

Human Resource Services

Considerations for a Remote Workforce

In recent years, more businesses have been shifting towards a more remote workforce. The advent of the coronavirus pandemic has only accelerated this trend. Many businesses are now giving serious consideration to continuing remote opportunities for their employees even after the COVID-19 pandemic ends. The following are pros and cons of remote work, as well as other considerations every company needs to process before making these changes permanent.

Pros:

- There is potential for **significant cost savings** when moving your staff to working remotely. Less office space is needed, meaning less heating costs, rent, and other costs associated with a physical location. Most likely there will be an initial investment in technology as you shift your staff to working from home.
- Studies show that working remotely **increases productivity**. A [McKinsey & Company article describes a survey by B2B Decision Maker Pulse](#) showing that more than 50% of businesses find a new remote sales model to be of equal or greater effectiveness than the old model.
- A huge benefit of working remotely is that it provides your staff with **more flexibility and convenience**. This may attract more candidates to apply for your open positions.
- Speaking of candidates, if you have positions that can operate almost 100% remotely, you will be able to have a **larger pool of candidates** when hiring. Since location won't matter, that opens your talent pool up to a much larger audience.

Cons:

- It is important to remember that employees are human beings with emotions. Working remotely may cause **feelings of isolation** since there is a lack of human interaction.
- Working remotely can create a **barrier to working with your peers**. When in a busy office setting, it is easier to network and work alongside your coworkers.
- Remote work can make it challenging to portray **company culture**. Many candidates apply to job openings based on the culture of the company.
- If employees are working remotely, they may find it difficult to **separate work life from home life**. This makes it almost impossible to not take work home, making work-life balance a challenge.



Other Considerations:

Before moving your staff to a more permanent remote work setting, be sure to address the following considerations:

- **Policies** – It's important that you work through the ideology of working remotely and the policies you need to put in place to set proper expectations and guidelines.
- **Cybersecurity** – Companies should take extra precautions to prevent cyberattacks.
- **Technology** – If you are planning on hiring remotely, it is important to have the right technology in place so you can properly onboard as well as communicate and house information for your employees.

If you have questions, contact:

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