



Benefits of Remote Work - for the Organization, Employees, and Society

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What is Remote Work?

Is it already here?

How is it affecting employee/company interactions?

Remote working simply means working away from the office and it's become a key part of modern flexible work.

Some say it is the future of work while others say it is already here, growing and becoming an integral part of modern employee-organization interactions.

Top talent all over the world are actively hunting for opportunities that offer flexible work options.

Experts openly declare that organizations that do not embrace remote working will lose flexibility and efficiency and eventually will be replaced by those who adopt remote working modalities.

Covid-19 has served as a powerful catalyst in the transition from office to remote work and it is predicted, based on hard evidence and study, that this tendency will not revert.

What do companies and employees see as benefits from remote working?

Let's take a quick look.

Benefits for the Organization

(1 of 4)

- Lower operating costs
 - Reduced salaries.
 - Reduced overtime.
 - Less office space requirements.
 - Less electricity consumption.
 - Less stationery consumption.
 - Less furniture and equipment requirements.
 - Less water consumption.
 - Less cleaning and maintenance services requirements.
- More efficient workspace usage.
- Better use of technology.
- Increased productivity.
- Improved employee satisfaction.
- Increased employee empowerment.
- More employee autonomy and initiative.

Benefits for the Organization

(2 of 4)

- Access to a wider talent pool
 - Not limited to your community or city. You can go national or international.
- Improved employee retention
- Great way to keep older, highly experienced workers in your business.
- Lower employee turnover.
- Lower onboarding costs.
- Remote work is a fantastic perk to attract top resources.
- Reduced employee attrition and burnout.
- Improved workplace safety.
- Reduced personnel problems due to
 - Bullying
 - Sexual harassment
 - Discrimination
 - Racism
 - Others

Benefits for the Organization

(3 of 4)

- Elimination of controls (some very expensive to maintain) to manage:
 - Lost time
 - Lateness
 - Absenteeism
 - Leaving without permission
 - Excessive visiting
 - Phone and internet use
 - Break time
 - Misuse of sick leave
 - Others
- Remote workers located in other countries give the organization a competitive advantage in that country.
- Remote workers in different time zones help the organization to be available to customers for longer periods of time (more hours available than the regular 8 hours a day).

Benefits for the Organization

(4 of 4)

- Remote meetings take less time and are more effective.
- Employees are incentivized to work hard to maintain flexibility.
- Remote workers are almost twice as likely to work beyond 40 hours a week.
- Businesses can promote their remote working strategy as an eco-friendly move, Consumers usually prefer supporting socially conscious companies.
- Teamwork and collaboration improve when employees are working remotely (as per study undertaken by the Massachusetts Institute of Technology)

Benefits to Employees

Remote workers:

- Waste less time commuting which results in:
 - Less stress
 - More time available
 - Travelling/commuting costs reduction
 - Increase in disposable income
- Work where they feel more comfortable and become more productive as a result of improved morale and happiness (general wellbeing).
- Can work from anywhere in the world.
- Enjoy greater work/life balance.
- Enjoy healthier meals.
- Remote workers suffer less airborne illnesses due to less contact with sick coworkers,
- Can obtain savings from:
 - Housing due to location flexibility.
 - Clothes
 - Parking
 - Food
 - Vehicle maintenance
 - more

Benefits to Society

Protecting the environment may not be the main reason people want to work from home or why employers allow remote working however, remote working can play a key role in improving our environment and producing other benefits for society in general. Some of these benefits include

- Less use of paper and plastics
 - Less home-made meals to pack
 - Less buying of food on the go
 - Less plastics or paper cups used
- Less energy usage
- Less commuters equals less traffic and less traffic equals:
 - Less greenhouse gas emissions
 - Reduced fossil fuel consumption
 - Less noise pollution
 - Less resources required for transport infrastructure maintenance or improvement due to reduced traffic.
- Remote workers find it easier to follow eco-friendly diets.

Some Statistics


- Remote work is already considered by many the **future of work** and these trends confirm that:
 - 44% growth in the last 5 years
 - 91% growth over the last 10 years
 - 159% growth over the last 12 years
- According to *SurePayroll*
 - 86% of remote workers prefer to work alone to achieve maximum productivity.
 - 61% of respondents say loud colleagues are a major distraction in the office
 - 40% really dislike impromptu meetings

Some more statistics

- As per *State of Telecommuting*
 - In 2015, companies managed to save \$44 billion by letting their employees work remotely. Each employer saves an average of \$11,000 per year per employee because they didn't have to provide a working space, or incur other costs like commuting, hardware, or electricity and internet bills
 - Half-time telecommuters save 11 days a year by not traveling to work.
- From *FlexJobs surveys*
 - 75% of people who work remotely indicate they face fewer distractions than in the office.
 - 76% of workers would be more willing to stay with their current employer if they could work flexible hours.
 - 86% of workers feel working remotely reduces stress.



Blunt Facts



If you can't let your employees work from home out of fear they'll slack off without your supervision, you're a babysitter, not a manager.

Remote work is very likely the least of your problems.

Leaders who adopt remote working will replace every leader who doesn't. The reason is incredibly simple: talent and efficiency.

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