

# Promote and Enhance Flexible Work - Life Balance in Malaysia

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**Abstract:** *Ideally, this study will consequently analyze the broader concept of work - life balance methods and also tasks instead of focusing on flexible working methods alone because of the close connection of both methods. Similarly, this will be a proposal of a conceptual framework for managing constraints.*

**Keywords:** flexible, work, lifestyle, motivation

## 1. Introduction

Nonetheless, the main purpose of having flexible work methods to improve employee's motivation, morale level and also to give employees a conducive work lifestyle (Nagabhaskar, 2014). There are many working flexibility options offered by many organizations but remain sceptical, including part time work or telecommuting options. Most of the organizations have problem to understand the impact of flexibleness options and the benefits of having it.

However, the fact that flexible working methods have greatly challenge the current methods or conventional methods of working where the fundamental assumptions of the way work should be completed. It is necessary to gain insight and its implications about flexible working methods, however, this can benefits both employees and employers to increase their competitive advantage. Recent years, there are large numbers of articles and books been published about flexible working benefits that have targeted on behavioural results along with employees level of satisfactory, employers commitment towards employees, level of absenteeism and turnover rates (Mowday et. al, 2013). Restrained research analyses that having flexible working methods can assist an organization to an exchange to the way employees in the organizations did their job. This is referring to whether or not an employee feels greater or even feels low efficient when they work in flexible methods by focusing as a part - time employee.

## 2. Discussion

Ideally, these studies will consequently analysis on the broader concept of work - life balance methods and also tasks instead of focusing on flexible working methods alone because of the close connection of both methods. Similarly, this will be a proposal of a conceptual framework for managing constraints.

This study begins with overall view of the applicable theoretical framework inside the field. Through an assistant from colleagues and control, this study will explore the different context, from organizational context to public context by discussing the details of culture and administrative. By setting forth, a conceptual model of work flexibility has been used widely to identify the findings of this research. The findings are focus on the significant of

contextual causes through different ideology of flexible and adaptable working methods and the continuous results. This framework will emphases every effect of an individual character and behaviour. There are elements in the model will be analysed in this research thoroughly. A further discussion, including comparison and contrasting the major findings will be the final discussion of this study.

In this study is well developed in main three chapters. First chapter, the overall framework of system in flexible working, roles of organizational culture, challenges of a supportive culture in an environment, identifying motivational behaviour on supervisor, and the understandings between other employees and flexible working employees (Allen, 2001). There are three elements will discussed in chapter two, first one will be outcomes of the flexible working methods, impact on work - life balance, increase in employee's productivity through this methods, and also factors and implication to work intensification (Shockley & Allen, 2007). The third chapter, will be discussed about how it impacts roles of individual in the organization when employees experience the flexible working environment, at same time, personality traits also will be evaluated to understand the impacts on work outcomes, and how employees adjusting their lifestyles and responsibilities when it comes to flexible working environment, in many situation (Berg et. al, 2014). There will be discussion on models of motivation applied to evaluate the factors behind successful flexible working methods in an organization (Pfeffer, 2005).

There are many other various factors that involves in experiencing flexible working methods. All those factors will be reviewed in following chapters. At first, one of the framework will be introduced which called the framework of system thinking where it brings flexible working methods in a multi - layered context in an organization and also to society. This framework will also applied to social and cultural context, as well as to public context also will be reviewed. Next, organizational cultural is an important context as supportive to be discussed. Finally, there is also examination on management theories and colleague behaviour that impact employee's perception in Peninsula College.

Systems thinking is very much useful to do analysis on flexible working method and also work - lifestyles balance policy which designated and assist our employees especially

with their families and an individual commitment. System thinking can be define and categorize as a way to looking at the whole, where it is a system of interrelationship rather than patterns of change than static (Arnold & Wade, 2015). Flexible working method is always being placed in a broader social platform that is unique, and ever - evolving. System thinking will provide a multiple layer of analysis and also arranged in numerous layers of setting, for example work structures, practices and even cultural practices in the organization. It likewise recognizes the broader social - economics factors, models of social cooperation, employability, work, family socioeconomics and social, norms and values. In addition, it is also recognizes flexibility in a global perspective (Grewal & Tansuhaj, 2001). Overall, systems thinking perceives the significance and also the impact of contextual factors on an individual working experience. It focuses the interconnection of various frameworks and that adjustments in a single system which will have an impact in others, for example, working environment changes may effect and change individual existences of representatives.

Continuous changes in social systems become a greater challenge and impacts the other existing systems. Every organizations should aware on the changes and also about the progression since it will continually happening whether organization can adapt to it or not. As we know that adjusting to changes is troublesome and frequently prompts resistance. For instance, conventional supervisors or managers battle to oversee our non - traditional methods of doing work in the organization. In addition, our transitional way of doing work pressures to emerge in complex social systems which can make learning and development because of these continuous changes. The pressure comes when the fathers involvement in parenting and household activities are growing in this country. Even with supported by government policies for shared parenting, their contribution likewise makes pressures when a few businesses keep on expecting that every man is not encourage to take personal leaves for family nor ask to work in part time work hour basis in the organization. Indeed, the standard of the well potential employee who willing to display their responsibility and devotion to the activity through working extended periods of time and doesn't permit family to meddle with work is still exceptionally relentless in an organization and representatives who don't change their hours due to individual reasons are viewed as more grounded, particularly when at proficient and administrative levels (Scribner, 1999).

