

## LINKEDIN STUDY: ALLOWING WORKERS TO WORK FROM HOME COULD BE THE WISEST DECISION EMPLOYERS COULD MAKE



Being at work does not, any more, mean being physically present within the four walls of your office. Thanks to technology, workers now have the option of working from home with the same efficiency, if not more. This is an even more viable option for individuals whose work is not confined to the office and involves out-of-office work. Moreover, it is a godsend for women employees who after maternity absence can resume work from home faster as it cuts out commuting. A LinkedIn survey of upwards of 7,000 worldwide revealed that three-fourth of them felt that flexible hours and telecommuting would be the defining forces for employment in the future. They opined that it had multiple advantages that made it surpass conventional work environments. Companies would have lesser overheads, no coffee to be provided, less office stationery, lower electricity consumption and telephone calls curtailed would amount to a lot of saved cash. Moreover, there would be more desks and office spaces available for other work. In addition it would make it easier for them to retain their employees and not lose them to other employers who allow this flexibility. Moreover, it would decrease absenteeism and the onus would shift from working within prescribed hours to meeting pre-scheduled work targets. On the reverse side, working in their pajamas', without being monitored and without colleagues could become gloomy and reduce enthusiasm. The line between private and professional lines could blur to such an extent that one loses sight of the fact, that even though they may be in the comfortable confines of their homes, they are actually supposed to be doing office work. The biggest loss would be in terms of lack of contact with people and discussing thoughts and sharing ideas that are such a vital ingredient in successful work accomplishments. One way, workers from home, can overcome this shortcoming is by joining virtual, LinkedIn Groups, that pertain to the type of work that their workplace does and share outlooks and opinions, that could usher in an atmosphere of creativity and innovation and prevent stagnation from setting in. However, those wanting to work from home must understand that you may not find yourself at your productive best when you are surrounded by family and your pet dog. Concentration is the key and a determined focus and steely discipline are indispensable for working from home. Deadlines should be kept in mind and employer expectations should never be belied. When an employee is allowed to work from his home, he gets the feeling of being valued and trusted enough to do the work, without being monitored. This leads to self-motivation and a feeling of, I must not betray the trust. Employees must set must-do-targets for themselves, even though the television remote is beseeching you to come and watch the latest sporting encounter. Of course as long you meet your employer's expectations and accomplish the work assigned to you, it hardly matters to him or her, whether you are playing games at home with your kid and completing the work late into the night – that's what flexible hours are all about. The LinkedIn study says that a flexible working environment requires a move from old stereotypes that employees tend to slack off if they are left alone or are not supervised. The study reveals that the truth is different. Workers who work from home feel duty-bound to produce results and repay the trust imposed in them by living up to expectations and in fact even going beyond them – The study says that it can turn out to be one of the most fruitful and rewarding decisions the company will ever make.