

International Human Resource Management

Submitted to- Prof. Dr. Cornelia Scott

Submitted by-
Gaurav Bhatia 5027013





Contents

- Work from home
- Challenge homeowners face
- Advantages
- Disadvantages
- Limitations & problems working remotely
- Home office for the future
- Summary

Analysis of the workforce in India

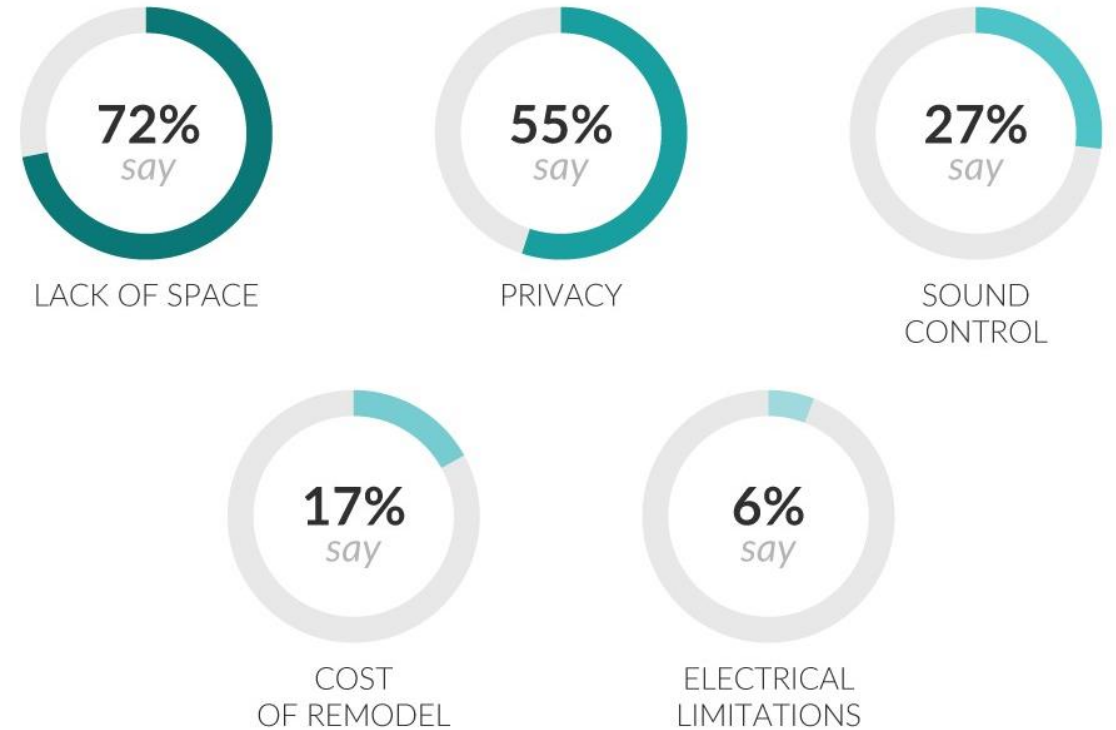
Home Office for Future

Work From Home

- Work from home is a working arrangement in which a worker fulfils the essential responsibilities of his/her job while remaining at home, using information and communications technology.
- 99% of the executives with telecommuting programs “agreed that they provide cost reductions, increased productivity, and improved employee morale”.
- https://www.youtube.com/watch?v=ik07c1jLgfs&ab_channel=Domotoshi



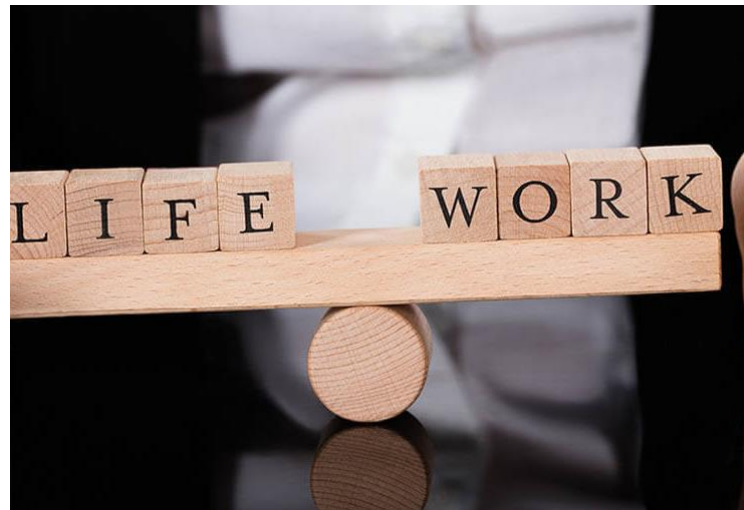
Challenge homeowners face to create a home office



Advantages



Disadvantages



Limitations

Employers have to overcome certain limitations to implement home office.



