Telework Benefits for Employers

Teleworking is a viable option for many employers to offer their employees. With technological advancements, laptops and reliable Internet service that allows employees to link to their company’s network, it is easier than ever to offer teleworking at your company.

Here is a list of other telework benefits to consider:

### Environmental/Business

**Air Quality Compliance**
Teleworking is a strategy available to employers in LA County to help them meet regional air quality requirements with the South Coast AQMD and local city trip reduction ordinances.

**Business Continuity**
Employers can include teleworking as an option for their business continuity plans and enable a business to continue operations during a natural disaster, emergency, flood or fire.

**Reduced Overhead**
Employers can cut their overall office expenses because they will need less space, office furniture, parking, equipment, janitorial services and coffee. When an employee teleworks two or three days a week, the empty office space offers options for desk-sharing and storage. This additional space also allows a company to grow without the concern of moving or adding costly real estate.

### Professional

**Flexibility**
Some employees are productive in the early morning hours while others like burning the midnight oil. Whichever the case, teleworking is the only way your employees can give their best work at the times that are most productive to them.

**Improved Morale and Quality of Work**
Quality work and improved morale go hand in hand. Employees that telework also have a positive attitude toward their job. They are better at planning meetings (virtually) and feel more energized throughout the workday. A flexible workplace raises morale and lowers employee turnover.

**Personal Time**
Your employees can spend hours on their commute to and from work. That time can once again be captured.

**Productivity**
Employees that telework tend to be more productive when working from home. Employees can concentrate on the job at hand with none of the distractions from a traditional office. Teleworking improves employee efficiency, increases job satisfaction, performance, and employees who telework experience less work-related stress and exhaustion. The majority of teleworkers report that they get more work done when working outside the office.
Recruitment
You want to hire the only the best and most talented employees for your company. Many employers report that teleworking has enabled them to attract and retain skilled employees, and in some cases have been able to expand their "geographic reach" by hiring employees who live in other parts of the country without the need for relocation. Many new employees view teleworking as a perk, with more than half seeking the arrangement as a way to improve work-life balance. Companies with a telework program have an obvious competitive edge over those that don't.

Retention
Embracing teleworking can help to retain your best employees. Affordable rent and the cost of housing can force some of your key employees to live farther away from work. You can retain these employees by allowing them to telework. It also saves on the costs associated with hiring and training a new employee.

Trust
Managers and employees who trust each other will achieve their goals and targets. Teleworking improves your ability to give employees certain freedom and in turn they will feel trusted and do their best to avoid breaking it. An employer’s hesitation in offering telework arrangements is often driven by the fear that performance will suffer if employees aren’t closely monitored, and managers use “busyness” or other proxies to infer that an employee is “effective.”

Telework is a management tool just like any other, and when done well, teleworking has the potential to improve performance, increase employee satisfaction and improve the bottom line.