipment, and accessibility for safety equipment are the four characteristics of work health and safety variables. Time is a valuable resource that every manager needs in terms of fulfilling an organization's goals. It is fragile that everything can't be kept; instead, it must be wasted, and then once used, that's gone forever. Each administrator was seeking methods to better manage their time. The business as a whole can increase its organizational performance when there has been a strong link between the company and its staff. Staffs are a business's most precious asset, as they assist several elements of its activities. Such barriers could affect individual skills until they were able to function. Employee quality can be described as a people's ability to complete assigned tasks skill sets, expertise, regularity, discipline, as well as attitude.

Workplace Flexibility

The importance of employees' influence or responsibility for the place of work suppleness in fostering their best possible results, personal life, work, and society is well documented (Voydanoff, 2007). There are a few instances in which worker choice is the sole determinant of work suppleness. Corporate on the outside, restrictions relating to the nature of the work, company demands, and prototyping involve are always severe issues. Some occupations are naturally more favorable to flexible work alternatives than others as a result of those factors. As a consequence, organizational adaptability must be understood as a collection instead of a contradiction. The Organization term also underlines the worker's value in their interactions by the employment. This definition part highlights the relevance between the organization's suppleness framework (for example, formal flexible work alternatives) and each staff's decision to utilize such place of work suppleness. The principle illustrates that place of work

suppleness is a multi-faceted notion that involves control about work was done the time interval of employee and group time interval of the sequence of operations (e.g., unpaid work), and showing of entrance and exit from salaried employment (e.g., profession adaptability).

Place of work timing suppleness made the employee free from urgency, avoid the road traffic accidents, women work in night time also in the home, reduce the mental stress, properly handling the time, improve the productivity and effectiveness in the work. And increase the economy of the Organisation's growth.

Positive Workplace Environment

A positive work environment was more likely to result in lower employee turnover, fewer fraud instances, enhanced safety standards, easier recruitment and retention of competent staff, and greater employee well-being. One message remains true for practically every high-performing bank: "An organization's main resource is its employees." The total of an individual's effort, aptitude, combined assignment perspective is their output. Employee involvement was crucial to the performance and achievements of the company. Employee engagement is influenced by a variety of key variables, perhaps among the main essential is the general workplace environment. It was the strongest significant number of aspects for accomplishing objectives, and it has a close bond to the firm's set goals. A pleasant situation maintained employees' safety, allowing them to focus all of their efforts on their obligations, perhaps resulting in greater efficiency.

The physical consequences of the working place have a determinant of worker, efficiency, wellness and protection, pleasure, focus, career advancement, and attitude. Once people worked in a suitable, supportive, and accepting environment, both physiological abilities for executing a regular life improve. An inappropriate and unfavorable workplace culture caused job stress. As a result of this, people have made faults. Furthermore, persons lack sufficient one's talent in an unfavorable workplace. Occupational anxiety affects employees as well.

An important aspect was improved the positive work environment between the employee and positive work engagement. A company that effectively communicates throughout the Problems was generally certain to be avoided in the workforce performing regular operations and was least inclined to experience incorrect occurrences. Workers have a higher sense that enthusiasm and a higher positive approach to work in such an environment. Employee productivity grows when they communicate effectively with each other because greater interaction means reduced problems as well as much better jobs completed. It eliminates uncertainty and improves efficiency that was sometimes spent explaining or arguing. It increases professional happiness, which decreases coworker stress, resulting in a far better mindset regarding productivity and higher output. Moreover, distortion was another aspect of interactions that affected efficiency. Sound harms relationships; when noise continues & grows higher, aggravation rises and output lowers. The reason for this was that when noise levels increased, the type of contact got more difficult.

The Positive Environment makes the employee work without stress, improve productivity, proper communication between the employee and manager, balance the family and Professional Career growth, Salary growth, Concentrates on Healthy life, and avoid unsafe conditions.

