

Employers – Why choose eworking?



For employers the reasons why eworking can work in their organisation may not be initially clear. The fear that employees are not being 'watched' may cause employers to dismiss the idea of eworking out of hand. Eworking however can be as advantageous to employer as to employee and can ensure that you hold on to your staff and attract new high calibre staff to your organisation.

Eworking doesn't have to be all full time work at home. IBM found that only 10% of staff were interested in full time eworking, most workers were interested in flexibility in work practices.

Reduce the cost of premises

A larger fixed cost to most businesses is rent of premises. By using hot desks, where staff share a desk rather than having a dedicated desk area, you can cut the amount of space needed. For example the same desk can be used by a number of eworkers over the space of a week as long as none of the staff work the same days. The eworking program in IBM facilitated the closing of two city centre offices, as less space was required despite no reductions in staff.

Halt the brain drain of skilled female employees

Many companies are experiencing the brain drain of experienced female employees who due to the pressure of childcare costs are leaving the workplace. The flexibility of eworking can help your company retain these valuable employees.

Attractive to New and Existing Staff

Eworking is a desirable cost neutral benefit that can be offered to both existing and new staff. The introduction of an eworking scheme will prove an enticing incentive for potential new staff and will aid long-term retention of existing staff.

Increase productivity

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Nortel found that productivity of eworkers was 22% higher than their office based colleagues. When selecting staff for an eworking programme openup.ie comments that conscientious staff are likely to continue being conscientious if they become eworkers.

For further information on implementing eworking in your organisation check out www.openup.ie and read the in depth Eworking Guide under How-to-guides on the left hand side of the screen.

Next Issue:

How Virtual Assistance can help your business grow

Susan Brady runs her own home business Virtualassistant.ie offering administration, web design, graphic design and call answering services.

For further details check out www.virtualassistant.ie
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