MGT101

***The influence of technology and digital which supports the potential drawbacks and benefits of home working***

Manager communication is a topic, which needs more attention than it gets now. Communication between employees and manager has a significant impact on the way how employees feel about their job, workplace, colleagues and company itself with huge impact on their productivity as well. To maintain high level of communication managers should have good strategies in a high level, which consists of effective communication skills. However, things changed significantly, after covid 19 happened. The worldwide lock down forced most of the companies to work online and relationship between employee and line managers changed in many ways. These changes leaded to different type of benefits and drawbacks and we will talk about them in this audio blog.   
Let’s take a look into new way of working after global lock down. Companies had to switch to online offices in order to keep working and every employee of a company had to adapt to new style of work. Organizations and companies are using different type of digital media with technologies to keep in touch with their employees, by using Zoom , MS teams and some more other online platforms and all meetings are taking place online via those programs. According to a Gallup poll in September 2021, 45% of full-time U.S. employees worked from home, including 25% who worked from home all of the time and 20% who worked from home part of the time. Benefits and drawbacks may differ dependent on type of company (formal or informal). Organizations and companies that are went to online working have to provide needed equipment.  
One of the biggest benefit of working from home is variety of working style with flexible time table for both employee and a line manager. According to an examination of data collected through March 2021, approximately six out of ten workers reported being more productive working from home than they anticipated to be, while 14% reported getting less done. Online work can be tracked and monitored in Live mode or can be send to worker in a list of required job that has to be done in this particular week or day. Web sites such as Bitrix24, creatio , civicrm can come handy on these tasks. Another benefit of online work from home is well being of employee and ease of tracking it. Line managers can track wellbeing of workers easily online and provide needed help as fast as possible. Since most of the companies went online working style and most of them using different web platforms to track progress in working place, now line managers do not have to monitor employee’s time management. Back in the days when all work had to be done in office employees had to use work time for their own needs and use office time for activities which are not beneficial for organization which is considered as a stealing resources of a company. Mental health is another point in our discussion. It can be counted both as a benefit and as drawback for employees who work from home (online). How Greek philosopher Aristotle said: “*Man is by nature a social animal; an individual who is unsocial naturally and not accidentally is either beneath our notice or more than human. Society is something that precedes the individual.”* And how statistic shows people who are working online are lacking communication and it is affecting their mental health and leading to depression. Face to face communication is vital and it helps us in work place as well. Line manager who can communicate with his employees can understand them better and help them on the place and lacking of communication is leading to opposite results. Last and not least potential drawback of home working is having employee who is not good at using technology or who is not used to new style of working. Having this kind of employee may delay work process for few days maybe for even weeks. In conclusion for all these points mentioned before I would like to say home working in general is not bad however it has own drawbacks with benefits in it , which can be good or bad dependent on person itself.  
  
  
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Also additional Data have been collected from official Uos Lectures and slides (mgt101 **Business Organisations and Society)**