

Case Study #2

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Even though telecommuting has been around for a long time, it was more present in companies that were forward thinkers and now even more in our current conditions. The case study on telecommuting has a lot of pros and cons for both employers and employees. Before both parties can decide what is best for the company and what may benefit the employee, you must have a process plan.

Telecommuting has its challenges. It is appealing when employees look at the benefit of working from home. A simple method is using a whiteboard to write down what advantages and disadvantages on each side would have a better outcome on the company's final choice of establishing or keeping a telecommuting program.

The first thing employees may think about is cutting down on their commuting to work, which means you can get up and start working from the comfort of your own home. Parents have a chance to spend more time with the family. The cost of saving money daily to return to work will be beneficial. Employers can see this as an advantage, too. Some employers find it easier to have them pay and set up the software and computers at an employee's home instead of paying a mortgage or renting office space. Not having rent or a mortgage will cut down the cost of

overhead. Employers have set up ways to send back-and-forth messages to each other on pressing issues instantly and use cell phones to keep communication lines open.

Employers knew they had to establish the rules of the game early on. Employers clarified that working from home would not be a paid vacation period for employees; they still needed to produce the same amount of work or more with little to no supervision by their managers. The company has a mission statement to fulfill to their customer to uphold and ensure the company standards meet all professional levels. One of the downsides to telecommuting that was not appealing was the company losing the camaraderie amongst the office staff. Maintaining the social skills needed to work as a team and connecting with clients in person is essential.

Employers must create standard processes for managers to keep up with their employees when granted the privilege to work from home. Employers can stipulate declines in workloads and what precautions to support the employer from backlash from employees who feel entitled to work from home.

The Midwest corporation in the study needed to tighten up on their policy for telecommuting and have every employee working from home acknowledge the new rules. The company should have isolated those employees with declining productivity and issued written warnings. We have to think of the ethical way to approach a situation when employees want to take advantage of a benefit that the corporation didn't have to grant in the first place.

Weekly meetings should still be with progress reporting and real-time feedback on an employee's expectations. Managers still need to manage their employees. Managers can be slightly more relaxed when telecommuting than when the staff reports to the office.

In conclusion, employees have just as much responsibility for doing the job they were hired to do. Employers have the right to establish new policies if the employees are not holding up their end of the bargain. As we can see, employers and employees benefit from working from home. Companies have succeeded in these programs, and you have employees who give 100% every time they work. A few bad employees should not decide to pull the benefits of telecommuting, which can be amended through updating policies as changes continue to develop in the corporation.