

# The impact of flexible work system on the performance of employees on services industries

A study of “Ovex incorporation an IT firm”

Research conducted by

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## **DEDICATION**

*I dedicate this work to my loving mother and father who always provided a great support and always prayed for my success.*

*Secondly I dedicate this work to all my teachers especially supervisor Sir Aftab Haider who supported me, in every way possible.*

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# Table of Contents

<b>DEDICATION</b>	<b>II</b>
<b>ACKNOWLEDGMENT</b>	<b>III</b>
<b>ABSTRACT:</b>	<b>VII</b>
<b>CHAPTER 1</b>	<b>1</b>
1.1 INTRODUCTION:	1
1.2 BACKGROUND OF THE STUDY:	3
1.3 PROBLEM STATEMENT:	4
1.4 OBJECTIVES OF THE STUDY:	4
1.5 RESEARCH QUESTIONS:	4
1.6 IMPORTANCE/JUSTIFICATION OF THE STUDY:	5
1.7 DEFINITION OF KEY TERMS:	5
1.7.1 FLEXIBLE WORK SYSTEM (FWS)	5
1.7.2 FLEXTIME	5
1.7.3 COMPRESSED HOURS	5
1.7.4 PART-TIME	6
1.7.5 JOB-SHARING	6
1.7.6 PRODUCTIVITY	6
1.7.7 TELECOMMUTING:	6
<b>CHAPTER 2</b>	<b>7</b>
2.1 LITERATURE REVIEW	7
<b>CHAPTER 3</b>	<b>17</b>
<b>THEORETICAL FRAMEWORK</b>	<b>18</b>
3.1 INTRODUCTION:	18
3.2 FLEXIBLE WORK SYSTEM:	18
3.3 DIMENSIONS OF FLEXIBLE WORK SYSTEM:	18
3.4 FLEXIBLE TIME:	18
3.5 ADVANTAGES OF FLEXIBLE TIME:	19

3.6 CHALLENGES FOR FLEXIBLE TIME: _____	19
3.7 COMPRESSED HOURS: _____	20
3.7.1 ADVANTAGES: _____	20
3.8 TELECOMMUTING: _____	20
3.8.1 ADVANTAGES: _____	20
3.8.2 CHALLENGES: _____	21
3.9 PART TIME: _____	21
3.10.1 ADVANTAGES: _____	21
3.11.2 CHALLENGES: _____	21
3.12 JOB-SHARING: _____	21
3.12.1 ADVANTAGES: _____	22
3.12.2 CHALLENGES: _____	22
3.13 SHIFT WORK: _____	22
<b>3.14 THE EFFECTS OF FLEXIBLE WORK SYSTEM: _____</b>	<b>22</b>
3.15 EFFECTS ON EMPLOYEES' PERFORMANCE: _____	23
3.16 EFFECTS ON WORK-FAMILY BALANCE: _____	23
3.17 EFFECTS ON EMPLOYEE'S STRESS: _____	24
3.18 EFFECTS ON EMPLOYEE'S ATTITUDES AND MORALE: _____	24
3.20 BENEFIT OF FLEXIBLE WORK SYSTEM TO ORGANIZATIONS: _____	24
2.21 PRODUCTIVITY: _____	25
<b>3.22 RESEARCH MODEL: _____</b>	<b>26</b>
FIGURE 3.1: _____	27
<b>3.23 RESEARCH HYPOTHESES: _____</b>	<b>28</b>
<b>CHAPTER 4 _____</b>	<b>29</b>
<b>RESEARCH METHODOLOGY _____</b>	<b>29</b>
<b>4.1 INTRODUCTION: _____</b>	<b>29</b>
<b>4.2 RESEARCH METHODOLOGY: _____</b>	<b>29</b>
<b>4.3 RESEARCH POPULATION AND SAMPLE: _____</b>	<b>29</b>
<b>4.4 SAMPLING TECHNIQUE: _____</b>	<b>29</b>
<b>4.5 PRIMARY DATA: _____</b>	<b>30</b>
<b>4.6 SECONDARY DATA: _____</b>	<b>30</b>
<b>4.7 QUESTIONNAIRE DESIGN AND CONTENT: _____</b>	<b>30</b>
<b>4.8 DATA MEASUREMENT: _____</b>	<b>30</b>
<b>4.8 RELIABILITY TEST _____</b>	<b>31</b>
<b>4.9.1 CRONBACH COEFFICIENT ALPHA: _____</b>	<b>31</b>
<b>4.9.2 RELIABILITY TEST: _____</b>	<b>31</b>
4.10 RELIABILITY OF VARIABLES: _____	31
<b>4.11 FREQUENCY RATES: _____</b>	<b>31</b>

<b>4.12 ANOVA TEST:</b> _____	<b>33</b>
<b>4.13 COEFFICIENTS TEST:</b> _____	<b>33</b>
<b>4.14 CORRELATION TEST:</b> _____	<b>34</b>
<b>4.15 DESCRIPTIVE STATISTICS:</b> _____	<b>34</b>
<b>CHAPTER 5</b> _____	<b>35</b>
<b>DATA ANALYSIS AND RECOMMENDATIONS</b> _____	<b>35</b>
<b>5.1 INTRODUCTION</b> _____	<b>35</b>
<b>5.2 HYPOTHESIS TEST:</b> _____	<b>35</b>
<b>5.3 STUDY LIMITATIONS:</b> _____	<b>38</b>
<b>5.4 CONCLUSION:</b> _____	<b>38</b>
<b>4.6 RECOMMENDATIONS:</b> _____	<b>39</b>
<b>4.7 FUTURE RESEARCH:</b> _____	<b>40</b>
<b>REFERENCES</b> _____	<b>41</b>

## **Abstract:**

Flexible work system is a works system/ environment where employees have some freedom of choices regarding job sharing, flextime, compressed hours, part-time, and telecommuting etc. The purpose of the study was to investigate the importance of flexible work system for the improvement of employee's performance in service industries of Pakistan. The study is investigated in Ovex incorporation where 50 questionnaires were distributed in which 43 participated in the survey. The data collected through questionnaires were processed through SPSS software, whereby the results revealed that flexible work system has a significant effect on the performance of employee. It is therefore recommended that services industries should follow flexible work system in order to improve the performance of employee and to retain their skillful employees for long term goals achievement.