

WHITE PAPER

Remote working –The benefits and issues for Employers ISBN978-0-9571117-9-0. 1.2.2023

Written and researched by Dr Tony Miller *adjunct Professor, M.B.A., F.C.I.P.D., FinstAM, M.R.S.H., MAPS, M.B.P.S., FILM – full report on Google Scholar*



INTRODUCTION

Amidst a mass of hear-say, finding hard data that supports the fact about productivity from remote is difficult. In this white paper examined are; what needs to be done to create a stable and productive home working base. Also, what financial benefits employers can expect from using this different type of working.

WHAT NEEDS TO BE DONE

- Flexible home working /remote working, where the employee does their work over a 24-hour – 7 day a week span, but 40 hours needs to be worked. This gives employees

the greatest flexibility. Flexibility empowers workers as it provides them with autonomy over their work lives. A flexible work model offers employees the trust to curate their own schedules. They can decide when and where they want to work. With management buy-in, the employee can create their own schedule, along with input from their team leaders

- Hybrid working, where the employee works in the office for X days and at home for the remainder. The downside of this is the old-style managers will still want to be employed to keep their old status quo.
- People crave the opportunity to be trusted to do their best work, as a cookie-cutter forced program may not align with their needs and hamper their productivity. In a separate [study](#) conducted by the Pew Research Center from this year, 48% of respondents with a child 18 years or younger left their jobs because of inadequate or nonexistent childcare options. Nearly 40% of those surveyed said they quit because they were working too much. Unable to make their own hours, 45% of workers left their organizations due to a lack of flexibility. This should be a clear signal about how and where remote workers work and the type of leadership that will work best in this new working environment. (Forbes 2022).

Again, **profiling is key here** and remember home working will work best for 40% of the average employees and for the talented employees in the company. Poor performers will cause you a mass of problems if allowed to be homeworkers.

FINANCIAL BENEFITS FOR EMPLOYERS

Using remote workers has enormous savings for the employer.

- Pay, for instance, you can pay remote workers less.

- U.Y.O., Use your own. It's inconceivable in today's world that a remote worker won't have a laptop, cell phone and access to a printer. The trend is U.Y.O. and not funded by the employer
- Office space is a big issue. Companies have already reduced office space, look around any city, and you will see the evidence of a glut of vacant office space.
- .
- The new workplace flexibility is being offered to staff by their employers.
- In June 2022, The Guardian Newspaper reported A 20% reduction in the office space needed by businesses.
- .
- With remote workers accounting for a significant proportion of the workforce, there is an immediate need to overhaul the structure of organizations and to ask the question, what role do managers and supervisors have now?
- Productivity gains. If you look at credible research on remote workers, most published research shows a rise in productivity.

A REMOTE WORKING CULTURE

Remote working brings many advantages and some rather significant pitfalls for employers to be aware of. Very recently, some Trade Unions have started to say it's an employee's right to be able to do remote working. Shortly I can imagine this being extended to new mothers and other areas of the workforce. H.R. needs to be alert. It's the employer who makes the decision and decides the suitability of those best able to be remote workers depending on

personality, the numbers involved, and in which areas of the business. All of this is a massive Paradigm shift.

Contract of employment

The employment contract provides the basis for either creating high productivity or generating many problems. Current employment law in Europe and the United States of America makes it very difficult to alter any aspect of their contractual agreement. The written word always takes precedence, so take care and get the best legal advice when setting up your contract templates.

Not everyone is a winner.

Home working has had a dramatic effect on small businesses in Cities. Primarily coffee and sandwich shops have been massively adversely impacted by the remote working trend. The rail networks have seen a massive reduction in commuters on a large scale. In the U.K

Not every home worker can be trusted

There is a need to profile those suitable to be Home workers/ remote workers. Failure to do profile will lead to the abuse of the system by poor performers and those with a Low C (Conscientiousness) on the OCEAN personality inventory. The Use of Tasker software is becoming increasingly popular. At the time of writing its free.

WARNING TO EMPLOYERS

Don't call it home working. If you do you are labeling the place of work as someone's home and you may be liable for a range of unexpected costs such as:

- Insurance

- Doing risk assessments
- Paying for all office type furniture, computer printer etc
- Paying for electricity costs
- Providing I.T. Support

AT LAST MANAGERS CAN SEE THE BENEFITS

In January 2023 a survey of managers showed that they could now see the benefits of remote working on productivity.

59.5% agreed that it increases productivity, and 62.8% agreed that it increases motivation. Furthermore, an even larger proportion of managers, 76.5% believe that flexible working generally increases productivity. Importantly, the study also found that line managers were more likely to see flexible working as a performance-enhancing tool (71.2%) than senior management (65.6%).

Reference

- Dé, R., and Tripathi, R. 2020 *Homeworker pay would need to be revisited. Paying people for what they do rather than for their position and what they know*. Published paper
- 2021. *Benefits from home are working very successful in the first year but hard to maintain*. World News, World economic forum
- Miller, T. 2021 *Employers, update new working practices resulting from COVID-19 and A.I.* Google Scholar.
- Thiel, P. Masters, B. 2014 *Startups and building the future*. Book; Zero to One.
- Sanchez, D. G., Parra, N. G., Ozden, C., Rijkers, B., Viollaz, M., and Winkler, H. July 2020. *Globally one in five jobs can be done from home, less in underdeveloped countries*. Published research paper
- Calder, S. 2022. *Rail Travel in the U.K.* The Independent newspaper
- Seymour, S. 2022 *Work from Home Productivity Studies* FinancesOnline
- Robinson, B. 2022 *New Study on Remote Work And Happiness*. Forbes
- Hanssen, S. 2022. *Research on commuter travel costs*. Researcher

- Laricchia, F. 2022 *Global Apple Mac sales 2021*. Statista
- Kucera, T. 2021 *Owls, Larks, And Productivity*. The G Leader
- Robinson, B. 2022 *Effectiveness Of Hybrid And Remote Work*. Forbes
- Kelly, J. 2022. *Instead Of Hybrid, Remote Or In-Office Work Styles, This May Be A Better Option*
- Wolfer S 2022 *9 Best Benefits of Working from Home* The Muse – work-life balance
- Parker, K. Horowitz, J. Minkin, R. 2022 *COVID-19 Pandemic Continues To Reshape Work in America*. P.E.W. Research Centre
- Miller, T. 2023 *Critical Leadership and Management tools for contemporary organizations*. Business Expert Press New York.
- Miller, T. 2022 *A.I. and remote working – a paradigm shift in employment*. Business Expert Press New York
- Tsipursky, G|. 2023 *The benefits of remote and flexible working* Entrepreneur

Copyright

33 books to date -professional and others & 9 audio books
 Copyright © Dr Tony Miller (2023)

The right of Dr Tony Miller to be identified as author of this work has been asserted by him in accordance with section 77 and 78 of the Copyright, Designs and Patents Act 1988.

All rights reserved. No part of this publication may be reproduced, stored in a retrieval system, or transmitted in any form or by any means, electronic, mechanical, photocopying, recording, or otherwise, without the prior permission of the publishers.

Any person who commits any unauthorised act in relation to this publication may be liable to criminal prosecution and civil claims for damages.

WWW.tony-Miller.com

Tony@tony-miller.com