

The Impact of Flexible Working Hours on Employee Productivity in The Private Sector in Jeddah, Saudi Arabia

تأثير ساعات العمل المرنة على إنتاجية الموظفين في القطاع الخاص
بجدة، المملكة العربية السعودية

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Graduation Project – 1

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1.0 Introduction

Project management research plays a crucial role in understanding and improving various aspects of organizational operations. In the context of the private sector in Jeddah, Saudi Arabia, one significant area of interest is the impact of flexible working hours on employee productivity. This research aims to investigate how the implementation of flexible working hours policies influences the productivity levels of employees within private sector organizations in Jeddah.

The concept of flexible working hours has gained prominence in modern workplaces as organizations seek to enhance employee satisfaction, work-life balance, and overall productivity (Abid, S., & Barech, D. K. 2017). In Jeddah, a major commercial hub in Saudi Arabia, private sector companies are increasingly considering flexible working arrangements to attract and retain talent. However, the specific impact of such policies on employee productivity remains a subject of debate and requires further exploration.

The evolving nature of work environments, driven by technological advancements and changing employee expectations, has led to a shift towards more flexible work arrangements (Abdul Rahim, Y. 2023). While the potential benefits of flexible working hours are well-documented, there is a need to understand how these policies translate into tangible improvements in employee productivity within the unique context of Jeddah's private sector.

Existing literature on project management provides valuable insights into the implementation of organizational changes and their effects on employee performance. Studies exploring the relationship between flexible working hours and productivity offer a foundation for this research, highlighting both positive and negative outcomes associated with such policies.

Despite the growing interest in flexible working arrangements, there is a lack of comprehensive research focusing specifically on the private sector in Jeddah, Saudi Arabia. Existing studies often generalize findings from other regions or sectors, overlooking the nuances of the local business environment and cultural factors that may influence the effectiveness of flexible working hour policies.

This research targets private sector organizations in Jeddah seeking to optimize their workforce productivity through innovative HR practices. By addressing the gap in literature and providing empirical evidence on the impact of flexible working hours on employee productivity, this study aims to offer valuable insights for organizational leaders, HR professionals, and policymakers in Saudi Arabia (Lazer, R. I. 1980).

The primary purpose of this proposed study is to examine the relationship between flexible working hours and employee productivity in the private sector in Jeddah, Saudi Arabia. By conducting a thorough investigation and analysis, this research seeks to contribute to the

existing knowledge base, inform strategic decision-making within organizations, and promote a culture of continuous improvement in workplace practices.

2.0 Research Problem

The research problem addressed in this study focuses on understanding the impact of flexible working hours on employee productivity within the private sector in Jeddah, Saudi Arabia. While the concept of flexible work arrangements is gaining traction globally, there is a need to explore how the implementation of such policies specifically influences productivity levels in the context of Jeddah's business environment.

2.1 Theoretical Gaps

Existing literature provides insights into the potential benefits of flexible working hours in enhancing employee satisfaction and work-life balance. However, there is a theoretical gap in understanding the direct relationship between flexible work arrangements and employee productivity, particularly within the private sector in Jeddah. This research aims to bridge this theoretical gap by investigating the specific effects of flexible working hours on productivity outcomes (Abid, S., & Barech, D. K. 2017).

2.2 Empirical Gap

Despite the increasing interest in flexible working practices, there is a notable empirical gap in research focusing on the private sector in Jeddah, Saudi Arabia. Limited empirical studies have examined how flexible working hours impact employee productivity in this specific context, highlighting the need for empirical evidence to guide organizational decision-making and policy development.

The main research question driving this study is:

"How does the implementation of flexible working hours policies influence the productivity levels of employees within private sector organizations in Jeddah, Saudi Arabia?"

3.0 Research Significance

This study's dual significance lies in its potential to advance theoretical understanding of the relationship between flexible work arrangements and productivity while also offering practical implications for organizations in Jeddah, Saudi Arabia. By shedding light on this important topic, the research aims to contribute to both academia and the real-world context, ultimately benefiting organizational performance and employee well-being in the private sector of Jeddah (John, W. 2017).

3.1 Theoretical Significance

This study holds theoretical significance by addressing the gap in the existing literature concerning the direct relationship between flexible working hours and employee productivity within the private sector in Jeddah, Saudi Arabia. While previous research has explored the benefits of flexible work arrangements on employee satisfaction and work-life balance, there remains a lack of understanding regarding how these policies specifically impact productivity outcomes. By investigating this relationship, this research aims to contribute to theoretical knowledge by providing insights into the effects of flexible working hours on productivity levels, filling a critical gap in the literature (Lewis, S. 2003).

3.2 Empirical Significance

In addition to its theoretical contributions, this study also carries empirical significance by addressing the lack of empirical research on the impact of flexible working hours on employee productivity within the private sector in Jeddah, Saudi Arabia. With limited studies focusing on this specific context, there is a clear need for empirical evidence to guide organizational decision-making and policy development in Jeddah's business environment. By examining how the implementation of flexible working hour policies influences productivity levels, this research aims to provide practical insights that can inform organizational practices and enhance workforce management strategies in the private sector of Jeddah (Qarni, H. 2022).

4.0 References

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