Flexible Workforce Model

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The theoretical approach of flexible workforce model is connected with the practical consideration of the flexible workforce in an organizational setting. Today, the growing competitiveness of the business demands organizations to focus on the approach of the flexible workforce to achieve desired outcomes effectively and efficiently. A flexible workforce is established as the attainment of the staff that can successfully optimize when it is required (Chen, 2011). The range of flexible workforce comprised of different forms of recruitments such as the domains of full-time, part-time, and temporary workers in the large business set-up. Here the particular focus is to illustrating practical strategies that can be helpful to implement a flexible workforce model.

When it comes to the proper management of the flexible environment and the development of flexible workforce model than there is need of adopting different aligned strategies. At the first stage, it is important for the management of the organization to develop a proper flex strategy. This form of consideration helps to recognize the practical implications of the overall flexible workforce model. The recruitment process is also important to ensure the hiring of multi-skilled employees with the consideration of the proper execution of the flexible workforce model (Deery & Jago, 2002). Recognized the performance of the key employees for the organization is also essential to enhance the productivity level of working through the perspective of a flexible workforce. Training of the workers and the managers are also essential to enhance their understanding level about the suitable handling of the flexible working environment. When workers start feeling their connection with the organizational setting than it eventually helps to perform well through the perspectives of flexible specialization. The practical strategies linked with the size of a workforce also play a critical role in the proper adoption of flexible workforce model.

To conclude the discussion about the practical implications of the idea of a flexible workforce model, it is necessary to mention that this particular approach can implement in different forms. Flexible specialization and flexible staffing are two aspects that are adopted by the organization to achieve the business objectives with the help of multi-skilled workers. It is established that the complexities of the large business organizations can better handle by the multi-skilled workers.

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