**Annotated Bibliography**

Walden University

04/11/21

**Annotated Bibliography**

Barnes, A. (2020). *The 4 Day Week: How the Flexible Work Revolution Can Increase Productivity, Profitability, and Well-being, and Create a Sustainable Future*. Piatkus.

This reading focuses on creating a more productive work environment by revolutionizing the workweek. It focuses on an experiment conducted by Barnes, who owns a New Zealand company and requests his employees to create a new working structure to increase output. It reveals that people are more fulfilled with the implementation of new work regimes, and they are able to focus better on work (Barnes, 2020). It is evident that the workplace has experienced a new outlook, and this is due to the changing work environment. This reading gives a practical approach by guiding the business leaders and employees concerning methods of ensuring success in the workplace. It concentrates on the analysis of data from different sources in order to make an informed decision. It is evident that the revolutionizing of the workweek will have a major impact on employee well-being. Furthermore, if the organization is able to consider employee needs by implementing the four-day workweek, this will lead to overall better outcomes at all levels.

The reading uses compelling evidence to give an update concerning methods of improving work productivity by using new methods of managing the employees. In this reading, Barnes conducts an experiment in his own business and asks his personnel to create a new working schedule that allows them to meet their targets. The outcomes from this particular experiment were shocking and especially because the employees became happier, healthier, and also more engaged in their personal lives (Barnes, 2020). Because of this, they became more productive, leading to better outcomes in the workplace. This reading guides management and staff concerning how to adapt to more productive routines. It focuses on preparing the business for productivity and also for better adaptability to the new working philosophy. This reading gives a breakdown concerning new methods of innovation in the workplace and focuses on how this can be implemented for better workplace outcomes. It explains how to increase workplace productivity and outputs while also implementing new strategies in the workplace. It is vital for organizations to devise methods of ensuring employee wellness by considering their needs at all levels. It is vital to consider how to improve employee wellness by improving working conditions. This will lead to increased productivity, worker engagement as well as better work-related conditions.

 Jones, E., & Jones, R. (2017). Leadership style and career success of women leaders in nonprofit organizations. *Advancing Women in Leadership Journal*, *37*, 37-48.

This reading examines the link in styles of leading and aspects leading to success in organizations. It uses a new model that identifies transformational and transactional and passive styles of leadership; it uses a career success index that can sum up codes of data regarding job satisfaction, work satisfaction, and tenure in a nonprofit organization (Jones & Jones, 2017). It focuses on the relationship between transformational and transactional leadership styles for better outcomes in the organization's management. Women in the workplace often find it difficult to achieve career advancement due to discrimination. The leadership style has an important role to play in the career success of women. Furthermore, the implementation of a more proactive method of leading will lead to better overall outcomes at all levels. Women continue to face difficult work environments, and this has a negative role on their career development.

New models of leading and making decisions play a major role in the advancement of one’s career. Transformational and transactional leadership is vital in ensuring effective organizational outcomes and improving leadership in the organizational setting. This particular study's theoretical framework focuses on women and their ability to advance in their careers Jones & Jones, 2017). It uses a quantitative method in this scenario and assists in examining potential relationships between variables. It includes the use of a Multifactor Leadership Questionnaire, and this helps in the identification and measurement of the propensity of leadership styles. It is evident that the use of new models of leadership has a positive impact on women and their careers, leading to positive outcomes. This study is instrumental in determining women's career success based on the use of different leadership styles. Through the reading, one gains an insight concerning different aspects of leadership and the role that this has to play in improved organizational outcomes. It also gives a clear explanation of the different challenges that women face in the work environment.

Sims, R. R., & Bias, S. K. (2019). *Human Resources Management Issues, Challenges, and Trends:" Now and Around the Corner*." IAP.

This reading focuses on exploring and providing an updated look at challenges and trends, and issues that face human resource management. It also looks at how this profession continues to become more adaptive, resilient, and also customer-related issues. It gives a clear breakdown of the issues impacting employees in the organization, such as work-life balance. It gives a breakdown of employment issues and solutions to these workplace settings (Sims & Bias, 2019). It focuses on human resource management's roles and how it can formulate policies for better work productivity. It explains the unique role of the HR department in the running of the organization. It also gives a depiction of the HR needs of the organization and methods of meeting these different needs. Focussing on globalization and human resource management, this reading reveals the environment in which the organization operates and functions. There are a number of HR issues, challenges, and opportunities that HRM professionals and their organizations face. It gives a breakdown of the different aspects of HRM and how this can be implemented for better organizational outcomes.

