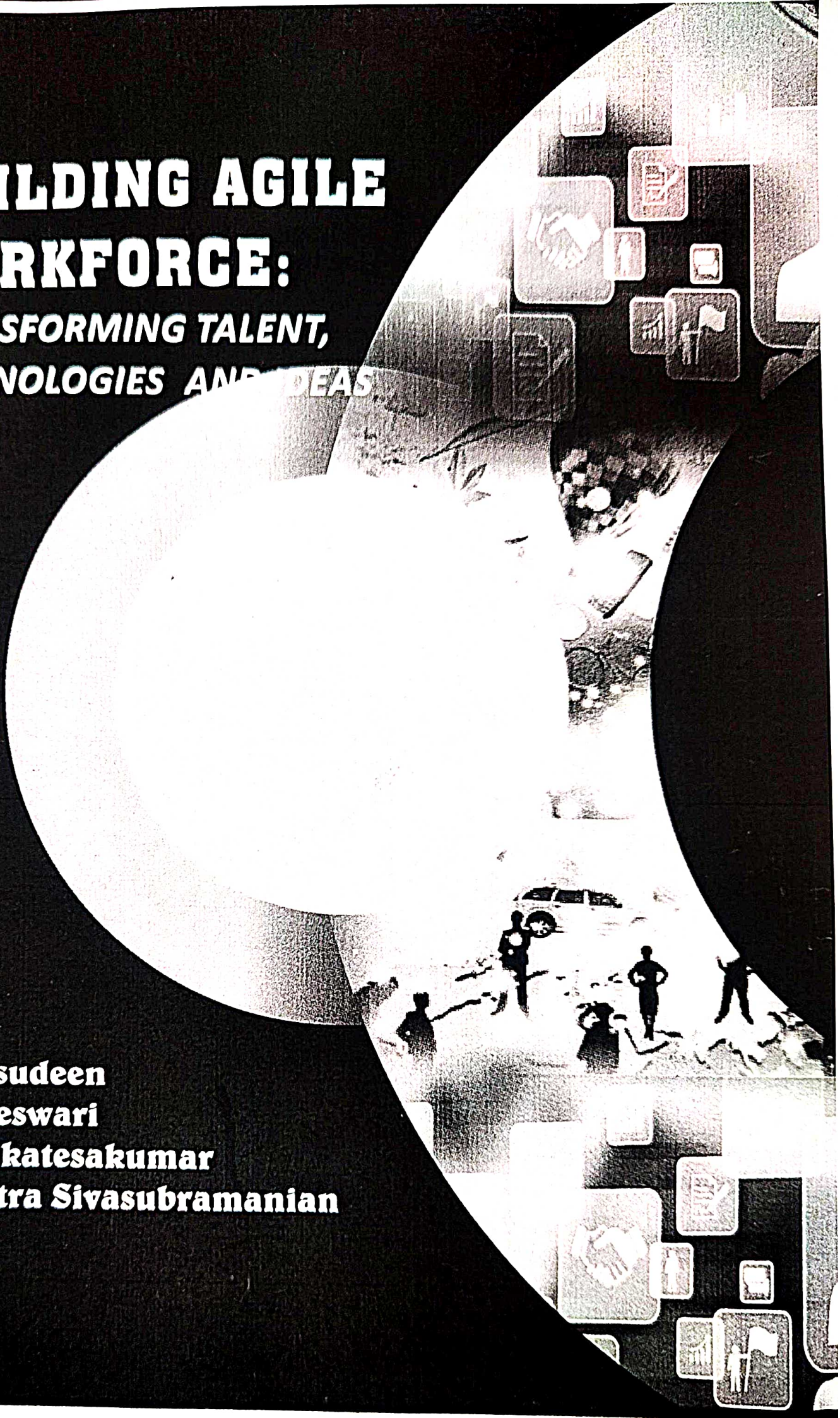
BUILDING AGILE WORKFORCE:

TRANSFORMING TALENT, TECHNOLOGIES AND IDEAS



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ABOUT THE BOOK

With a rapid incursion and development of innovative technologies, the HR practices have taken a giant leap recently to adapt to change or respond to an external impetus in a speedy yet effective manner. There is also a necessity to re-imagine HR, liberate human potential talent and organizational practices to form an agile workforce, assertively to face, the changes ahead. Thus, this book creates platforms, processes, and tools that will continue to progress, sustain and provide lead for significant changes to the management of future workforce.

The HR domain is advancing and witnessing a sea change in the way it evolves, with anticipation of more progressive outlook in the coming times. By unleashing the human potential through state-of-the-art organizational practices to form an agile workforce, the changes and challenges ahead can be assertively faced. Agility has become an essential trait in the workforce due to digitalization of businesses. Today's workforce faces competition not only from people but technology as well, as Technology is developing at rocket speed and its influence in business practices has grown massively. Hence this issue will greatly contribute towards building agile work force.

This book highlights advances in managing future workforce, by providing the understandability of the process and practices to augment the human performance. This book will orient the stakeholders on recent developments, practices and policies in the management of Human Resource in the light of changing Business environment and technological advancements. The deliberations and views of the contributors on this topic will pave for development of application oriented new concepts and theoretical models which can be utilized for effectiveness of human resources.

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WORK-LIFE BALANCE: A STRATEGIC TOOL FOR EMPLOYEES' PRODUCTIVITY FOCUSING ON THE BOSS SUBORDINATE RELATIONSHIPS

Ritika Gupta, Saroj Kumar Sahoo & Tushar Ranjan Sahoo

Abstract

The healthy boss-subordinate relationship will give the employees the internal happiness that will be reflected in their families and in turn build a work-life balance and may have a positive or negative effect on overall productivity of the employees and attitude towards their job. In this context the research problem can be defined as "can the work-life balance mediate the effect of boss-subordinate relationship towards the employees' productivity?" The purpose of the study is to investigate the dimensions of degree of effectiveness of 'boss-subordinate relationship'; to propose a model that logically relates the boss-subordinate relationship with the employees' productivity being mediated by 'work-life balance', to examine the interactions between the 'dimensions of boss-subordinate relationship', 'work–life balance' and 'employees' productivity; and to obtain the direction for future research and to refer the managerial implications of current study. With the descriptive research design, the researchers of the current study proposed a model, which has been substantiated through the output model of ISM (Interpretive Structural Modelling) mechanism. The vary milieu of the ISM mechanism is the opinions of the experts and reviews of the available literatures. The above fact builds upon the justified relationships with respect to the variables that are established for the output model. Using ISM, a model is developed showing the interrelationship among the variables of the study. This study has taken a broad look at the relationship between boss and subordinate. The review of literature in the current study is trying to justify the importance of effective boss-subordinate relationship to enhance the employees' productivity of both the boss and subordinate. This study contributes to the literature by examining several antecedents of boss-subordinate relationships that can be predicted by the mediating role of 'work-life balance' to enhance the productivity of the employees.

Keywords: *Boss-subordinate relationship, work-life balance, employees' productivity*