Economic factors likewise have an effect on this context and also work economic situations. In low compensation and earning potential, families need total dependence on two incomes while in increasingly finding ways to prosperous. For instance, work uncertainty and unemployment additionally influence the organizational structure and it can be fixed through adaptable flexibilities (Karatepe & Olugbade, 2017). Moreover, acknowledgment of flexibility and adaptability are influenced by personal contrasts and individual beliefs. Flexibility and adaptable policies sometimes doesn't really cause employees to feel that they are qualified for utilize them. A feeling of entitlement for the flexibility always refers to the degree of an employee can feel that they qualified to experience flexible work methods or any

other relevant work and lifestyle balance policy (Sturges, 2012). It is depend on social experiment and also impression in typical, sensible and happens in both way of life of the organization and just as inside the national perception.

Through system thinking, conceptual model or framework has been formed by Hill et. al. (2008) for the flexible working place or workplace by identify the characteristics of the workplace environment in the organization. Their main focus is to increase the understanding of flexibility and to know about the way to measure and relate to any other existing concepts. In the broader context of organizational culture, they aim on holistic point of view through the definition on it. The model will be used in the dynamic and unique environment to situate the flexibility by relating to many other elements and factors into consideration that connecting to growing of individual needs, and families and also organization's process. As shown in Figure 1, the main four factors are viewed as autonomous factors all influencing working environment adaptability, where it is characterized as one of the capacity to choose when, where and in what extent to continue work. Work - life fit at that point alludes the capacity that incorporate family and work life while the result factors are thought of as dependent and are characterized regarding essentialness to underline the positive connection among work and different circles.

The point of this study was to analyze the encounters of employees that work flexible; part time and at times additionally work from home, in the light of the various settings they end up in. Specifically, the study looked to answer which components assume a job in how the respondents see their work flexibility just as whether flexible work strategies or methods influence the manner in which they work and if so how.

The discoveries propose that cultural, social and individual factors influence how the respondents see their work methods of action and that these observations at that point decide how they experience their work - life parity and whether there is an adjustment in method for work. The model introduced toward the finish of the previous chapter (4.4) shows these findings. The design is in accordance with the rationale of system thinking (Isaksson, 2008). It offers a theoretical picture of the intricacy of interrelationships between the different antecedent and result factors and flexible working methods that are uncovered by the discoveries of this study. The model has similitudes with the structure of which takes a comprehensive viewpoint in the meaning of adaptability, taking a gander at it in the bigger setting.

Nonetheless, the model introduced here is distinctive from the model of Hill et al. (2009) in the accentuation it puts on individual factors as a critical ascribe to the observation and eventually achievement of flexible working methods. While Hill et al. (2009) find individual, home and family, network and work environment attributes at a similar level, as affecting every single other factor of their model, the present model accepts what they call individual qualities and home and family attributes explicitly out and causes to notice these components specifically. In this manner, in the present study, these two elements are altogether characterized as individual elements and it is contended that they straightforwardly

influence the antecedent variables: public context, organizational culture and management. Besides, it is contended that individual variables not just influence impression of the flexible work methods yet in addition view of private and expert lives legitimately paying little heed to the worker's work course of action.

The three after parts outline in more detail the elements of the model with regards to past research in the field. The principal section talks about the components, which assume the most critical job in how a representative sees his work plan. The subsequent section evaluates the effect of flexible work methods on private and professional life with explicit spotlight on method for work. At long last, the third part finishes up with a conversation on what can be gained from this study and proposes which regions are significant in future research.

### 3. Conclusion

The study also recommends that the organization to "reorganization or reshaping their work structure for future competitiveness" for more effective exploitation. This is important by looking into economic perspective on the labour market condition. This study also suggesting the organization to increase the management's ability to restructure and redeploy the workers in line based on changes in production requirement.

Making sure clear communication is also one of the best recommendations in this study, including setting boundaries and overseeing employee's expectation. When setting up flexible working methods it is pivotal that representatives obviously build up how they will function with their partners and their supervisor to keep up work efficiency. This approach has been acquainted as best practice with defeat explicit administration issues with virtual groups, where it is significant for advancing close participation among the group; setting up forms for social event data; and keeping up standards and strategies from the earliest starting point. However, it has developed as being similarly as significant for blended work and different types of flexible working, for example, time adaptability or flexibility.

Flexible work methods are a significant instrument that can: upgrade development and efficiency, extend administration process, increase workers satisfaction, increase worker commitment, can ease pressure caused through attempting to keep up balance at home and at work, and improve intensity for workers.

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