

UNIT 5 Job satisfaction

- 1 Look through the whole article and answer these questions.
- What are the main motivations for employers to introduce flexible working practices?
 - What kind of employees are attracted to companies that embrace flexible working?
 - What changes are necessary for flexible working to be effective?
- 2 Find words or expressions in paragraphs 1 and 2 that mean the following:
- when you first look at it
 - an important alteration
 - a change in approach
 - announce
 - the law
 - ask for
 - an important factor in
- 3 True or false (paragraph 3)?
- IBM introduced flexible working practices in order to attract a broader range of staff with different abilities.
 - It is difficult for older people to work flexibly.
 - It is important for many people who have a university degree that they have enough time for themselves outside work.
 - At IBM, flexible working is good for business.
- 4 Before looking at paragraph 4 again, put a correct form of the verbs in the box into the sentences below.
- | | | | |
|----------|---------|------------|--------|
| evaluate | measure | attract | prompt |
| find | bend | commission | |
- A survey was by the Inter-Tel telecommunications company.
 - The survey that 40 per cent found it difficult to attract the right skills.
 - 30 per cent thought they could staff if they offered flexible working.
 - But 93 per cent thought that staff would the rules if they work from home.
 - This is at the heart of the cultural shift by flexible working.
 - Management has to find a way to 'results' rather than time.
 - We have to find new ways to workers – and their bosses.
- 5 Write down the three questions from the survey commissioned by Inter-Tel referred to in paragraph 4.
- 6 Choose the best definitions for these expressions from paragraphs 5 and 6.
- in formal terms
 - for polite deals
 - correctly expressed
 - on official documents
 - beneficial transactions
 - productive communicative activities
 - financial arrangements
 - secret talks
 - sound business reasons
 - viable, but unacceptable excuses
 - words that are good to hear
 - good, solid commercial arguments

Over to you 1

Design a questionnaire about flexible working practices for the Human Resources Department of a company that you know. What ten questions would you like to include in it?

Over to you 2

How far have the companies in your country embraced flexible working practices? Why is this? Is the situation likely to change in the future?