Literature Review

At several workplaces as well as study initiatives, the phrase "workplace flexibility" is becoming increasingly prevalent. It is recognized as a must in today's workplace (Halpern, 2004). Jacob et al., (2008) was used for a reliable factor in theories and studies related to a variety of personal, familial, job, or societal effects by researchers across several professions. Flexibility can operate as an independent, mediating, moderating, and dependent variable in a variety of concept connections, depending on the investigation (e.g., Allen & Shockley, 2006; Barnett et al, 1999; Stavrou, 2005). This study was used as part of a case for supporting workplace flexibility efforts in corporations, non-profits, and government agencies.

In theoretical or practice literary works, workplace flexibility is a rarely known and unclearly characterized notion. The explicit objectives of this study are to provide a clear definition of workplace flexibility and establish workplace flexibility within a larger conceptual framework of potential antecedents and effects. And the workplace flexibility(e) had the characteristics like(a)Unique Traits (b) Personal life Traits, (c) Working Environment Traits (d) Social Group Traits. Additionally, the Positive Working Environment(f) was developed the organization in the below-mentioned activities like (g) the Health and Safety Environment (h) Time Management (i) Employee Performance (j) Discipline & Behaviour. They believe that this description and conceptual framework were aided mostly with the integration of the remaining categories.

Current conceptualizations of workplace flexibility

Dastmalchian & Blyton, (2001, p. 1) was defined the cursory examination of Work adaptability was shown in two different ways, according to the study. The organizational approach, they have referred to as another model, stresses operational change having individuals as a positive factor. Workplace flexibility was defined by the organizational viewpoint as the "degree to which organizational elements contain a versatility than enables it and adjust following modifications," either explicitly.

Beyers & Lindahl, (1999) stated that the flexible time production methods and dynamically modifying workforce size through the employment of contract or contingent labor rather than system ensures workers are examples of this mindset (Huang & Cullen, 2001). Gittleman et al., (1998) was adopted alternative work organization approaches just like the name a few, quality improvement control, labor groups, continuous improvement, appraisal of organizational effectiveness, and promotional opportunities. Several types of management practices enable businesses to react quickly to changing market conditions while keeping production costs under control. Ng & Dastmalchian, (1998) From this perspective, workplace flexibility is a feature of the company that has implications for employees, but these implications are typically overlooked. Some, particularly organized labor, may believe that such a form of adaptability was incompatible with the better position of the individual worker.

The human viewpoint, as defines the second popular interpretation of flexible schedules, stresses individual autonomy in the context of corporate culture and structure. This viewpoint views workplace flexibility as the extent to which employees have control over important parts of their academic careers, Workforce Flexibility (2010) was included the people engage, individuals perform, and lengthy their function properly. That fundamental notion of employees are recruited, complete individuals have basic living requirements socially.

Similarly, it is anticipated that people are more motivated, loyal, more involved if they believe that can better satisfy the requirements by practicing flexibility. Galinsky et al., (2004) discovered that when companies allow employees to be more flexible, they are better able to satisfy all of their requirements time on and time out the job, and their companies prosper as a result.

Operationalizing workplace flexibility

Stavrou, (2005) used Various forms of workplace flexibility were used as independent, intervening by Barnett et al., (1999), and modifying factors in numerous academic study designs of Allen & Shockley, (2006). Addressing organizational flexibility in terms of individual labor for pay gives a wide foundation for the various ways flexibility can be applied.

People have the opportunity to select when they participate in job activities

Baltes et al., (1999) stated that the decisions relating to tasks are performed are sometimes grouped under the heading of timetable flexibility. Employees with schedule flexibility can change their work schedules through several defined regulations. Flextime, for example, provides employees with a variety of suitable possibilities for arranging the usual work times. Individuals have flexible time choices decide they report to the job and where they leave, as provided because individuals are most active during specified standard hours, those are mostly 9 to 11 a.m. to 3 - 5 p.m. Another type of flexible scheduling was working periods, which allow workers to work their actual hours in just the typical six different workdays. Those were often achieved by spending four 8 hour days and taking Saturday or Sunday off, while multiple job sessions were emerging prevalent.

Employees get the freedom to choose they perform employment duties.

