



# Critical Literature Reviews: An Overview

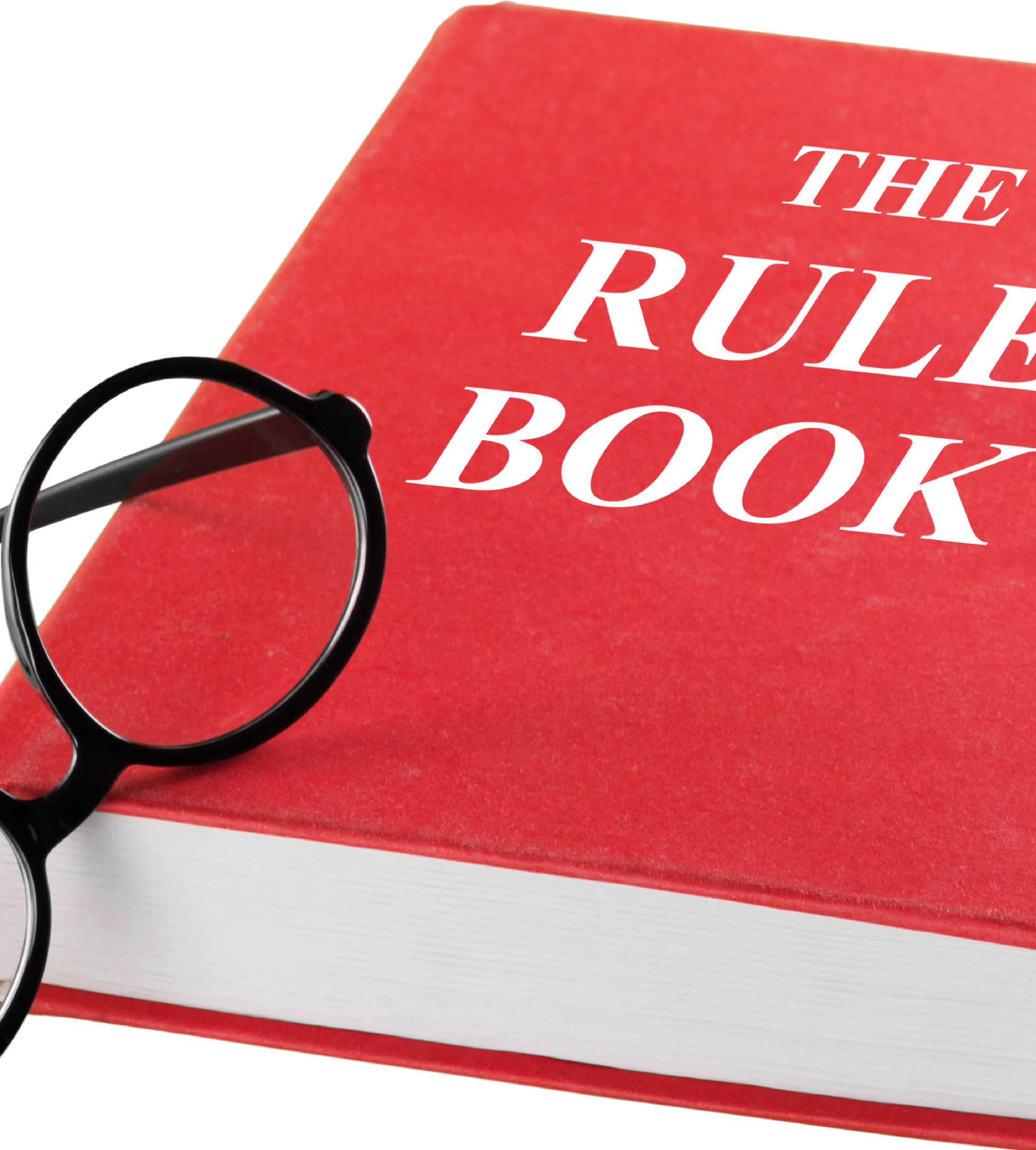
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# Defining a literature review

A literature review is a comprehensive analysis and synthesis of research on a particular topic. It helps identify gaps in knowledge and inform future studies.

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## The purpose of a critical literature review

A critical literature review analyzes and evaluates existing research to identify strengths, weaknesses, and gaps in knowledge. It helps to inform new research strategies and questions.

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# Key components of a critical literature review

**Thoroughly research the literature on the topic.**

**Evaluate the quality and credibility of the sources.**

**Analyze, synthesize and critique the information gathered.**




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# Example 1 - Flexible Work Arrangement

Implementing flexible work arrangements positively impacts employee productivity, job satisfaction, and work-life balance in modern organizations. For example, introducing a flexible work policy at XYZ Corporation improved employee well-being and organizational performance. According to a survey conducted by the company, 80% of employees reported increased job satisfaction after implementing flexible work arrangements. Furthermore, a comprehensive performance evaluation indicated that productivity levels rose by 15% over six months (Xyz, 2023).

A handwritten signature in black ink that reads "Dr. Mandeep SAINI". The signature is written in a cursive style, with "Dr." in a smaller font and "Mandeep" in a larger, more prominent script. The name "SAINI" is written in all caps in a smaller font below "Mandeep".



# Example 3 - A critical literature review of Flexible Work Arrangement

Saini, (2023) flexible work arrangements foster a sense of autonomy and empowerment by concluded that providing employees with the freedom to manage their work schedules and locations. In addition, Mars (2022) said, increased control over their work lives enhances motivation, engagement, and overall performance. However, concerns about reduced collaboration have been raised (John 2021). Smith (2020) argued that remote work and flexible schedules may hinder effective communication and teamwork, potentially leading to decreased productivity.

## Example 3 - Flexible Work Arrangements



A study by Smith and Mars (2022) found that remote work can present challenges in maintaining seamless collaboration due to the absence of face-to-face interaction. Additionally, research by Sha and Liue (2021) highlighted potential communication barriers when relying solely on digital channels.

Therefore, despite potential challenges related to collaboration, the overwhelming evidence supports the positive impact of flexible work arrangement (Sha and Liue 2021). Increased job satisfaction, improved productivity, and enhanced work-life balance contribute to employee well-being and overall organizational success (John, 2021). By leveraging technology and fostering effective communication practices, organizations can mitigate the potential downsides and unlock the numerous benefits of flexible work arrangements (Saini 2023, Smith, 2022 and John 2021).

**Thank you for giving me the  
opportunity to share some  
examples of critical literature  
reviews with you today!**

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