



**EMERGING
PUBLIC
LEADERS**

G H A N A

FACTSHEET

**BACKGROUND, FLEXIBLE
WORKING HOURS AND EMPLOYEE'S
JOB PERFORMANCE IN
GHANA, 2024**

***This factsheet assesses the impact of
flexible working hours on employee job
performance in Ghana***

Introduction

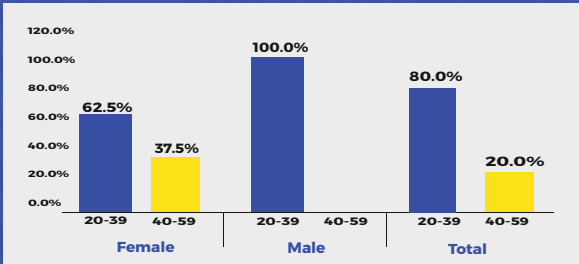
Flexible working hours refer to a scheduling arrangement that allows employees to choose their work hours within certain limits. This paradigm shift allows workers to tailor their schedules, accommodating personal obligations and preferences.

- Research indicates a positive correlation between flexible hours and job satisfaction, increasing productivity and morale
- Employees experience reduced stress levels and greater work-life balance, fostering a conducive environment for creativity and innovation
- Flexibility promotes autonomy and trust, empowering individuals to manage their time effectively

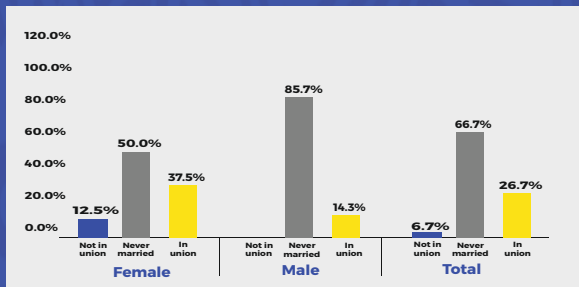
However, challenges such as communication gaps and workload distribution may arise. Understanding the nuanced implications of flexible working hours is essential for organisations seeking to optimise employee performance and organisational outcomes.

Graphs

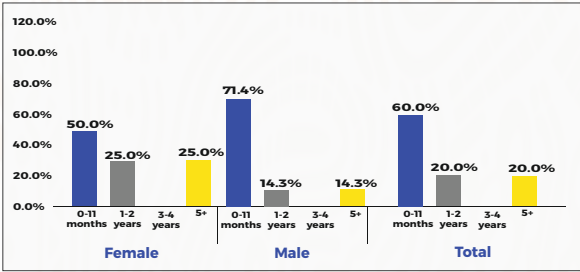
■ Age and High Employee Job Performance



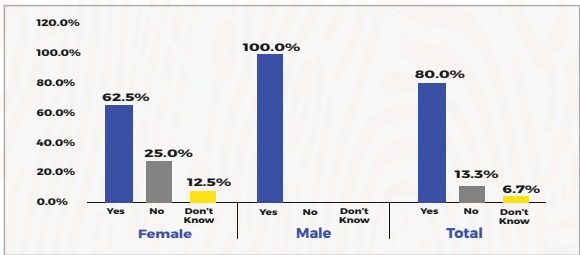
■ Current Marital and High Employee Job Performance



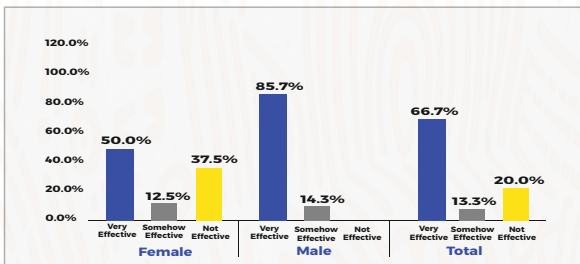
■ Age and High Employee Job Performance



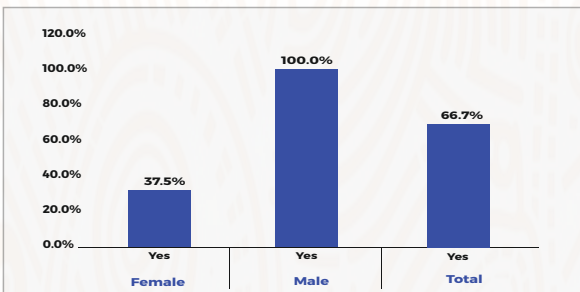
■ Availability of organisation FWH and High Employee Job Performance



