



WORK FROM HOME: GROWING TREND

When life demands a reset from its routine it takes time to adjust. The morning alarm, the muffled protestations of drowsy children, harried mothers, the swear-heavy and sweaty commute to work, the post work hangouts at pubs and malls late into the night. All need to pause before change imposes itself upon us.

Coronavirus, our much reviled, unwelcome guest, prompted a few welcome changes, as WORK FROM HOME (“WFH”) became the new normal.

EVER THOUGHT IF WFH BECOMES TREND?

Not really... Read further to know the benefits of it...

Giving employee(s) the freedom to WFH is a growing trend and soon it will become part of regular work culture.

This will in a way help employers recruit and retain top talent because the convenience and comfort of WFH is appealing to employees and on other hand it will *help employer* in reducing expenses. For a vast number of businesses, a most efficient, and cost-effective, way to assimilate to the new normal is by offering WFH options to their employee(s).

In the long run, if we subtract the real estate and office transit costs - and overcome our inherent and rather regressive doubts and suspicions about employee(s) WFH - we are staring at an opportunity, not a challenge.

BENEFITS OF WFH

- Less waste of time in commuting;
- More productivity
- Reduction in Cost
- Less chances of quitting;
- Employee(s) from competitors will be jealous and they might even quit their own jobs to come work for you. Who knows?
- Employee(s) will take fewer sick days
- Employee(s) will work longer on a day-to-day basis
- The best benefit? You can access all the perks on this list along with your employee(s)

WHAT IS NEED OF THE HOUR?

WFH is like the unusual Bollywood romance—it holds up well until the interval; after that it needs fixing. Unless some ground rules are in place.

This is the time to understand:-

- Your expectations from the employee(s);
- Expenses that can be incurred;
- Ensure Productivity, Etc.

THERE ARE VARIOUS FACTORS NEED TO BE CONSIDERED BEFORE ALLOWING EMPLOYEES WORKING FROM HOME. HOW EMPLOYER CAN FEEL COMFORTABLE ABOUT PRODUCTIVITY?

Employer needs a defined WFH policy to make it work.

WHAT KEY AREAS TO BE COVERED IN THE WFH POLICY?

- Listing out or categorizing the employee(s) on the basis of their job description i.e. who can WFH and who needs to visit office;
- Ensuring policy contains suitable clause for security of data/information as primary objective;
- Deciding on working hours of the employee(s); Communication Platform amongst the employee(s) and the employer;
- Clarification about the expenses employer is going to bear, etc.

Having WFH Policy will allow both the employee(s) and the employer to make better decisions and also adds legitimacy to the decisions. It will help employee(s) understand what is expected of them. It can assist in assessing performance and establishing accountability as well. Moreover, a well drafted formal WFH Policy ensures greater transparency between the employer and the employee(s).

HOW TO SET UP AN EFFECTIVE WFH POLICY? DO YOU HAVE ANY QUESTIONS? OR

Need Further Assistance...?

Do let us know. We will assist you.

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Thanks and Regards

Team ~ K. Bagla & Associates

Your Compliance Partner!!