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Critically evaluate the belief that family friendly policies are not fundamentally challenging existing organisational structures and cultures

By Niels Aulich

GRIN Verlag Aug 2012, 2012. Taschenbuch. Book Condition: Neu. 210x148x2 mm. This item is printed on demand - Print on Demand Neuware - Essay from the year 2012 in the subject Business economics - Business Management, Corporate Governance, grade: B - 67, Heriot-Watt-University Edinburgh (School of Management and Languages), language: English, abstract: It is generally agreed today that working is not the only essential part in life for a human being, rather it is aimed to have both fulfilment within the family, partner or in the social structure and realisation of the personal career goals to reach a life in balance. Furthermore, in times of globalisation related to the increasing international division of labour, skills shortage and the demographic change mean a shift in our common understanding that leads to changing notions not only in an economical point of view but also in a socio-cultural perspective of each individual. In addition to that, companies connect their key to success with a high motivated and passionate employee; to emphasise high commitment sustainably. Thus, family friendly policies (FFP) find their way into the business sector to achieve growing commitment of their workforce internally due to changing work rules or externally, with state...



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