Hill et al.,(2001) was described that Spatial flexibility, also known as the flexible place, allows employees to select in which they conduct work-related duties. Telecommuting or working on either a portion or entire basis, they work online at their normal workplaces (frequently at their residences). was such an option to provide mobility to workers. Hill et al.,(1998) stated that another alternative was the virtual office, in which workers are provided the opportunity to function from anywhere and are allowed the freedom to pick whose work location best meets their company and product demands. Communication was required in each of these scenarios for personnel to do their tasks (Madsen, 2003).

Employees have the option to customize time they spend on effort activities

 Barnett & Gareis, (2000) were passage of the National Labor Relations Act in 1938, a 40-hour workweek was the standard in the United States. Baltes et al., (1999) express the Organizations are under growing pressure to enable workers to work part-time to balance work and family obligations. Part-time work was an approach to provide employees more flexibility in terms of the time they work. Barnett & Hall, (2001) Part-time work has traditionally had a lesser reputation, with lesser salaries and there are very few professional possibilities than there was employment. Moreover, in recent years, Hill et al., (2004) stated that many part-time employees have decided to stay in high-status, high-paying jobs while

working fewer hours a week (with the assistance of the employer). Because part-time work has a negative perception, most people probably call as reduced-hours employment (Barnett & Gareis, 2000).

Work Place flexibility Characteristics

Bronfenbrenner & Ceci, (1994) described that workplace flexibility was associated with the environmental quality that facilitates 'anteriorly dynamics,' or ever more complicated individual communication, which lead to effective output for employees of the relations, according to the enterprises. Motivation for change was described as a societal or cultural quality of organizations arising by combining structural (regulatory accessibility and the underlying nature of tasks performed, including output vs. consumption) and dialogic elements in sociocultural theory. That primarily developed a collection of mobility limits, and it also increased the diversity of flexible schedules within the restrictions set by cultural forces. As a result, ecological systems theory provides helpful conceptual resources and it simultaneously indicates a collection of processes and concepts that was developed the workplace flexibility, and that also explained the ways of proper functionality based affected from the desired results.

Unique Traits

Pitt-Catsouphes and Matz-(2008) were explained the demographic characteristics were an integral aspect of such a specific individual as a person entity. In research, typically used like factors. They must be independent variables that are critical to the study's main questions. For instance, a moment in time was a major factor in Costa's investigation of the effect of professional adaptability or various qualities and job engagement. Hill et al. (2003) discovered that are engaged in flexible work schedules after segmenting their information by species. But, the ways of men and women express that desire vary substantially. The study issues concerning the usage and usefulness of flexibility at various life phases are heavily influenced by gender and age (Hill et al., 2008).

Personal life Traits

Relationship situation on the household structure (e.g., dual-earner vs. single-earner status); like between the husband and wife of the presence, age, and accountability for kids. As well as caretaking the family needs are just a few instances of familial factors that have been employed in the flexible workplace of the environment. Hill et al., (2008) analysis as per the life stage revolve around the presence and age of children.

Working Environment Traits

Many workplace factors impact employees' capacity to select when, where, and how long they accomplish work-related tasks. Formal flexible work rules (such as flextime, flexplace, leaves, and reduced-hours work alternatives) improve workplace flexibility, but they aren't enough. Because there was a widespread belief about adopting workplace flexibility leads to harmful implications, the company culture must expressly promote the use of flexible alternatives to achieve true workplace flexibility in the environment(Voydanoff, 2007). To create that social commitment, it was critical to have a corporate system that respects the complete person instead of the result.

Social Group Traits

Klein & Hill, (2007); Voydanoff, (2007) stated that the community's influence on workplace flexibility should be divided into two categories: (i) infrastructure and (ii) social interactions.

The physical environment of society was referred to as public infrastructure. Transportation systems, utility accessibility, housing, and childcare facilities are all examples of community infrastructure. Evens & Wener, (2006) stated that the limits of possibilities that infrastructure offers bring have been found to have a direct impact on workplace flexibility. Dunifon et al., (2005) explained issues about driving time, unpredictability (e.g., interruptions owing to road challenges), and lack of alternatives (i.e., even one route to work) have all been related to increased stressful events and decreased enthusiasm level in road networks. Prolonged journeys have even been connected to children's repeating inclinations for single parents that had kind of quit support.

