

HOW TO LET EMPLOYEES IMPROVE THEIR PERFORMANCE VOLUNTARILY

Adele's Headache

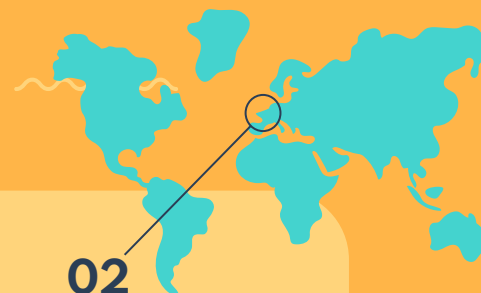
01

HR Manager Adele feels stuck and extremely stressed in the office



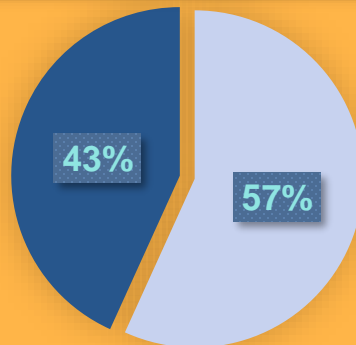
02

In France branch, she is one of 685 employees who are paid by fixed salary, not hourly wage



03

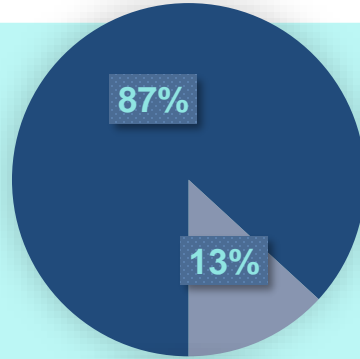
43% of this fixed salary group did not meet performance threshold (70 / 100), and she is one of them



04

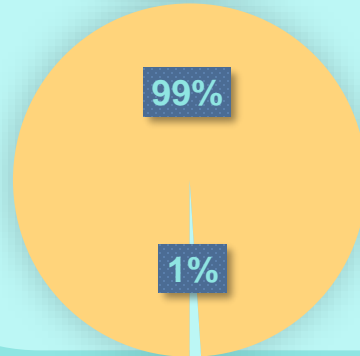
She has to come up with a solution for herself, for company and to prove herself!

Furthermore on records:



UNDERPERFORMED GROUP ✖

- For **87%** of underperformed employees, **60%** of their work is done on company premises
- For **13%** of underperformed employee, **less than 60%**



WELL PERFORMAED GROUP ✔

- For **99%** of well-performed employees, **only 20%** of their work is done on company premises
- For **1%** of well-performed employees, **more than 20%**

Employee Performance

=

17.92
base rate

+



remote work
percentage
X 0.77

+



monthly hours
X 0.03

81% of the variation in employee performance can be explained by the combined variation in these two factors

This formula predicts the performance of individuals with a small error within **7.5%**

When percentage of remote work increases, employee performance increases significantly

Percentage of Remote Work (%) [*]	40%	50%	60%	70%
Min. Predicted Performance [^]	49%	57%	64%	72%

When monthly work hours increase, employee performance increases slightly

Monthly Work Hours (hrs) [*]	98	133	168	203
Min. Predicted Performance [^]	21%	22%	23%	24%

^{*} 40% and 98 hours are the minimums in the data Adele collected.

[^] Performance is scored out of 100, hence shown with % sign.



SOLUTION PROGRAM:

For all employees among this fixed salary group, if they voluntarily increase their monthly work by 10 hours, they can change 5% of their total time to work remotely. If 20 hours then 10%, and so on until monthly work hours are 310* or percentage of remote work is 80%^

Monthly Work Hours (hrs)#	200	210	220	230	↑
Percentage of Remote Work (%)#	63%	68%	73%	78%	↑
Time on Company Premises (hrs)	74	67	59	51	↓
Predicted Performance Score (%)	72%	77%	81%	85%	↑

* If monthly work hours are more than 310, outside the range of data set, employee performance score might drop significantly due to heavy overtime.

^ If percentage of remote work is more than 80%, outside the range of data set, employee performance score might drop. Because some work might still have to be done on company premises.

200 hrs and 63% are the average monthly work hours and the average percentage of remote work from the 685 employees.

If all employees among underperformed group feel stuck and stressed in the office like Adele, and voluntarily increase their monthly work by 30 hours, their total percentage of remote work increases by 15% as well.
In next employee evaluation, Adele predicts among this group:



Time employees spend on company premises will drop by

13%



Employee performance will improve by

23%



13%

of employees will make it to the well-performed group



WIN-WIN

Employees win the flexibility they always wanted. Company win with better performed employees



VOLUNTARINESS

Employees participate in this program voluntarily, not under coercion

