chaps. 34-35)

The effects of exposure to flexible work arrangements on mental health outcomes and productivity have been studied extensively. However, the impact of these arrangements on employee satisfaction and organizational performance remains largely unexplored. This study aims to address this gap by examining the relationship between flexible work arrangements and job satisfaction, as well as their effect on organizational performance.

Methods:

A survey was conducted with 500 employees from various organizations. The survey included questions about their work schedules, job satisfaction, and perceptions of organizational performance. The data was analyzed using regression analysis.

Results:

Flexible work arrangements, including telecommuting and flexible hours, were found to positively influence job satisfaction. Employees who worked flexible hours reported higher levels of job satisfaction compared to those working traditional hours. However, no significant impact on organizational performance was observed.

Discussion:

The findings suggest that flexible work arrangements can enhance employee well-being and satisfaction. However, the impact on organizational performance is limited. Organizations should consider other strategies to improve performance, such as training and development.

Conclusion:

Flexible work arrangements are a valuable tool for improving employee satisfaction. Further research is needed to understand the long-term effects of these arrangements on both individual and organizational outcomes.
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