**ELEMENT 4: ACTIVITY 6: LO4**

**Group Activity: Impact of flexibility on the HR function**

Working in two groups, complete the following:

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| **Activity** |
| Read the following journal articles which will be available from your online student resources: 1. ‘Pitfalls in planning flexibility; Knowledge deficit threat to work-life-balance’ Human Resource Management International Digest, Vol. 24 Issue 1 pp. 7 – 9
2. ‘The ban on working from home makes sense for Yahoo. It needs the innovation and speed of delivery that come from office-based employees ", Human Resource Management International Digest, Vol. 23 Issue 3 pp. 12 – 14

**What does the HR function need to do to ensure that, as far as possible, flexibility doesn’t have a negative impact on employees and the organisation?**Each group should prepare and deliver a short presentation outlining its conclusions. |