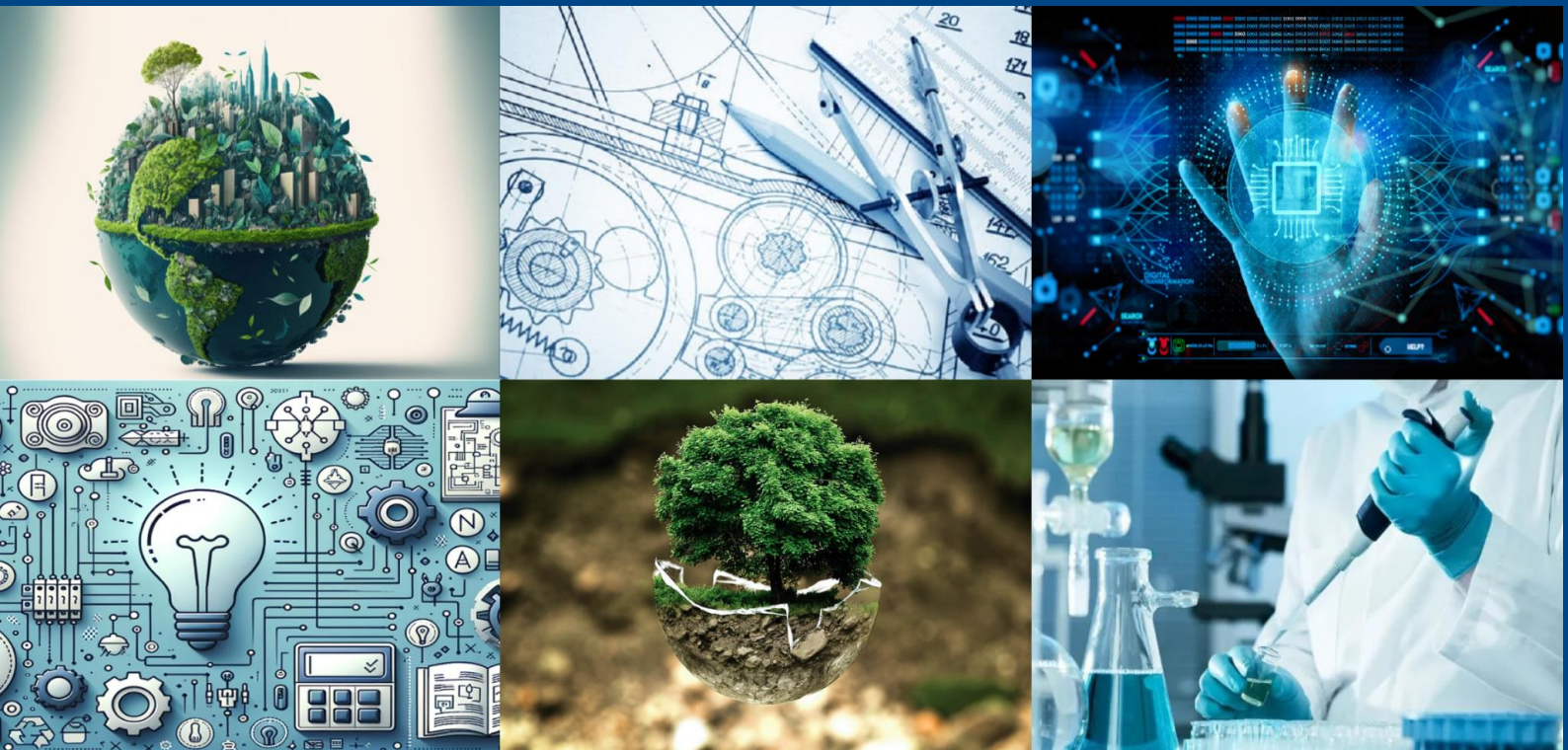




International Journal of Multidisciplinary Research in Science, Engineering and Technology

(A Monthly, Peer Reviewed, Refereed, Scholarly Indexed, Open Access Journal)



Impact Factor: 8.206

Volume 8, Issue 3, March 2025



International Journal of Multidisciplinary Research in Science, Engineering and Technology (IJMRSET)

(A Monthly, Peer Reviewed, Refereed, Scholarly Indexed, Open Access Journal)

The Impact of Flexible Working Hours on Employee Productivity

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ABSTRACT: Flexible work hours have emerged as a highly sought-after workplace practice, allowing employees the freedom to determine their work timings within specified constraints. This research delves into the effect of flexible work hours on employee efficiency, examining the advantages and drawbacks of such a strategy. The study sheds light on how flexibility is capable of enhancing job satisfaction, work-life balance, and motivation, thus leading to increased efficiency and productivity. In addition, it analyzes possible limitations like communication lapses, insufficient supervision, and coordination problems within teams. The research indicates that flexible work arrangements can greatly improve productivity but their success relies on proper implementation, transparent policies, and adequate managerial support. This research offers insightful recommendations for organizations planning to implement flexible work arrangements to improve overall employee performance and organizational achievement.