Lucas & Heady(2002) derive the traffic patterns influence using adaptable schedules to avoid disruptions and preserve time. Work Flexibility of the workers experiences less driving stress and lower emotions of time pressure. Hill et al., (1996) stated that stress reduction was most likely linked to emotions of better work-life balance, which in turn affects other outcomes indirectly. Many additional areas of community infrastructure have an impact on the work-life balance. The capacity of workers to use flexible places by providing services to multiple offices, For example, work from home was determined by the availability of internet communications services in the area. Hill et al., (1998) was explained the size of a residence in the region also has an impact on workers were effectively use work-at-home flexibility during that the Pandemic Situation.

The adoption of flexible work options was mainly influenced by regional social norms. Voydanoff (2007) gave the example of several people in the area those work from home, a person was more interested in seeking out that type of work flexibility. People receiving welfare help for their actions from society were also more probable to manage both career and life obligations. Although the importance of community infrastructure and social interactions in between the workplace flexibility was present, there is little scientific work either addresses or examines the workplace environment such as combined with the professional work and family. Throughout both the conceptual and practical work on flexible schedules, experts should pay attention to the social factors and company procedures.

Positive Workplace Environment

VellaBrodrick (2013) stated that the government or company administrators were established a worksite that generates the balance in the line of prospect between workers and employers interests are more efficient and competitive. This means that the workplace arrangement was such a way that employees think they should benefit financially and psychologically if the company succeeds. When certain situations are observed in such a work environment, worker well-being was enhanced the career growth. As a result, people feel valued and praised for doing worthwhile work. This is in addition to the fact that individuals think they have a career with their company based on the mutually positive social interchange in the workplace, where they feel adequately compensated and not to sacrifice their personal and family well-being to execute their tasks.

Health & Safety Management

The primary duty of employee for ensuring a safe workplace rests with employers, those in particular case refers to the entrepreneurs. That dedication of businesses to provide enough assistance and funding for safety procedures helps guarantee that all employees in the business are aware of their health and safety obligations. Because employees are the

company's most valuable asset, business owners need to have an effective approach to safety management to protect their workers. According to Vinodkumar & Bhasi (2009), a startup's dedication to safety has a beneficial impact on safety habits and performance, employee happiness, and competitiveness. Certain protection strategies are valued higher by the companies with reduced incidents than those with higher traffic fatalities.

Workers must have previously experienced an occupational accident took fewer precautionary measures and demonstrates poor dedication to management, did not follow occupational safety precautions. It showed the low attendance in work-related protection issues, according to the analyst (Vinodkumar & Bhasi,2009). McGonagle et al. (2016) was provided that the advertiser's commitment was positively associated with employee encouragement for occupational safety, involvement in safety activities, as well as following safety rules, but inversely correlated with minor injuries.

Time Management

Time was a valuable resource since it was unrecoverable, finite, and changing. Finished good because every minute spent gets eliminated, confined since there are only 24 hours in a day, and volatile although it never remains the same. Multitasking, as per North (2004), is the practice of planning events and activities via initially predicting the amount of time required to accomplish, once it is done, but instead changing occurrences that always prevent it from being executed.

time managing skills boost our workers' productivity as well as their company's effectiveness by releasing the tension, disputes, and strain. It also offers the opportunity to that assist employees and sustains a healthy workplace. Among the highly efficient methods for increasing company business' profitability was managing the moment of the time, Hisrich & Peters, (2002). Mostly in time control courses, users have given distinctive scheduling and management techniques that allow individuals to have more control over their time and their performance. Time was an important property for management, marketer, administrator, and professionals. Prioritize jobs and activities, then eliminate extraneous aspects to make the most of their time.

Claessens et al, (2009) stated that managers use the time management strategy to improve the efficacy of their job. Time management was almost certainly not as simple as many people believe. As a result, writers' definitions of time management varies. "Time management: efficacy, rationale, and obstacles," research even by authors, notes also that phrase "time management" implies various aspects to diverse persons. Schedule plan activities, as per Kaufman (1991), were targeted at knowledge living in the moment, or the prior, the current, and the futures, as well as identity from one's time performance, and also encompass or assist in accepting the duties and obligations are within one's capacities. Goals, planning activities, prioritizing, generating to-do lists, and combining tasks are examples of planned behaviors that were trying to make efficient use of time (Macan, 1996). Monitoring the actions and analyzing individual's utilization of time during performing tasks, producing in a review system that reduces the effects of certain other people's interruptions (Fox and Dwyer 1996, Zijlstra, 1999; Claessens, 2007).