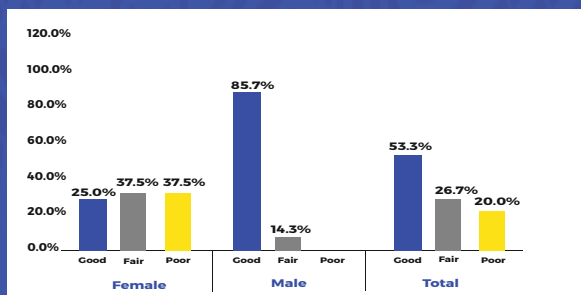
■ Effectiveness of Flexible Working Hours in the Organisation and High Employee Job Performance



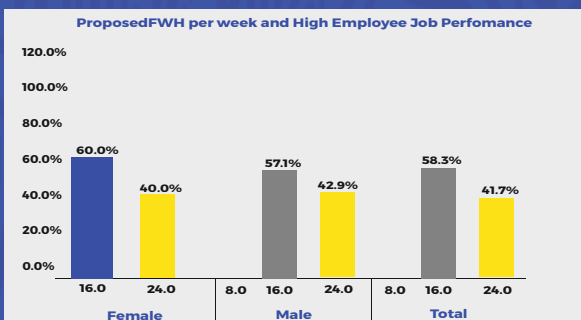
■ FWH Improve Workplace Balance and High Employee Job Performance



■ Level of Effectiveness of FWH and High Employee Job Performance



■ Proposed FWH per week and High Employee Job Performance



How do flexible working hours positively impact your work?

- Ability to attend to personal matters appropriately, avoiding stress-inducing activities that hinder productivity
- Flexible working arrangements facilitate effective work delivery and increase work efficiency, particularly in a remote setting
- Improved work spread and accuracy, leading to increased Productivity and efficiency
- Enhanced work-life balance and mental well-being due to reduced stress and greater flexibility in working hours and location
- Financial stress is reduced through savings on transportation costs, fostering a results-oriented approach rather than mere office presence



How has flexible working improved your work-life balance?

- A workplace schedule that prioritises personal life, including family, faith, friends, and academics, helping to prevent burnout and fatigue
- Time management and reduced commuting stress, leading to increased adaptability and the ability to attend to family needs
- Enhanced mental, physical, and spiritual well-being, with opportunities for early rest and meal preparation and reduced stress and costs associated with transportation and food
- Flexibility in planning work and personal activities, offering the freedom to work from home or anywhere else, fostering personal development and better engagement with family and friends
- Improved work-life balance, allowing for quality time with family, exercise, and extracurricular activities while reducing stress and improving overall health and productivity



What support (resources) do you need to work effectively from home?

- Room space with a dedicated workspace, including a table and chair, to establish a functional home office setup
- Essential equipment such as a stable internet connection, printer, and a well-planned work schedule to ensure productivity and efficiency
- Focus on staying connected, setting boundaries, and creating a serene environment to minimise distractions and maintain productivity
- Considering income, time management, and necessary gadgets like a desktop computer to support work tasks effectively
- Importance of a proper workstation and a conducive environment for optimal work performance and concentration



Recommendations



Age Influence



Marital Status



Effectiveness of flexible working hours



Tenure of Employee in Organisation



Ensure equitable access to flexible working arrangements



Support for work-life balance



Establish home office support systems

Conclusion

Flexible working hours positively impact work by allowing employees to prioritise personal matters, improve efficiency, and enhance work-life balance.

They reduce stress, increase productivity, and foster a results-oriented approach. Adequate resources for effective remote work include a dedicated workspace, essential equipment, and strategies for connectivity and focus.

Acknowledgement

EPL Ghana would like to thank esteemed partners and stakeholders across the public and private sectors, non-governmental organisations, and civil society organisations for their unwavering support in facilitating the Workplace Dynamics and Employee Job Performance survey in Ghana. Collaborative efforts have been instrumental in ensuring the success and credibility of this initiative. EPL Ghana gathered invaluable insights through expertise and networks that will inform policies, interventions, and best practices to enhance work environments and optimise employee performance.

EPL Ghana reaffirms its commitment to fostering sustainable growth, empowerment, and prosperity for individuals and organisations across Ghana.

Acronyms

EPL Ghana - Emerging Public Leaders of Ghana

FWH: Flexible working hours

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