KEYWORDS: Flexible working hours, Employee productivity, Workplace police, Job satisfaction Work-life balance, Employee motivation

I. INTRODUCTION

Flexible work schedules can help greatly to improve employee relations and productivity. In giving the workers a choice over their work timings, the organization foster a balance between work and life, with a positive outcome on job satisfaction and lower stress in the employee-employer relationship, since employees feel respected and trusted. Further, flexible time schedules can improve productivity as they allow worker to work when they are at the best performance. If reduces absenteeism and burnout but also increases motivation and concentration. It does, however, need open communication and trust to be able to ensure collaboration within teams. Flexible working hours have become a major organizational strategy for organizations seeking to fit into the new workplace dynamics. This strategy has many advantages for both employees and employers. In an era when conventional 9-to-5 workdays are being disrupted by changing workplace patterns, flexible working hours have come to be seen as a revolutionary trend.

NEED FOR THE STUDY

In the modern dynamic work environment, organizations are embracing flexible working hours to improve employee productivity and job satisfaction. This research is critical to understanding how flexible work arrangements affect employee performance, motivation, and overall efficiency. With evolving workforce expectations and technological advancements, conventional 9-to-5 work arrangements are being questioned, and it is therefore important to determine if flexible schedules play a positive role in business success

STATEMENT OF THE PROBLEM

While flexibility provides independence, it can also cause a lack of structure, particularly for those employees who have trouble with self-discipline. Without well-defined working hours, certain employee might find it hard to effectively manage their time, resulting in procrastination and decreased productivity. Flexible working hours and complex communication, particularly in teams that depend on real-time interaction or collaboration. Certain employees might find it hard to distinguish between work and personal life when their working hours are flexible. Blurring of boundaries can lead to overthinking. Workers might be under pressure to work beyond normal hours to deliver within set deadlines or to keep abreast of tasks, which could result in burnout.



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OBJECTIVES

1. To find the factors influencing flexible working hours of the employees in hospital
2. To examine the effects of flexible working hours on the performance of employees.
3. To find the relationship between flexible working hours and work performance of employees.
4. To gauge the problem failed by the employee during the flexible working hours
5. To provide valuable suggestion to enhance the flexible working hours and work performance.

SCOPE OF THE STUDY

This study explores the impact of flexible working hours on employee productivity by analyzing various factors such as work efficiency, job satisfaction, and overall organizational performance. It examines how flexible schedules contribute to improved work-life balance, increased motivation, and enhanced job engagement.

II. RESEARCH METHODOLOGY

Research methodology is a way to systematically solve the research problem. It deals with the objective of a research study, the method of defining the research problem, the type of data collected, the method used for data collecting and analysing the data etc. The methodology includes a collection of primary data and secondary data.

SOURCE OF DATA

Both primary and secondary data are used in this study. Primary data was collected through a survey method using a questionnaire to conduct the study successfully. A questionnaire was designed for this purpose

PRIMARY DATA

Primary data is collected directly for the purpose of this research. For this study, primary data was obtained through a structured questionnaire specifically designed to gather insights on the impact of flexible working hours on employee productivity

SECONDARY DATA

Secondary data consists of pre-existing information that was collected for other purposes. In this study, secondary data was obtained from various sources, including industry publications, magazines, journals, books, and reputable websites

RESEARCH DESIGN

Research design in the blue print of the proposed of study it represents the overall scheme of the study. All research design is the logical and systematic planning and it helps directing piece of research.

