

Benefits of Teleworking

The benefits of a telework program are widespread. According to the International Telework Association and Council, teleworking can on average:

- decrease turnover by 20 percent
- increase productivity by 22 percent
- reduce absenteeism by 60 percent

It can also:

- **enable employees to work any time, anywhere.** With specific software and equipment in place, teleworkers have the flexibility to set their own schedules as approved by company management.
- **encourage supervisors to manage by results.** Some managers find it difficult to supervise without face-to-face contact. Telework agreements force managers to clarify their expectations. This clarity of expectations is often an improvement over management's existing communication style that leads to increased employee performance.
- **reduce real estate costs.** When staff teleworks 2 or 3 days a week, the company gains several opportunities for using the empty office space including desk sharing, hoteling, etc. The company can therefore feel free to grow without the need for additional real estate, and the demand for parking space is also reduced.
- **lower recruitment and retention costs.** Companies today seek to have the best staff and lowest turnover rate. Determining what employees want and giving it to them whenever possible is what creates happy employees. Surprisingly, this doesn't always necessitate a pay increase. Most employees look for a challenging, interesting, supportive and flexible work environment. So companies who offer a telework program have a competitive edge over those who do not.