Employee Performance

Economy, Efficiency, & Excellence are the three E's for improvements are called Employee Performance (North, 2004). To put it another way, the economy was fundamentally a concept of acquiring resources at the lowest possible cost. It entails obtaining resources (personnel, materials, or capital) at a reasonable cost, next to the opportune moment, as of the appropriate cause, in the suitable amount and excellence. Effectiveness is important items use concept, as is the idea of the cheapest expense. It all has to do with reducing input and increasing output. Efficiency is defined as the relationship between both the quality and quantity of materials supplied and the expense of assets used to create them at a given degree of customer satisfaction. Effectiveness was described as an achievement term that assesses the extent to which pre-established strategic criteria are achieved. According to Ayegh (2005), the value was determined by the balance of good and undesirable consequences. As a result, a management's success was a total of their cost-effectiveness, efficiency, and purchasing effectiveness, as well as the usage of organizational resources to achieve organizational goals and objectives.

According to Kaplan and Norton (2006), today's firms were constrained mostly by the reality that intellectual capital, like skilled professionals as well as research and development, was much more important to company success, and that such assets are scattered globally as a result of globalization. These considerations are causing businesses to improve their ability to coordinate conceptual and psychological assets either from inside or outside throughout the world.

Discipline and Behaviour

Pheng & Jasmine, (2004) explained that discipline should be implemented in a way that does not encourage disdain. According to the "burning fire principle," a happy and better regulatory module includes: Previous warnings and notice, acquaintance or understanding of rules participation and only response, and positivity toward professional behavior are all things that the business. It derived the Senior leaders must develop a customer satisfaction perspective and tactic includes customer experience objectives and problem resolution duties, as well as monitor and review processes and guarantee the assets are accessible. During particular intervals, an executive plan is necessary to review the company's current mechanisms for customer satisfaction, structure, and issue resolution. Ruzevicus (2005) ensured the workers' continuous appropriateness, adequacy, economy, and performance. Grönroos (2000) investigated the included assessing areas for improvement and the need for changes, as well as the strategy and targets for the servqual model.

According to Cascio (1998), upper executives emphasized that supported outstanding direction. The basis for a proper excellence plan that ensures satisfaction level, an elevated item, constant progress, and teamwork. Gomez-Mejia (2010) stated that Some companies struggle as a consequence of top managers' refusal to share responsibility and encourage the team. There was a vital component because the management is dedicated to supporting individuals, the staff should be answerable in general, and the company's overall integrity needs considerably rise and continue to develop. Pheng & Jasmine, (2004) stated that the managers are allowed to accept the responsibility and take decisions to make a positive work environment for the employee was a model of empowerment for top management.

Conceptualizing workplace flexibility & Positive workplace Environment

Versatility is essential to job duties & responsibilities in an organizational and a human viewpoint, per a New Standard of Workforce; although, the practical use of mobility differs. The component of business elasticity is to make arrangements for everyone to adapt to continuously evolving pressure placed on it by different sources. It boosts people's flexibility to satisfy all of their interpersonal, social, professional, or communal obligations. But, it is expected that its corporation would generate income as a direct result of improved efficiency in global output. To complement their conceptual framework, they now are provided a high-level synthesis of macro-and micro-level notions. Our approach (Figure 1) was largely inspired by sociocultural theory and considers job autonomy to be a feature of the surroundings. Therefore given evolving landscape, the foundation for basic activities that lead to the improvement of people, households, and enterprises. By incorporating groupings containing various causes as a dependent variable associated with job control, they begin to explain many of the speculative phenomena found before in the microscopic models of issues in management, adaptation, and performance.