SAMPLE SIZE

The sample are collected in various hospitals in Coimbatore. Ratio of 10% from each hospital. The data was collected from 125 hospital employees

TOOLS FOR ANALYSIS

- Simple percentage analysis
- Chi square test
- Anova
- Descriptive

III. REVIEW OF LITERATURE

James Bloom (2015)

Explored the impact of flexible working hours on employee performance and retention. Identified that flexibility enabled employees to achieve optimum productivity working during optimum hours. Levels of stress and burnout were greatly reduced among flexi-work employees. There was an increase in job satisfaction, resulting in increased commitment and motivation. Improved workforce morale and turnover were reported by employers. The research highlighted flexibility as key in maintaining long-term employee commitment.



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Hill (2015)

Illustrated that flexible work hours are important in enabling employees to balance their work and family life, which translates into job satisfaction and lower employee turnover. The research highlights that when staff can manage flexible work hours, they are able to better navigate personal responsibilities including childcare, eldercare, and family obligations. This enhanced work-life balance decreases stress and improves overall well-being, promoting job satisfaction

Chung and van der Horst (2018)

He examined the interaction between flexible work hours and staff productivity. They found that employees with flexible working hours reported higher efficiency and participation. Stress reduced, leading to improved job performance and satisfaction. Improvements in work-life balance led to improved overall well-being. Employers gained a more dedicated and committed workforce. Flexible policies were determined to be vital for contemporary organizations.

Kim (2023)

observed that flexible work schedules contribute greatly to decreasing workers' turnover through the provision of more control of work times and enhanced work-life balance. In the research, it is asserted that by leaving employees with options for scheduling working hours, employees can fit well into their work and private requirements and ease professional-personal tensions. This increased flexibility results in reduced stress levels and increased well-being, which, in turn, generates increased job satisfaction and enhanced organizational commitment.

Advantages of Flexible Working Hours

- 1.Improved Productivity – Workers can work at their best hours, resulting in greater efficiency and productivity.
- 2.Improved Work-Life Balance – Flexibility minimizes stress, enabling workers to balance personal and professional life.
- 3.Improved Employee Satisfaction – Increased independence in work schedules improves morale, job satisfaction, and motivation.
- 4.Less Absenteeism – Workers can reschedule work hours for personal obligations, reducing unexpected absences.
5. Cost Savings – Companies save on office costs, including electricity and workspace upkeep.
6. Enhanced Talent Retention – A flexible work environment promotes employee loyalty and minimizes turnover.
7. Increased Creativity & Innovation – Employees who have control over their schedules feel more motivated and come up with creative ideas.

Select Hospital for this project

1. Sri Ramakrishna Hospital
2. Kovai medical center

Sri Ramakrishna Hospital

Sri Ramakrishna Hospital, founded in 1975, is one of the finest multi-specialty hospitals in the region of Coimbatore, Tamil Nadu. The SNR Sons Charitable Trust was its founder and patron. In the course of time, this humble beginning became a 1,000-bed hospital catering to a broad array of medical treatments for both local and foreign patients.

Kovai Medical Center

Kovai Medical Centre and Hospital (KMCH), established in 1990, is a premier multispecialte hospital located in Coimbatore, Tamil Nadu, India. Over the past three decades, KMCH has grown into a 1,000-bed facility, offering comprehensive healthcare services that cater to both urban and rural populations.

Simple percentage

In research, various percentages are to be used for analysis. The data observed will be converted into percentages for easy understanding. Simple percentage analysis refers to a special kind of ratio. With the help of absolute figures, it will difficult to interpret any meaning from the collected data, but when the figures are represented as percentages, it become easy to find the relative difference two or more attributes.

Simple percentage analysis is one of the basic statistical tools which is widely used in analysis and interpretation of



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primary data. It deals with the number of respondents response to particular question in percentage arrived from the tool population selected for the study.

Formula:

$$\text{Percentage Analysis} = \frac{\text{Number of respondents}}{\text{Total number of respondents}} \times 100$$

