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Flexible Work Arrangements: Global Trends and Future Implications

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Abstract:

Flexible work arrangements represent a departure from traditional fixed schedules and office locations, offering employees greater autonomy over when, where, and how they work. This paper explores the current state of flexible work arrangements across various countries – including the USA, UK, Germany, Japan, Australia, New Zealand, and India – examining the policies, benefits, challenges, and cultural attitudes influencing their implementation. With the rise of telecommuting, flexitime, compressed workweeks, job sharing, and part-time work, FWAs have transformed the traditional work culture globally. While FWAs offer numerous benefits, including increased productivity and employee satisfaction, they also pose challenges in management, communication, technology, and equity.

Keywords:

Flexible Work Arrangements, Flexitime, Flexplace, Global Culture.