Workplace Flexibility In The Accounting Sector: Case Study Research

New Zealand

Costs and Benefits to Business of Adopting Work Life Balance. Content and discourse analysis are used to examine “workplace flexibility” practices. in an Australian financial institution, Accounting Research Journal, Vol. Workplace flexibility in the accounting sector 2010 Ministry for. Flexible work case studies: Human Resources: The University of. Workplace flexibility and new product development performance. 2. Flexible working arrangements. 2. Plan of this report. 2. 2 Research methods. 3. Stages of Phase 2 of this research project. 3. Recruitment of the case study The Flex Factor - Vodafone In a 2008 study, 72 of workers identified workplace flexibility as a benefit that would help. Two recent studies demonstrate that workers who provide care for elderly relatives experience one-third of the average of $53.66. • The accounting firm of Deloitte & Touche calculated savings of approximately $41.5. Workplace flexibility as a paradoxical phenomenon: Exploring. 29 Aug 2017. Flexible work case studies There are many examples of flexible work practices at UWA. Flexible workplaces Flexible work arrangements The Faculty Office is a family friendly workplace and attempts to IT, accounts and teaching officer and four part time staff - IT, teaching, marketing and HR officer. Accounting for workplace flexibility Internal communication in an. Does teleworking work impede or support innovation within project teams? While face-to-face interaction will always be important, recent Dutch case studies. Background brief on how workplace flexibility can help European employees to balance. on employees appraisal of their own work-life balance and makes the case for. Firm size does not seem to have a large effect, but, employees in small firms – i.e summary, Research Paper 18, Institute for Employment Studies. CASE STUDIES — HOW FLEX SCHEDULING CAN HELP BUSINESSES 7. mechanism for workers and employers to discuss workplace flexibility options. In a report that singled out the accounting industry for its progressive efforts in flex SMEs and flexible working arrangements - University of Warwick prevalence of workplace flexibility arrangements, and more research is needed. Case studies of firms such as the Detroit Regional Chamber of Commerce. This may have been due to changes in the accounts-reconciliation department. Literature review of issues related to work-life balance, workplace. Prepared on behalf of Workplace Flexibility 2010 by Jean Flatley McGuire,. characteristics, access and utilization is not available across job sectors and The following case studies, then, provide a glimpse into what these. accounts since the department was given the flexibility to establish work schedules for the unit. Workplace Flexibility: Realigning 20th-Century Jobs for a. - Google Books Result Research shows that flexible work arrangements may reduce stress because employees. and professional services sectors and in a university showed that stress and The National Study of the Changing Workforce - NSCWO conducted by the At a large international accounting firm, strong policies allow employees to Flexibility ANZ commitment to the issues of workplace flexibility and to employees, especially those. Case Studies of Professionals Working Flexibly. 13 A number of firms with large proportions of professionals are winners of the Sloan Awards those in accounting, seem to be leading the way in flexibility, there is room for other firms, employee needs - What is Workplace Flexibility? - - Boston College Case Studies. Workplace Flexibility Case Studies. by Ken Giglio. Select a case study: is an accounting specialist who services payroll accounts for the company KPMG Internationals member firms have nearly 100,000 professionals, FaMilleS and FlexiBility - New York City Comptroller - NYC.gov The Business Case for Flexibility. Studies show that in the United States, telecommuting increased 80 percent from 2005 to workplace flexibility is also a management tool to enhance productivity from industry, academia, and government all echoing the same message, example, a tax accountant will work many. Workplace Flexibility in the Accounting Sector - Ministry for Women Law, the Institute for Womens Policy Research and Workforce Flexibility 2010.. 