

Keysight Technologies: Flexible Work Arrangements



Keysight Technologies Inc. (NYSE: KEYS) is the world's leading electronic measurement company, transforming today's measurement experience through innovations in wireless, modular, and software solutions. With its HP and Agilent legacy, Keysight delivers solutions in wireless communications, aerospace and defense and semiconductor markets with world-class platforms, software and consistent measurement science. The company's over 9,500 employees serve customers in more than 100 countries.

The name Keysight conveys the ability to see what others cannot, offering the critical or key insight to understand and unlock the changing technology landscape.

Keysight Technologies began operations in Penang, Malaysia, in 1972. Today, Keysight occupies a 42-acre site in Bayan Lepas, in a 1.2 million sq ft facility, with a workforce of about 2,600 employees, with majorities being professionals. It is the largest integrated site for Keysight worldwide, with operations spanning business management, sales, support, marketing, manufacturing, R&D and supply chain. Keysight's sales offices in Penang and Petaling Jaya serve customers with a broad range of products and solutions.

Overview

Keysight is proud of its heritage of providing flexible work hours for employees. For example, Keysight's Flexible Time Off program enables employees to use paid time-off for rest and recreation, vacation, personal business, personal illness or illness of family members.

Keysight also provides a broad range of programs and activities to help employees manage commitments in their work and personal life.

Objectives

As Keysight grows and evolves, the company makes sure that its policies and practices support its core beliefs, values, guiding principles and goals. Its competitive advantage is to become the leader in innovation, creativity, problem-solving and organizational flexibility.

The work force demographics are changing in most countries. The competition to attract and retain top talent is increasing. To ensure its business success, Keysight must be able to address work/life balance challenges and leverage diverse perspectives, talents and teams to meet this global challenge.

Initiatives

Keysight provides a variety of tools and services to help employees manage their time, energy, and stress:

Tools to work away from office

Eligible employees are provided with tools such as laptop, VPN, softphone, virtual / web conferencing to continue work remotely.

Mother's Room

Keysight offers a "mother's room" to support new moms returning to work, and the nursing needs of their babies.

Mother's Club

The program allows working mothers to network, gain support and share ideas and resources.

Dedicated Parking Lots for Pregnant Women

Allocated parking space for mothers-to-be that is within close walking distance to the main entrance.

Weekly Whole-Day Visit by a Female Doctor

To help generate employees' awareness of health issues and provide employee assistance with any medical support.

Childcare Assistance

Discounted rates at Keysight-identified children programs learning center

Maternity Benefits

Maternity leave and allowances for child birth.

On-site Convenience Store

“Convenience @ Work” was established to provide employees with the opportunity to purchase groceries and other amenities if they are unable to go to a supermarket after work.

Outcome

These flexible work initiatives provides a broader pool of talent for selection and hiring. Keysight also finds that the group of women talent recruited and retained are more committed and engaged. They are confident because equal opportunity is provided to them at work. Moving forward, Keysight aims to continue to drive gender diversity.

Success Factors

- Robust HR Policies & Procedures
 - Culture
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Website

www.keysight.com

Other practices

Come Back 2 Work

Come Back 2 Work is a part-time work opportunity to encourage more women talent to return to workforce. Interested candidates may opt to return to work on a half day work schedule. This option provides a channel to ease women in their transition back to work and help Keysight optimise the workforce as well as support adhoc business needs.