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## **FLEXIBLE EMPLOYMENT ARRANGEMENTS AND PERCEIVED EMPLOYEE PRODUCTIVITY AT A MEDIA ORGANIZATION: AN EMPIRICAL CASE STUDY FROM NEPAL.**

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### **ABSTRACT**

*Flexible employment arrangements (FEAs) are an emerging issue in many countries. The main objective of this research is to analyze flexible employment arrangements on employee productivity at Birat Shree Media Network Pvt. Ltd in Nepal. This study applied a descriptive research design. This study was performed through a quantitative and case study approach to examine the influence of FEAs on employee productivity. There was a total of 31 staff at the Media Network while collecting data. A Census study was conducted on the Media Network. Survey-based questionnaires were distributed to collect primary data. Likert Five-Point Scale was used to analyze perceptual data which was gathered from respondents. A great majority of employees are in favor of the positive influence of the policy of FEAs on employee productivity. Based on the perception of respondents of the Media Network, it was found that types of flexible employment arrangements namely job-sharing, telecommuting, compressed workweek, flextime, and part-time work influence a great deal on employee productivity. It can be concluded that FEAs have a strong influence on employee productivity. The practical implication of this study is that organizations should improve the application of FEAs to enhance employee productivity because it increases employee motivation and reduces absenteeism.*

**KEYWORDS:** *Compressed Workweek, Flextime, Influence, Job-Sharing, Part-Time, Telecommuting, Nepal.*

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