

Mohammed Anis Mirza
Student No: 1605790
Module Name: EMPL4012
Assignment Title: Researching & Analysing Data
Module Leader: Isaiah Oino

Introduction

As society progresses, more and more people in the growing working industry continue to work from the comforts of their home. Staying snuggled up in their duvets whilst still in their pyjamas instead of facing the realistic, hardcore experience of being at work, possibly behind a desk. As many people increasingly arbitrate to make the unchallenging decision of working from home, many questions often arise at this topic; do people even work productively? Do they put the same amount of effort, as if they were in office? Over the past few years, many organisations and institutions have commenced allowing fellow staff members to work out of offices and at home. This is mostly due to recent surfaces to advantages in technology, such as Skype, FaceTime, in addition to going old school with emails.

I shall be discussing the multiple pros at why remote working is adequate. One key thing if working from home is that you can do as you please, with no “boss” huffing and puffing at your ideas, or even lurking towards your desk. You also have the free will to expand your ideas, and can actually put these ideas to perspective, with no one being able to steal your idea, or, look over your shoulder every minute of the working day. Remote working can increase work productivity.

Some of the most interesting findings include:

1. Increase in Telecommuting

The number of people telecommuting in the U.S. increased 115% between 2005 and 2015.

2. How Many People Telecommute at Least Half-Time

Nine million U.S. employees, or 2.9% of the total U.S. workforce, work from home at least half of the time, up from 1.8 million in 2005.

3. Education and Salaries of Telecommuters

The average telecommuter has at least a bachelor's degree and earns a higher median salary than an in-office worker.

4. Age and Gender of Telecommuters

The average telecommuter is 46 years of age or older. Telecommuting is more common among employees over 35 years of age and most common among baby boomers. Roughly the same population of women and men telecommute

5. Telecommuting Exceeds Public

*Figure 1
(B.W Reynolds. Dec 30 2014.
New Stats about Working
from Home.)*

Figure 1 consists of multiple pros, mainly of telecommunications, but all support the belief that working from home does actually have its benefits. It also largely increases more jobs, as more attention is gained towards telecommunication companies, enlisting more help from the unemployed.

It also has no commute whatsoever, (unless you get called in, then that's a different story) which is productive for you as well as your boss to not be worrying whether your going to be late to the board meeting at 9am. In addition, it also benefits the environment, by not needing to take your car to work every day of the week (weekdays only) it causes less pollution, causing the air to be less polluted. Breathing in reduced polluted air puts you at a significantly lower risk of developing asthma in addition to other respiratory diseases/ dysfunctions. As well as positively impacting the environment, working at the comfort of your home can also potentially lower stress levels and boost morale.

Bringing up a fairly obvious point, if you're married, or have children, it's a useful work situation to fit your necessities and actually get work done, bring convenient as well as bringing your anxiety of leaving the care of your kids with a nanny from an advert in the newspapers. Not stereotypically speaking, but this is not just significant for women, but also men if they have a working partner that isn't always able to babysit etc. Can also lead to to larger employee engagement.

Statistics show that only 47% of full time employees do not/have not been offered flexible working, encouraged at their workplace. 67% of employees also desire they were offered flexible working times. It also increase in telecommunications, which is clearly shown in Figure 1 above.

