

FORMULATING REGULATIVE FRAMEWORK ON FLEXIBLE WORKING HOURS IN MALAYSIA

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Abstract

For past many years it has been known that working life pattern is changing and a new concept of flexibility is evolving. This new type of working arrangement has now seems to replace the old working arrangement and management concepts in many part of the developed world including developing country like Malaysia. According to the recent survey conducted by the global survey Regus in January 2014, 79% of Malaysians would choose one job over another if it offered flexible working arrangement options. The survey also disclosed that a staggering 76% of Malaysian employees felt that flexible working hour's arrangement would further improve staff commitment as well as their retention. Flexible working hour's arrangement is a key determinant in job retention globally, according to the survey. The global survey of Regus spanned more than 20,000 senior executives and business owners across 95 countries including Malaysia. Additionally, the survey found that 70% of respondents saw flexible working hour's arrangement making employees more loyal towards the organization or company which they belong to and 64% stated they would have stayed longer in their last position had flexible working hour's arrangement been an option. A total of 59% of the people surveyed said they would actually turn down a job that ruled out flexible working arrangement hours. The debate on possible impacts of flexibility is going on for the last 2 decades in the country. There are several academic researchers who have understood impacts of flexibility in positive terms. They said flexibility is not only bring benefits to the organization or the company, it is equally beneficial for the employee as well. According to them flexibility brings empowerment to the workers, improved employability, and generate more productivity to the company or organization in long term. Though flexible working hour's arrangement brings more benefits and despite full encouragement given by the government, sadly the new working arrangement has not been fully accepted and implemented by organizations and companies in the country until today. This paper will discuss the issue surrounding the implementation of flexible working hour's arrangement in Malaysia, analyzing the current laws and practice in the country relating on the matter as well as proposing regulation for the new working arrangement in the country.

Keywords: Flextime, workplace, labour laws