

CREATING A FLEXIBLE WORKPLACE

By: ANDREW DATILLO, CPA

With the continued increase in mobility, more and more companies are implementing flexible work arrangements to help accommodate employees and ensure a healthy work/life balance. These opportunities can vary based on the type of profession and employees' responsibilities. Below are the three most common flexible work options.

Flextime – Implementing flextime is one of the easiest options. Allowing for employees to choose the time they come in and leave while still working a full day is a great benefit for employees with children and other responsibilities. Most companies that implement flextime require core hours that all employees must work. These core hours allow for meetings to be easily scheduled throughout the week.

Compressed Workweek – Four ten-hour days are a big advantage for employees that have longer commutes to the office. Employers who implement a compressed work week usually set a day for each employee to make sure enough people are in the office to handle any unforeseen projects.

Telecommuting – Many companies have given employees the opportunity to work from home during the work week. This benefit can vary from one day per week to several days depending on the profession. Some companies have even gone to hoteling which has eliminated assigned workspaces in offices all together. The main advantage of telecommuting for the employer is being able to decrease office space and reduce occupancy cost.

In a flexible workplace, employees feel like their lives outside of work are more valued, which creates more commitment to the company, more motivated staff and an increase in employee retention.



If you have questions about this or any other business or tax issue, please contact your Account Manager or [Andrew Datillo, CPA](#), at (314) 205-2510 or via email at adatillo@connerash.com.