

Conceptualising The Roles of Human Resource in Managing Flexible Working Arrangements

ABSTRACT

Flexible working arrangements (FWAs) have been progressively becoming more prevalent in recent decades, notably in fast-growing economic countries. Human resource (HR) roles in managing FWAs is undeniable since it involves managing employees and work design. Nevertheless, the existing literature has not adequately delved far into conceptualizing the functions of HR in managing FWAs. Therefore, this paper aimed to enlighten the grey area of the HR role in FWAs. This paper is crucial as it established the critical role of HR in initiating, implementing, and developing FWAs in an organization. Understanding HR roles will lead to the success of FWAs implementation or enhancement.