

THE IMPACT OF FLEXIBLE WORK ARRANGEMENTS ON EMPLOYEE RETENTION IN CORPORATE INDUSTRIES

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ABSTRACT

The COVID-19 pandemic accelerated the adoption of Flexible Work Arrangements, with many organizations integrating them as a long-term strategy. Studies emphasize the importance of balancing flexibility with structured support to enhance team cohesion and prevent social isolation among remote workers. Organizations are encouraged to create family-supportive cultures and implement policies that promote collaboration to maximize the benefits of flexible work (Springer, 2023). Many organizations and businesses are now embracing this arrangement because it gives flexibility in work schedules. This has been linked as one of the key factors for the improvement of employee performance, job satisfaction, and work-life balance. This setup also reduces stress, increases productivity, and fosters higher organizational commitment, particularly when employees can manage personal and work responsibilities effectively. These arrangements can also lead to reduced absenteeism and turnover, while promoting mental and physical well-being among workers. However, some employees may have drawbacks, particularly regarding interpersonal dynamics in the workplace. For instance, employees who work remotely or adopt flexible hours can experience feelings of workplace loneliness, which may negatively impact collaboration and knowledge sharing.

Keywords: Flexible Work Arrangements (FWA), retention, work-life balance, remote work, Flexibility