Whenever it came to conceptualizing and applying variation, including technology and management for the approach reaffirms the academic importance of understanding expectancy-value ideas and the distinctive qualities of the workspace that support optimal employee results. Evaluating conflict and enablement concepts in those jobs demonstrates the theoretical importance of addressing personal, household, occupational, and societal consequences to employment adaptability. Moreover, the addition of life course-related personal and social parameters like aged, ethnicity, married state, and family size strengthens the link between formative theory and our employment adaptability proposed framework.

In Figure 1, that workplace flexibility contains the special features are (A) Individual qualities,(B) personal life features, (C)work environment characteristics, and (D) Social Group Traits are all discussed in detail. These are thought of as unrelated variables. The ability of employees to make decisions impacting when, where, and for how long they participate in work-related tasks, which may be conceived of as an independent, mediating, moderating, or dependent variable, is at the core of this paradigm. Then Positive Workplace Environment(F), which is described as "the capacity to design and consumption employment and private relations existence." At the most, basic level the environment consists of features like (G) Health and Safety Environment, (H) Time Management, (I) Employee performance, and (J) Discipline and Behavior.
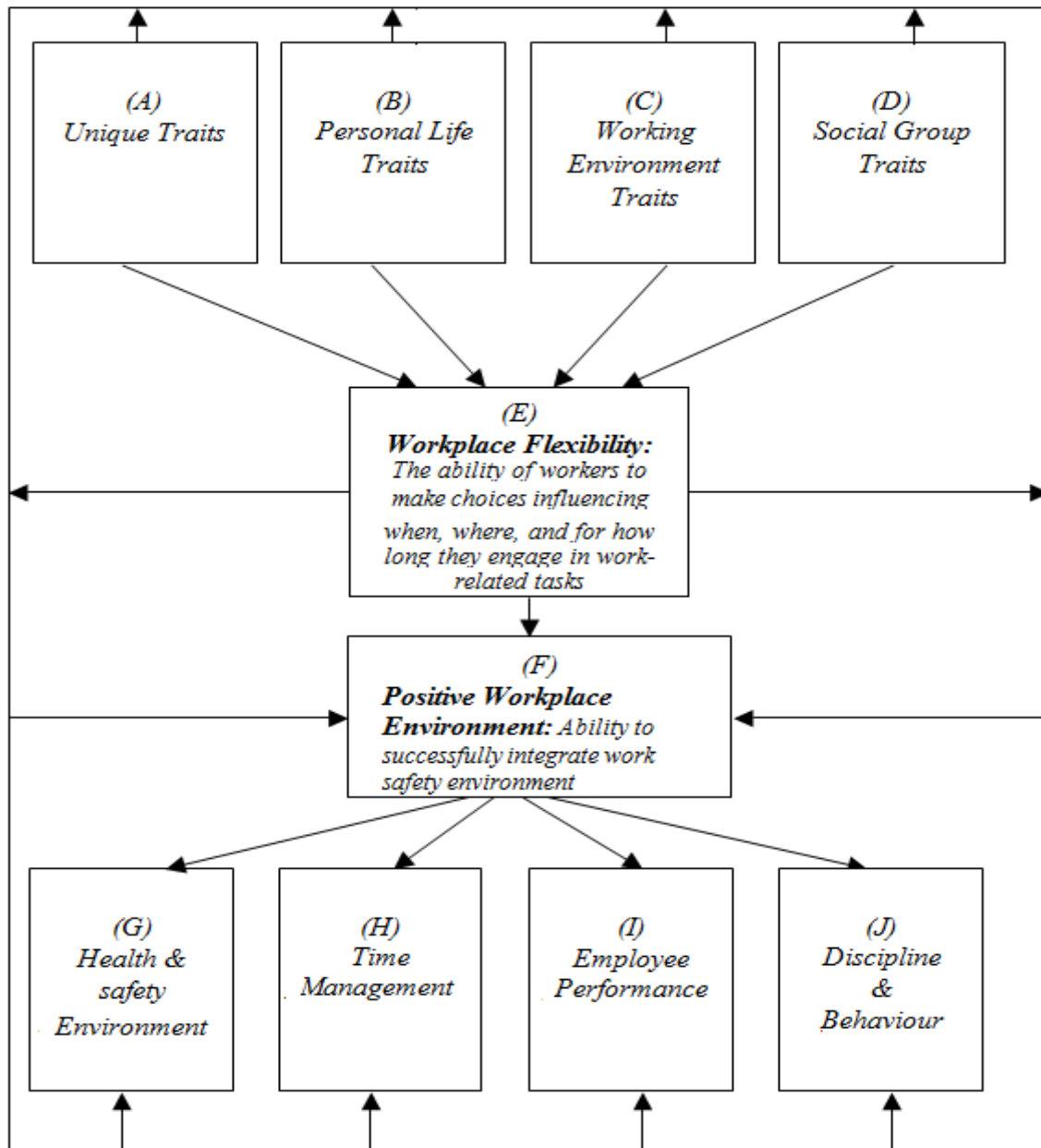
Figure 1: Conceptual Framework Of Workplace Flexibility & Positive Working Environment

