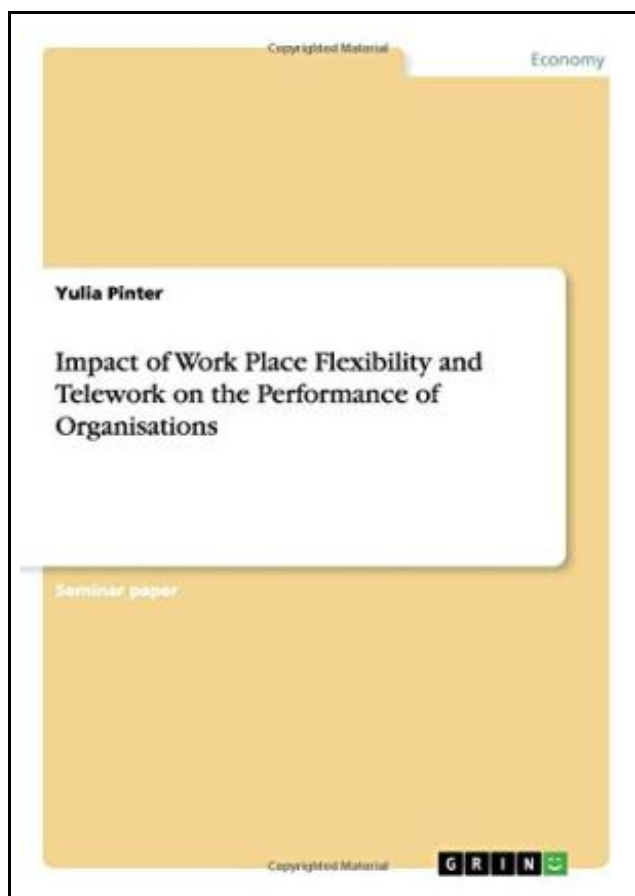


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GRIN Verlag Jul 2015, 2015. Taschenbuch. Book Condition: Neu. 210x148x2 mm. This item is printed on demand - Print on Demand Titel. Neuware - Seminar paper from the year 2014 in the subject Business economics - Business Management, Corporate Governance, grade: 1.4, Frankfurt School of Finance & Management, language: English, abstract: I would like to start this paper with a quote from the American president: '[Workplace flexibility] is an issue that affects the well-being of our families and the success of our businesses. It affects the strength of our economy -- whether we'll create the workplaces and jobs of the future we need to compete in today's global economy' (Obama, 2010, p.1). The World at Work report states that 'employers in advanced economies could face a shortage of 16 to 18 million college-educated workers in 2020 . many nations can narrow the skill gap raising the labor force participation rate of college-educated women and keeping older high-skill workers [emphasis not in original] in the labor force' (Dobbs et al, 2012). One of the possible ways to handle this problem is to implement work place flexibility and telework opportunities for these two groups of employees. Commerzbank is the second largest bank in Germany and Poland with more than 54,000 employees around the globe (Commerzbank, 2014, p.1). Its business is influenced by world labour trends, as well as the business of other organisations. The purpose of this paper is to demonstrate a theoretical basis of flexible work arrangements and telework for Commerzbank. The implementation of work place flexibility should definitely help Commerzbank retain its competitiveness and attractiveness on the international labour market. 28 pp. Englisch.



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