

Telework/Telecommuting Employer Benefits

Teleworking is an effective tool for organizations looking for a competitive edge in today's labor market. By enhancing an employer's ability to recruit and retain skilled workers, improving employee satisfaction and productivity, and cutting overhead costs, teleworking can help an organization prosper.

Employer benefits include:

1. Better concentration: many interruptions to work flow are avoided=>greater productivity.
2. No late starting because of travel difficulties which may cause:
 - A. Late or non-arrival of employee.
 - B. "Decompression" time lost as employee recovers from a difficult commute.
3. Less time taken off due to illness:
 - A. Employees who are sufficiently unwell not to commute might be able to work from home.
 - B. Employees recovering from a serious illness might be able to work during recuperative period.
 - C. Because employees are more isolated, they are less likely to spread or contract contagious diseases such as the flu, colds, viruses, etc.
 - D. Employees are generally in better health because of reduced stress and exposure to pollution.
 - E. Employees are less likely to be injured while commuting.
4. Less time taken off due to family crisis. Employees will have what would otherwise be commute time to deal with problems and still be available during any designated "core" work time.
5. Reduced costs for office space and parking.
6. Less productivity loss due to early wind down towards the end of the workday as employees mentally start to prepare to leave and clear their desks.
7. Enhanced public recognition as an innovative business and as a good corporate citizen.
8. Reduced labor turnover because:
 - A. Flexible work offers make employees reluctant to leave employment-modem/ISDN line becomes a form of umbilical cord.
 - B. Flexible working is more appealing to well-educated graduates, so they are less likely to switch jobs as freely.
 - C. Maternity and medical related incidents will result in less staff leaving employment because they can work almost right up to and much sooner after the event.





day (including commute time).

B. Employer can appeal to a large labor pool of disabled, those with young families, or the elderly.

C. Employer can tap into a larger labor pool that is further away from their central location and also often less expensive.

D. Employees can move further away without losing their jobs.

9. Facilitates recruiting because:

A. Flexible working is more appealing, especially to the educated younger generation, than having a 7:30am—6:00 pm