

Impact of Flexible Working on Work Engagement among the Middle Level Employees in the Apparel Industry

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The current study of flexible working and its impact on work engagement is a major trending arena in the business world. The purpose of this study was to examine the relationship between flexible working and work engagement. Thus, this study investigated the impact of flexible working on work engagement among middle-level employees in the apparel industry in Sri Lanka. This study was designed as quantitative research to explore the impact of flexible working on work engagement, and a cross-sectional design was followed. Data was collected through a structured questionnaire. A simple random sampling technique was applied to select the sample, and the final sample consisted of 121 workers. The data was analyzed through regression and correlation with the aid of SPSS. Results of the analysis revealed that there is a positive relationship between flexible working and work engagement. And there was a statistically significant impact of flexible working on work engagement. Findings of the study suggest that employees felt more engaged and empowered if they were given the opportunity for flexible working and it shows that commitment and loyalty to the company can benefit flexible work arrangements. Therefore, when companies with high work engaged and practice more flexible working arrangements it may increase productivity, work engagement, and decrease employee turnover as well as.

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