Workplace flexibility in theoretical context

Greenhaus and Powell (2006) presented an analytical model for flexible schedules that situates the word either inside key academic contexts or inside substantive micro-level concepts. Despite repeated calls that more study into existing theories in the employment and familial literature, few proposals specify employment adaptability. This is owing to a lack of consistency among scientists when it comes to theory building, the complexity of the system, and the shortage of points of view utilized for drive task exploration in the domain (Madsen, 2003). Even so, occupational adaptability was already strongly defined in several theoretical frameworks.

Antecedents of workplace flexibility

Unique Traits

The company's human resources were blamed for the company's failure to meet its goals for each characteristic. The attainment of these goals is due to the efforts of personnel in each branch. With a small number of changes in personnel good, they must be of the highest quality and expertise to get the best results. As a result, they are prepared to compete in a more competitive corporate climate. Robbin (2003) was determined by the rewarding job, pleasant work, interpersonal interactions, intellectual growth, and family time. Attitudes are evaluative assertions about items, people, or occurrences that are either lucrative or unprofitable. Interest is a feeling that people have when they are excited about it, such as a circumstance or a concept.

Personal life Traits

Edwards, (1996) stated that the Personal Environment Fit Principle (P-E) highlights the expectations imposed on persons about their talents and resources to satisfy those expectations. Voydanoff, (2007). Grzywacz et al., (2008) was explained the work plan suppleness, provides offers employees through strategies to control and react to career - family obligations employ that paradigm to explain the link between flexible schedules and personal healthy life.

Workplace Environment

The direct context in which an individual conducts their task is referred to as the working environment. The setting in which employees perform has a significant impact on the quality of their work and their productivity. Improper surroundings present dangers, making the workplace environment dangerous and slowing the employee's production rate. As a consequence, the company must provide a framework that encourages the employee to accomplish there and its work without even being restricted. A productive company needs to create a pleasant environment from which to achieve the desired results. The actual environmental factors affect how employees deal, complete tasks, and are led within a firm. That the outward structure of a place, as a single part, has considerable effects on people perceptions, impacting social communication and, as a response, efficiency. This was because the characteristics of the environment get an influence on the quality of work life.

Social Group Traits

After a detailed analysis of scholars' definitions of social features, the finding concurs on those things and characterizes regulation as a precise way of making deals by individuals in the organization that carefully follow the important norms and regulations. These staff participants work as a team to achieve a firm's objective and vision, as they know that individual and collective goals want must be aligned for the organization to succeed at the social level.

Positive workplace environment

Ergonomics in the workplace are concerned with the human body's reactions to physical and physiological stress. Employees become stressed when they have a bad attitude regarding their negative work environment. Employees' reflexes slow down as a result of stress, and their job efficiency suffers as a result. Employee productivity, morale, that enthusiasm also are affected by workplace stress, which reflects in the employees' performance and output. So that the top management arranged a positive work environment for the employee.