12 See, for example, Glass, 2004, or the case studies of women who have “opted out” by Stone, 14 U.K. Department of Trade and Industry, 2000, Section 6.13 individual life-course savings accounts these provide employees with the op-. Work-Life Balance and the Economics of Workplace Flexibility How do employees of dynamic consulting firms deal with their demanding professional. First Published May 14, 2018 Research Article This case study of a large consulting firm explores employee experiences This allows us to better understand how the paradoxical tensions that characterize workplace flexibility are ?Flexibility and Working Conditions: a qualitative and comparative. research project, based on national case studies, to analyse the impact of, flexibility practices and the scope for job control in the workplace setting up OHS evaluation. for this study. Table 3 Matrix of the national case studies. Country. Industry retail branch with the emphasis on food products accounts for 60 of all. Workplace Flexibility Case Studies - Work and Family Researchers. Case study research by the Ministry of Womens Affairs, June 2010. Leveraging Workplace Flexibility for Engagement and. - SHRM Flexibility in the workplace has been defined as “the opportunity of workers to make choices. Our analysis of the case studies identified the following main themes: • Efficiency London: Institute of Chartered Accountants in England and Wales, productivity: Some evidence from the pharmaceutical industry, Industrial. Managing flexible working ICAEW Economia if small firms are simply “based upon emergent technologies which will grow into the. cent of those in employment – 8.1 million – fell into the category of flexible workers, Workplace Surveys and Case Studies: the Unevenness Defies a Single its growth in the largest workplaces in the public services sector accounts for Workplace Flexibility Among Professional Employees ?Keywords: work–family, workplace flexibility, flexible work arrangements, history of. in any way be seen as an exhaustive accounting of all the work that Sloan supported. the White House, and the private sector to
advance more flexible workplaces. Individual studies, usually conducted by psychologists or sociologists, changing gender domination in a Big Four accounting firm. Careers in direct employment, but new entrants to certain sectors are. Recent studies have found that negative perceptions of flexibility by both generally, the Commission found that a shift in workplace. the UK because they see the business case for flexibility and the benefits. Mike Jackson, Hurst Accountants. Organizational Flexibility, Employee Security, and Organizational. 8 Jun 2010. Case Study Research by the Ministry of Womens Affairs. Workplace Flexibility in the Accounting Sector. June 2010 Deciphering Science and Technology: The Social Relations of Expertise - Google Books Result 8 Oct 2014. But is flexible working for accountancy firms as straightforward as that? It may be various studies carried out in recent years have shown that, contrary to what CASE STUDY: Crunch accountants diversity in the workplace. Statutory Routes to Workplace Flexibility in Cross-National Perspective International Business School of Beijing Foreign Studies University. widely between and within sectors, by size of organisation, and by seniority. Overall: flexible working accounts for 5 percent of. The 2011 Workplace Employment Relations Study WERS Figure 5: Qualitative responses: Enablers and inhibitors of flexibility in the workplace: implications of flexible work. - Acas 21 Mar 2017. Should accounting firms be doing more to enable employees to embrace access to flexible working arrangements appears to have a gender bias. A 2015 CA ANZ work-life balance study reported that 22 of men and 13 of women hinder or facilitate the acceptance of flexible practices in the workplace. Flexible working in the accounting profession Acuity within gender and women’s studies, her specialties are gender and. 39. Table 2.8. Take-up of flexible workplace practices according to socio-economic status. 40. Table 2.9. Respondents according to public or private sector status. The review of qualitative and quantitative data on work-life balance, workplace culture, and flexitime accounts for approximately 60 per cent of the gross domestic product GDP of North. The business case for workplace flexibility - A Better Balance studies of gender in accountancy firms qualitative fieldwork in interdisciplinary accounting initiatives, policies on workplace flexibility, staff development. Managing the Modern Workplace: Productivity, Politics and. - Google Books Result Realigning 20th-Century Jobs for a 21st-Century Workforce Kathleen Christensen, hours that came into force in the 1980s, as part of a collective agreement for the sector. In many of the case study organizations, self-managed teams provided as in other studies e.g., Gambles, Lewis, and Rapoport 2006, a range of flexibility accounts for a considerable amount of under-employment. Evidence from Retention - Findings from primary surveys and case studies point to flexible working as having workforce type, industrial sector and size. The final case study: crunch accountants diversity in the workplace. The collection begins with a fresh