TABLE SHOWING THE DISTRIBUTION OF RESPONDENTS BASED ON GENDER

GENDER	FREQUENCY	PERCENT
Female	50	40.3
Male	74	59.7
Total	124	100.0

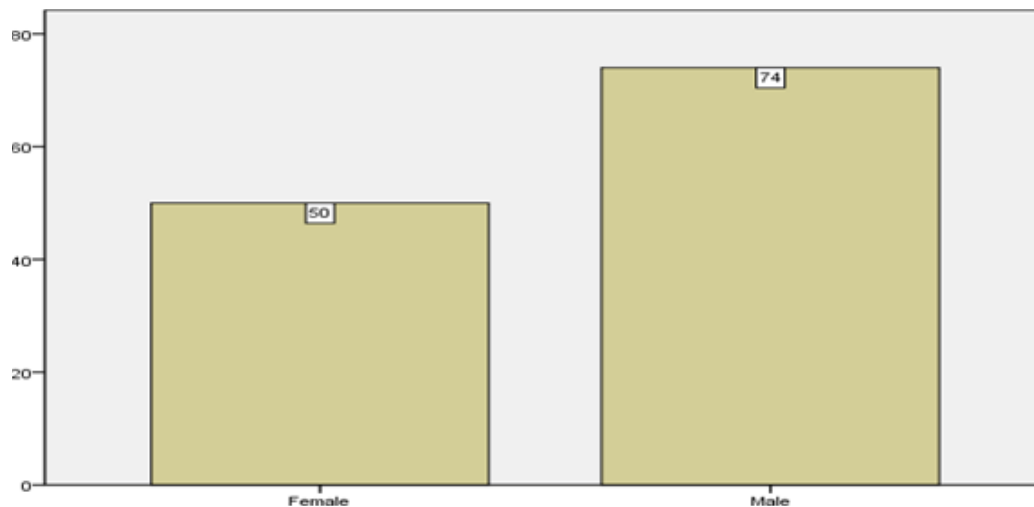
INTERPRETATION:

Out of total respondents majority (59.7%) of respondents are Male and 40.3% of respondents are Female.

In this survey, the majority 59.7% of the respondents are Male.

CHART .1.1

CHART SHOWING THE DISTRIBUTION OF RESPONDENTS BASED ON GENDER



CHI-SQUARE FORMULA:

$$\chi^2 = \sum \frac{(\text{Observed value} - \text{Expected value})^2}{\text{Expected value}}$$



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NULL HYPOTHESIS (H0)

- If the calculated value of chi-square at 5% level is less than the table value the null hypothesis is accepted but there is no relationship between two variables.

ALTERNATIVE HYPOTHESIS (H1)

- If the calculated value of chi-square at 5% level is higher than the table value, the Null Hypothesis is rejected and the Alternative Hypothesis is accepted and there is a significant relationship between two variables.

TABLE 4.2.1

TABLE SHOWING THE RELATIONSHIP BETWEEN THE RESPONDENTS BASED ON AGE AND CHALLENGES FACED WITH FLEXIBLE WORKING HOURS

CROSS TABULATION

		CHALLENGES FACED WITH FLEXIBLE HOURS				TOTAL
		Difficulty in coordinating with colleagues	reduced access to necessary resources	unclear expectations from management	None	
AGE	18-24	42	17	1	1	61
	25-34	17	16	5	2	40
	35-44	9	10	0	0	19
	45-54	0	2	0	0	2
	55 and above	1	1	0	0	2
Total		69	46	6	3	124

CHI SQUARE TEST

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	18.529 ^a	12	.101
Likelihood Ratio	19.311	12	.081

a. 14 cells (70.0%) have expected count less than 5. The minimum expected count is .05.

$$\begin{aligned}
 \text{DEGREE OF FREEDOM} &= (\text{Rows}-1) * (\text{Column}-1) \\
 &= (5-1) * (4-1) \\
 &= \text{DF}=12
 \end{aligned}$$

TABLE VALUE = 21.026



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CALCULATED VALUE = 18.529

INTERPRETATION

Based on Chi-square test calculated table value 18.529 with a significance level of 0.101, which is greater than the standard threshold of 0.05. This indicates that there is no significant association between "Age of the respondents and challenges faced with flexible working hours" Therefore, the null hypothesis is accepted.

V. RESULT

Based on this table the Null Hypothesis is accepted.

VI. CONCLUSION

Flexible working hours have a significant impact on employee productivity, influencing job satisfaction, work-life balance, efficiency, and overall performance. Studies indicate that employees with flexible schedules tend to be more motivated, experience reduced stress levels, and have higher engagement in their work. Additionally, the adoption of digital tools, AI-driven workforce management, and gamification techniques further enhance productivity in flexible work environments.

However, successful implementation requires strong communication, effective time management, and the right technological support to maintain collaboration and accountability. Organizations must strike a balance between flexibility and structure to maximize the benefits while minimizing potential challenges, such as coordination issues and decreased supervision.

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This book focuses on strategic HRM practices, employee motivation, and global HR trends.



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