Health and Safety Management

Zohar & Erev, 2007 stated that the Employees' safe behavior was influenced by safety performance at different organizational levels. One of the key markers of organizational safety outcomes is the frequency with which an accident occurs (Huang et al., 2017). Large-scale safety issues are becoming more linked to greater chances of being involved in an accident (Ajslev et al., 2017). Lower workplace accident rates are related to enhanced protection settings, according to Arezes & Miguel (2008). This study has conceived the safety culture and individual behaviors concerning physical and organizational safe, especially in SMEs, observational works by Borman & Motowidlo (1993) and Griffin & Neal (2000). In previous studies, safety was employed widely as the primary variable (e.g. Clarke & Ward, 2006; Mullen et al, 2011; Griffin & Hu, 2013).

Safety management methods are defined by Vinodkumar and Bhasi (2010), all involved in the dynamic linkages with safety performance. Employee opinions of safety management methods applied in their firms are considered as variables impacting safety behavior in SMEs, according to Osman et al., (2019). Safety management practice not only improves working conditions, but also improves employee safety motivation, dedication, and behavior, resulting in fewer workplace hazards (Lukman Arif, 2015). Safety management methods, in particular, encourage employee safety processes to improve protection effectiveness (Subramaniam et al., 2016).

Time Management

Proper time resource planning promotes excellent firm success, as per Eruteyan (2008), was a factor of the following that the worker at such a responsive method of many administrators was solely focused on the issues of the company. Failure to consider preceding initiating actions like Schedule planning error was characterized by making decisions before thinking rationally. Some managers don't appear to believe in, that struggle to put into practice, the 10/90 concept of successful time management, which asserts that spending 10% of the time planning your tasks well ahead in the schedule must save 90% of the time required to achieve those goals subsequently.

Employee Performance

Workforce Talent and Skills: Businesses that want to be high-performance companies need workers with the necessary skills, talents, and mindsets. Employee effectiveness was starting likely ruin if adequate quantities of properly competent people cannot be identified or educated. Keeping competent personnel on board might sometimes be a challenge. The impact of employees on organizational performance cannot be emphasized. External elements to impact the success of the organization, according to Covey (2007), vary across workforce talent standards to the nature of today's corporate climate. These factors, of course, are dynamic, impact was not just today's requirement for company effectiveness but also the firms must aim for peak performance in the future.

Discipline and Behaviour

According to Monappa (2008), employees at a firm, actively engage in it must align with the goals of the group. In theory, if the firm's people are trained toward their full potential to attain the strategic mission, the business must be prosperous. To achieve corporate goals, job satisfaction with controlled effort must be enhanced in practice and legislation. Once positive workforce development and technical materials are available. they are influenced by a lot of

other created a network outside of mentors' regulation, like managerial behavior, recompense and reward system, employment trends, workplace culture, facilities and materials, and a variety of other possible correlations that impact worksite operational and growth benefits.

Conclusion

The increased emphasis upon flexible schedules in several workplaces and research initiatives necessitates a greater focus on other themes. Researchers have contended in this paper that workplace flexibility & positive work environment entails more than just having a flexi-time strategy and the opportunity to work from the residence on occasion; it also entails a consensual feeling of loyalty and regard with both workers and management, a helpful work environment, and the best degree of stability in one's work and conditions of employment. Although relatively rare, these dimensions are the critical mechanism of a thorough operating suppleness at work. under Lingle (2005), Work suppleness was today's most major factor of engagement with success. Although the motivation for change has been related to greater rates of proficiency, adaptability, and corporate profits, obtaining this was the most challenging job that tasks professional faces, and success typically necessitates an organization's culture to be reinvented.

Findings

The research in this particular problem adds to the facts stand that always effectively advises managers in selecting choices that maximize together employee engagement and corporate goals. The obtaining flexibilities, must not be mistaken with the wider concept of workplace flexibility; putting in place flexible programs make a workplace flexible. When describing workplace flexibility, humans must adopt a complete approach, and this broader description necessity was firmly entrenched in the better framework of business customs transformation. There must be solid evidence that the work environment has a significant impact on employee productivity. The exact measurements to which one aspect or a combination of elements has a bigger or lesser impact on the overall work environment and productivity has vast boundaries. Creating a positive workplace may be a delicate balancing act, yet it is extremely important in improving an organization's success.

Scope for further research

The conceptual model can be tested based on actual data. The study could be implied sector-specific or for employees of a certain hierarchy in an organization.

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