

## Exploring the Mediating Effect of Flexible Work Arrangements on Compensation-Talent Retention Linkages: A Quantitative Study in Jordan\*

Mohammed M. AL-KASASBEH<sup>1</sup>, Zaid A. AL-GHWAIRI<sup>2</sup> and Ahmad M. AL-KASASBEH<sup>2</sup>

<sup>1</sup>Management, Sharjah Police Sciences Academy, Sharjah, UAE

<sup>2</sup>Management, Ministry of Education, Amman, Jordan

Correspondence should be addressed to: Mohammed M. AL-KASASBEH, [malkasasbeh@psa.ac.ae](mailto:malkasasbeh@psa.ac.ae)

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### Abstract

The study aimed at assessing the mediating effect of flexible work arrangements on the relationship between compensation and talent retention at four industrial companies in Jordan applying flexible policies.

This study is explanatory, where a quantitative method was used as it seeks to discover the cause and effect between the variables, noting that this study takes place in the natural environment at the industrial companies in Jordan. The study population included all employees in the upper and middle management at four industrial companies that apply flexible working time arrangements in Jordan, whose number is (346) employees. The study was conducted with a comprehensive survey, where (346) questionnaires were distributed. The number of questionnaires valid for statistical analysis reached (290), with a recovery rate of (83.82%) The results revealed that compensation has a significant positive impact on talent retention mediated by flexible working time arrangements.

Industrial companies should improve awareness of developing innovative ways to involve talented human resources in the decision-making process and provide corporate management employees with learning tools to keep abreast of developments in the surrounding environment. Also, the companies' management should ensure that the employees receive training to support telecommuting.

**Keywords:** Compensation, Talent Retention, Flexible Working Time Arrangements, Industrial Sector in Jordan.