

FLEXIBLE WORKING HOURS AND EMPLOYEE PERFORMANCE IN SELECTED HOSPITALS IN AWKA METROPOLIS, ANAMBRA STATE, NIGERIA

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ABSTRACT

The competitive environments in which 21st century employees work has made it imperative that a flexible working arrangement that creates a balance between work and lifestyle be created. Such will allow employees focus on their multiple roles. This study examined the nature of relationship between the flexible working hours and employee performance in selected hospitals in Awka Metropolis. Survey research design was adopted and the research hypotheses were tested with the Pearson Product Moment Correlation Coefficient. The results revealed that there was a positive relationship between flexible working hours and employee performance. However, an unanticipated flexible working system (FWS) was found in the hospitals, where FWS is seen as management centered and not employee centered. Therefore, the study recommended that organization leaders in Nigeria should perceive the implementation of the flexible working arrangement from a broader perspective as employee centered and avail the employees the opportunity to make decision on the flexible working arrangement available to them towards enhancing the effectiveness of the working system.

KEYWORDS: Flexible Working Hours, Employee Performance, Hospitals, Awka, Anambra

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