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## IS YOUR ORGANIZATION READY FOR PERMANENT WORK FROM HOME?

2020 has by far been the worst year one could ever have in a lifetime. People are suffering in every side and corners of the world. In this pandemic the ones who are suffering the most are the middle and the lower-class people. Usually the middle class are suffering even more than the lower-class people because they are not even getting the financial aid by the government.

People are losing their jobs and can't feed their family properly. Students can't go to the schools and colleges. So, what's the perfect solution for this? WORK FROM HOME!!

If there is anything good that people learned in this pandemic then it is the work from home thing. People are utilizing their talent to their fullest even after staying in home. Many companies, including Google, Twitter and Facebook has already moving their certain roles completely remote.

Work from home is helping people not only to connect only their offices and schools with home but is also strengthening their connection to the outer world. People are getting accustomed to online education and jobs.

Students are already loving the way the teacher teaches because in online classes they can see the lectures that are saved in the cloud and can watch it anytime anywhere and whenever they want.

Working from home is also giving a mental stability and people are losing their stress and pressure as they are spending more time with their family members and feeling the home environment every time.

Offering remote work options can help you attract and retain competitive talent. As part of our research for this article, we conducted a series of interviews with senior executives from various industries to better understand how their companies are coping with the pandemic. In one interview, an executive lamented that his company could not hire a particular talented marketing leader for a Philadelphia-based office because she wanted to remain in Columbus, Ohio. That's not an isolated account. A recent study found that people are willing to give up as much as 8% of their pay for the opportunity to work from home.

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Working remotely can save a lot of time. According to the 2017 U.S. Census, before the pandemic Americans spent more than 52 minutes every day, on average, commuting to and from the office. The numbers were even worse in traffic-congested metropolitan areas: They ranged from an hour and 12 minutes in New York City to two hours in Jakarta. On the basis of these estimates, shifting to remote work could free up the equivalent of 28 to nearly 50 workdays per year per employee. In the words of one sales executive we interviewed, “Instead of spending three hours driving to and from a client’s site for one meeting, I can have five meetings and probably make five times the sales impact.” Of course, it can take some doing to transition your workforce.

Along with all the benefits of work from home, there are some drawbacks too. One major one is that people may lose the influence on the company. The company members will feel less than what we call “the other home”. In case of any issues or internal controversies it will be less convenient to settle it from home compared to be present directly on the spot to help anyone figure out the stuffs. Students are losing their concentration in studies and are getting addicted to games and other non-constructive stuff.

Every Organization no matter which, can have a lot of freedom in their way of working and the accessibility between the team members and the clients instead of depending on some external source. No mode of transportation is needed. Lot of time saved and the number of jobs assigned to each people can also be varied in this way. It’s a fact that there are some real problems with work from home but one should not forget that there are always bad and good side of everything and there are more benefits in this case compared to the disadvantages. It’s a weapon that every people are having and it is up to them how they use it.