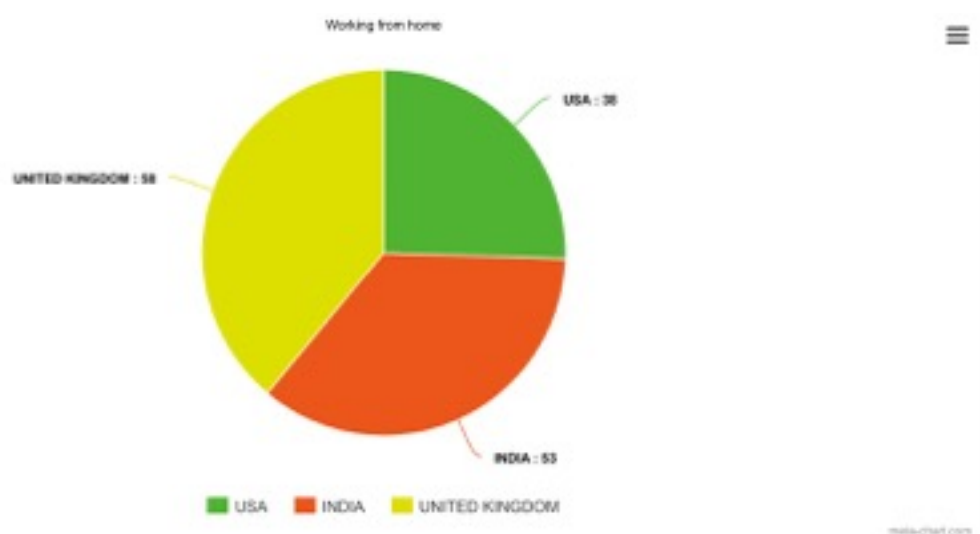


Figure 2(B.W Reynolds. 2016. Flexible Work Stats from 2016.)

Figure 2 above shows countries United States of America, United Kingdom and India, all being similar in numbers, United Kingdom being significantly highest. This highlights how working remotely is on the up rise, Figure 2 is taken from statistics back in 2016. Figure 3, below, shows a direct comparison from 2013 to 2015, at how people desired flexibility to fit in regards to health difficulties. From the very little change in number, it can easily be insinuated that 2014 could have possibly been 30 approx. 58% of people believe that working away/taking a break from the office would benefit them into become more motivated.

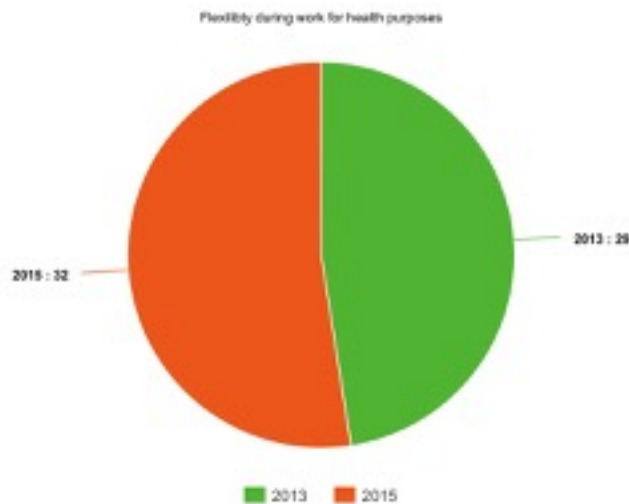


Figure 3(Jessica Howington. 2015. Flexible Work Stats from 2015.)

Going back to the pros and cons, after speaking of most of the pros I'd like to also explore the cons to this situation. One point is that it takes an outstanding amount of energy as well as self-discipline to actually begin work after waking up, eating and realising you don't have to rush out the door by 7am. Adding onto that, depending on whether you have kids or not, or your marriage status etc, you could possibly be the only person around for the entirety of the day, causing the slightest bit of distraction to cause your mind to switch off towards work.

Another point is, adding on from my previous point, you'll be alone depending on your home situation and not socialising in fact, or even sitting down and having lunch all by yourself in your moderate sized apartment.

Statistics highlight that 30% of people would choose flexible working over a pay rise if they were to choose one, meaning that the rest (70%) didn't really mind their work schedule. 6% more of men than women are offered flexible work. Women 34%, men (26%) - 2016. However, 58% of workers are actually offered flexible working times, yet still 24% don't utilise it efficiently, not making use to it.

Working from/at home could also jeopardise your tidiness and clean house, causing you to mess up your room due to finding blueprints, presentations or files. This could also distract you, as you look around all the mess and realise this isn't a working environment and begin cleaning up during your precious hardcore grafting time. Your boss also cannot see the endless amount of work your putting in, which won't be leading to a promotion, or possibly even credit. Moreover, it would be difficult for you to choose one idea/scheme if you're in a predicament, as there's no one there to offer you a second opinion. It also puts you at a dangerous risk of utilising 24 hours of the day unproductively; by putting too many hours and overworking or even underworking and barely lifting a finger.

SAUDI ARABIA

130% rise in women workforce

🕒 189 days ago

👁 4795 views



Saudi telephone operators work at the International Medical Center in Jeddah. More Saudi women are breaking with strict tradition and rigid rules to take

*Figure 4
(July. 2016. Article, Saudi Gazette.)*

Figure 4 shown above is an article, stating there has been an 130% rise in women workforce, with a balance of flexibility for them to also work at home. The entirety of the article isn't shown.

56% of people believe that managers need to adapt to their skills in order to manage a remote workforce.