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The Role of Flexible HR Policies in Enhancing Employee Relations and Organizational Performance in The Modern Workplace

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ABSTRACT

This study examines the growing importance of flexible Human Resource (HR) policies in shaping employee relations, work culture, and overall organizational performance. With the evolution of workplace dynamics, organizations are increasingly adopting flexible practices such as remote working, flexible hours, and inclusive leave policies. The research aims to analyze how these changes influence employee satisfaction, trust, and collaboration within teams. A survey-based methodology will be used to collect primary data from employees across various sectors. The findings are expected to reveal that flexible HR policies foster a positive work environment, improve communication, and enhance productivity. Additionally, the study will highlight the role of management in successfully implementing such policies. The research will contribute to understanding how adaptive HR strategies can create a balanced and performance-driven organizational culture in a competitive business environment.