

Master's Project/ Thesis: Importance of Flexible Working Arrangements

Ia Gremelashvili

Mariam Nutsbidze

Elene Minashvili

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Administration

Project Supervisor: Resani Kikava, Invited Lecturer

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Abstract

The purpose of this paper is to find out employees' perceptions regarding flexible working arrangements, in different types of companies and for employees having various personal lifestyles. Also, the paper discusses effects of flexible working arrangements on employee's efficiency at work and organisational culture.

The literature review mostly concentrates on different managerial and collegial factors as well as personal (friends and family) and other social aspects of individuals that impact their perceptions. One of the significant points addressed in the literature review, is work-life balance. In addition, discussions of various theories practiced by different scholars from different academies can be found in the mentioned paper. As a result, the paper provides a clear picture of all the pros and cons of the flexible work arrangement and its results.

The study for research paper was conducted through 12 semi-structured interviews in the first quarter of 2018, Tbilisi, Georgia. The goal of qualitative interview is to have an overall picture of Georgian market in regards to flexible working schedule and to find out effects of it.

The findings discuss the main results of the interviewees. Most importantly, outlines the role setting actions of the top managers, along with the trust and support which plays crucial role in determining how employees perceive their flexible working schedule and what the consequences are.