

Title: Flexible working arrangements on employee well-being concerning the mobile telecommunication industry

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Abstract: The well-being of employees is very crucial, especially for the survival and sustainability of the mobile telecommunication industry and thus, the deployment of flexible working arrangements becomes paramount for managers and industry practitioners to implement. This research aimed to assess the impact of flexible working arrangements on employee well-being within the mobile telecommunication industry. Utilizing multiple linear regression analysis, the research tested hypotheses to examine the significance of the relationships. Grounded in the Border Theory of Balanced Work, the study sought to explore the relationship between flexible working arrangements, including flextime schedules, compressed workweeks and telecommuting and various dimensions of employee well-being. The results of the study demonstrated a statistically significant positive effect of flexible working arrangements on employee well-being within the mobile telecommunication industry. It concluded that flexible working arrangements that are measured with a flextime schedule, a compressed workweek and telecommuting improve employee well-being through psychological well-being, social well-being and workplace well-being. This research contributes to the existing body of knowledge by establishing a positive connection between flexible working arrangements and employee well-being in the context of the mobile telecommunication industry. Managers of telecommunication firms should continue with the implementation of flexible working arrangements to enhance the well-being of their employees. The study provides valuable insights for both scholars and industry practitioners, emphasizing the significance of continued implementation of flexible working arrangements to promote and sustain the well-being of employees.

Keywords: Flexible working arrangement, Flextime schedule, Employee well-being, Telecommuting, Mobile telecom industry

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