

ABSTRACT

The objective of this study was to examine the attitudes of employees towards Flexible Working Hours. The study surveyed the feelings and opinions of staff about Flextime, which has been implemented in the respondent's company for 1 year. Furthermore, this study also investigated the advantages and disadvantages of the Flexible Working Hours system in the opinion of respondents.

The instrument used in this study was a questionnaire with closed-ended and opened-ended questions. The questionnaire consisted of three parts. The first part covered personal information, the second part covered working information and the third part investigated attitudes of employees towards Flexible Working Hours. The Statistical Package for social Sciences (SPSS) program for Windows version 11.5 was employed for data analysis. The results analyzed by percentage and frequency.

The findings indicated that most of respondents had positive attitudes towards the Flexible Working Hours system because almost 80% of respondents agreed with Flextime implementation in their company and supported the idea that Flextime should be applied in other companies. The majority of respondents believed that Flextime could solve problem of traffic congestion and it also helped them come to work on time. Moreover, Flextime also made respondents' absenteeism decrease. Almost half of respondents were still uncertain about whether Flextime reduced conflicts in their families, though it gave them more time with the families. Most of the respondents were uncertain and disagree about whether Flextime created difficulties in communication in the workplace and respondents disagreed on whether Flextime made difficulties in the punch-in punch-out system.