
Flexible work approach to boost productivity

KUALA LUMPUR: Flexible working arrangements can potentially increase employee productivity by providing them with greater autonomy over how they manage their workdays.

Universiti Putra Malaysia Faculty of Educational Studies, Professional Development and Continuing Education Department head Assoc Prof Dr Nor Wahiza Abdul Wahat said one benefit is that they allow employees to adjust their schedules according to personal commitments and family demands, thus lessening the stress associated with striking the right work-life balance.

"Employees who are allowed to set their own work schedules are likely to be more motivated to complete tasks efficiently. This will directly contribute to the organisation's overall

performance," she said.

Malaysian Trades Union Congress president Mohd Effendy Abdul Ghani said with proper planning, communication and technology adoption, flexible work arrangements can be successfully implemented in Malaysia to enhance productivity and employee well-being.

He said implementing flexible work hours in Malaysia post-Covid-19 pandemic is feasible, given the adaptations during lockdowns.

"The pandemic has shown that remote work is possible and effective for many roles. Employees and employers have adapted to virtual collaboration tools, making flexible work hours more manageable.

"Certain industries like technology, finance and professional services are more adaptable to flexible work hours due to the nature of their

jobs. Others, such as manufacturing or healthcare, may face challenges but can still implement modified schedules."

Mohd Effendy said many employees now prefer flexible work arrangements after experiencing benefits during the pandemic. This could drive employers to adopt and sustain flexible work hours.

Last Wednesday, Human Resources Minister Steven Sim said workers in Malaysia can apply for flexible working arrangements based on time, days and location of work according to Sections 60P and 60Q of the Employment Act 1955.

He said such requests should be submitted to employers for feedback within 60 days, and if rejected, employers must provide reasons. – Bernama