Another important aspect mentioned includes organizational drift and how HR professionals in organizations can deal with it. It also gives a breakdown of how to manage organizational change, such as sociodemographic and technological changes impacting the organization (Sims & Bias, 2019). Workplace equality is also mentioned, and this reading explains recent changes in legislation which aim to promote equality in the workplace. It also assesses social media and gender-related HR policies in light of policies created to deal with issues such as harassment and bullying, and discrimination in the workplace. Through this reading, there is a clear depiction of organizations' redesigning and development and their business strategies to meet current requirements.HRM plays an important role in the functioning of the organization, and this reading gives a definition of the roles and responsibilities of the HRM department within the organizational setting. It gives a breakdown of strategies that can be used in the implementation of new HRM models to improve organizational performance. The reading gives a breakdown of HRM practices and the practices that can help improve the work environment. It emphasizes the human resource management team and effectively implements policies for improved outcomes for the employees.

Rao, I. (2017). Work-life balance for sustainable human development: Cultural intelligence as an enabler. *Journal of Human Behavior in the Social Environment*, *27*(7), 706-713.

This reading looks at the relevance of maintaining a proper balance of work and life, and this is beneficial. This leads to better performance in the work setting and also improves employee output. Furthermore, it encourages sustainable practices for working and improves the ability to focus on work improvement. Best outcomes can be realized when there is a proper balancing of work and personal life. Commitment and engagement are vital as this leads to better outcomes for the employees. If individuals are unable to maintain a work and personal life balance, it will result in poor work-related performance. The work-family culture will have an important role to play in the level of performance of employees. It gives a breakdown of how a proper balance of work and personal life can impact the organization. Furthermore, it shows the direct and indirect impacts of a work-life balance. This plays an important role in the workers' career development since it gives them space to develop their skills while maintaining their own personal well-being.

Organizations that discourage the use of personal time for workers will usually discourage the use of arrangements for employees’ personal time. The workplace and the home environment are different settings, and cultural intelligence is required for one to adapt to both of these aspects. The use of arrangements for employees in the workplace will have a major impact on outcomes. An imbalance in work-life can usually lead to health disorders, which can be physical and psychological (Rao, 2017). The use of effective models for the employees will focus on balancing personal time for workers. The Instrumental model plays a major role in explaining how work and family can complement each other. Individuals will usually have many roles to play, and it is important to ensure effective balance. The reading explains the importance of taking advantage of the instrumental model for better employee outcomes. This reading reveals the importance of proper balance for employees leads to better outcomes. It impacts the performance of workers while also ensuring better outcomes for humans.

Wadsworth, L. L., & Facer, R. L. (2016). Work–family balance and alternative work schedules: Exploring the impact of 4-day workweeks on state employees. *Public Personnel Management*, *45*(4), 382-404.

This reading focuses on work-life balance and alternative work schedules leading to better outcomes. It also examines the impact that this has on improving the workplace environment. It concentrates on the engagement of workers when the organization is changing work schedules (Wadsworth & Facer, 2016). It also explains the impact of four-day workweeks in improving employee outcomes and the impact of the implementation of such arrangements in the workplace, based on research evidence conducted in this scenario. The reading focuses on the four-day worksheet which the State of Utah implemented and the impact that this had on the employees. It reveals that there have been no notable changes in personal life and work balancing or scheduling work times. It explains how the implementation of new work schedules based on a four-day workweek can impact the organization. It is important for organizations to consider integrating a four-day workweek since this may improve the organization's overall performance. When the employees are allowed to work for four days a week, then this leaves them with sufficient time to attend to their personal lives. In turn, the employees will be more energized and able to focus on their work. This also creates a situation where the employee can perform better at work because they are physically and emotionally well-rested. The proper management of employee schedules can play an important role in improving work-related outcomes.

The reading shows the relevance of effectively planning work schedules for the employees. It gives a better understanding of the worker's attitudes towards the compressed workweek schedules (Wadsworth & Facer, 2016). From this reading, it is evident that the four-day workweek can be implemented in the organizational setting. It can lead to positive outcomes such as improved performance in the workplace, higher productivity, and better relations in the workplace setting. Implementation of the four-day workweek has proven to be effective since it can ensure better organizational outcomes in both the long term and the short term. It would be important to develop new strategies to ensure that employees can perform more effectively in the four-day work week. It is necessary to consider the impact of scheduling on the employees, especially because workers are sensitive to changing work schedules.