**Implementing Flexible Scheduling**

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**In the United States department labor, a flexible work schedule is viewed as an alternative work schedule to the traditional 9-5, 40-hour work week. Instead, flexible employees have the space to vary their arrival and departure time in the workplace. Under the flexible work scheduling the employees are not mandated to work for a fixed period of time in order to get a pay in return, rather the employer makes arrangements with the employees on the work schedules on the time they will complete their tasks. The reason why I chose to study this topic is because implementing flexible schedules in an organization that helps create a healthier workplace. Research indicates that flexible work schedules tend to have healthier habits and maybe more productive, effective and efficient in their workplace and how they perform their tasks. In addition, this enables the employees to have time to make the self-improvement evaluation, thus getting to explore their work effectively. Since** Bernstein's Provisions deals in selling food products and ready to cook meals wholesale and retail throughout the United States, a flexible schedule will be effective to ensure steady flow of the 24-hour economy in food industry.

**Implementing schedules can be approached in a number of ways. One of the ways this topic can be approached is to make an analysis of planning out a flex strategy which will determine the departments and individuals who will first access the flexible strategy, what kind of flexible schedule will be offered and who has the final decision on the flexible work schedule. Flexible schedules cannot function effectively without the right channels of communication. Therefore, without a well-designed communication plan in the workplace, the flexible schedule is deemed to fail. Another key thing to consider is realizing the fact that not everyone will be a good flexible worker. Maintaining a flexible schedule require a specific trait that not everyone has. Finally, creating and implementing flexible schedules in the workplace can be very challenging, but using a systematic approach to refine the program will give rise to a number of options which are assumed to benefit both the organization and the employees. To achieve the organization needs to design a variety flexible work options. Getting the right type of mix that will be used in the flexible work program is vital to the success of the entire program. The mix can be broken down into various categories such as; flexible time which will involve compressed work week flexible hours and shift swaps, flexible time off which involve extra vacation, persona days and long term of time and lastly flexible locations which involve telework and online working from different parts of the business environment.**

**References**

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