Even during holidays and personal leisure time, companies want to keep in touch with their employees. Maintaining constant communication with employees is more likely to have detrimental effects.

There are several benefits to being able to communicate with staff at all times. The relationship between employers and employees can improve. When employees are readily available, trust can be built more quickly, allowing team members to share problems with their bosses and solve them together. The potential increase in work quality is positive. Project timelines can be expedited if employees work during holidays. When employees are available at all times, they can address any issues immediately when they are identified by their managers.

I am of the opinion that the advantages are overshadowed by the drawbacks. It can make it hard for employees, who might feel pressured by the constant demand to be available. When employees are always facing work related issues, they are likely to feel stressed and lose enthusiasm for their jobs, eventually leading to burnout. The impact on productivity is another negative effect. Employees may become resentful of their work encroaching on their personal time, which could lead to them avoiding contact with their managers altogether. The entire office can be affected by this avoidance.

It seems to me that the benefits of constant contact with staff are more important than the negative impacts. The relationship between employers and employees may improve in theory, but the long-term harm caused by stress, burnout, and reduced productivity is more significant. Before contacting employees outside of regular working hours, companies should carefully think about the implications.