

**IMPACT OF FLEXIBLE WORKING PRACTICES ON PERCEIVED
EMPLOYEE PERFORMANCE**



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MBA-V-D

SUPERVISOR: ANJUM QURESHI

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**BAHRIA INSTITUTE OF COMPUTER AND MANAGEMENT
SCIENCES, ISLAMABAD**

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ABSTRACT

The success and failure of an organization depends on its employees' performance. This study was conducted to analyze the theoretical framework and to investigate the impact that the flexible working practices namely flexitime, compressed working, part time, work from home and the result of such HR activities have on the perceived employee performance for which we have taken the variables job autonomy, performance appraisal, organizational commitment and job satisfaction. The objective is to gain an in-depth understanding of the four chosen flexible working arrangements and to identify if the flexible working has any effect on the perceived employee performance.

The secondary data collected forms the strong foundation for the study as organizations in Pakistan are not following much of such practices despite its impact on productivity. The primary data is collected through questionnaire and analyzed through SPSS software for measuring the impact flexi times have on perceived employee performance.

The findings of this study indicate that there is a significant and positive relationship between flexible working and the perceived employee performance.