Managing remote work

Employee communication


Employee engagement

Mental health and well being

Lack of agility



76.5% state that they miss interaction with colleagues.



More than 50% feel they can rely on their employees working remotely.

Survey Results

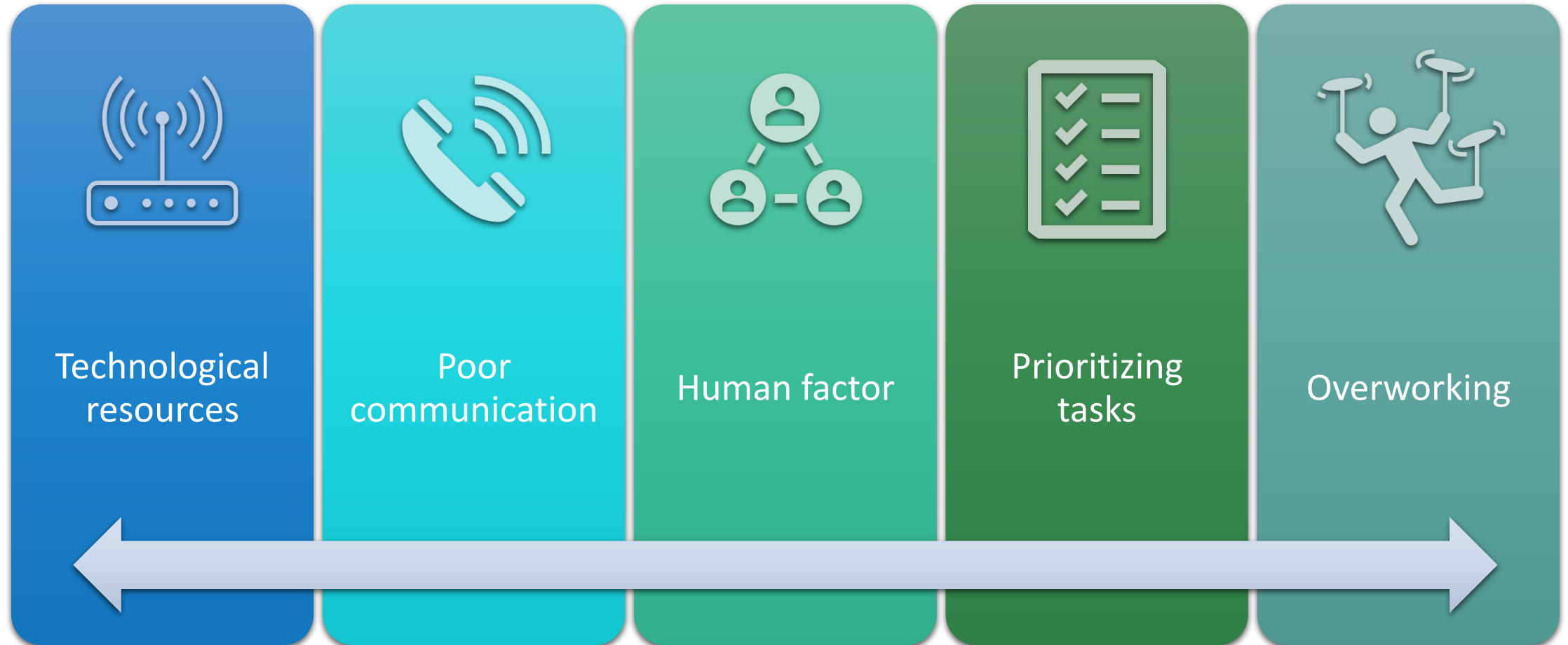


67.6% state they end up overworking.



67.6% work remotely from other cities.

Problems working remotely



How home office should be created for future?

- **Investment in technology** e.g: Wifi, Internet, Cloud computing, cybersecurity.
- **Office equipment, workstation setup** e.g: Ergonomic office chair.



How home office should be created for future?

- **Hybrid working** is the future.
- Work remotely from anywhere.
- Encourage in-house and WFH teams to engage virtually.



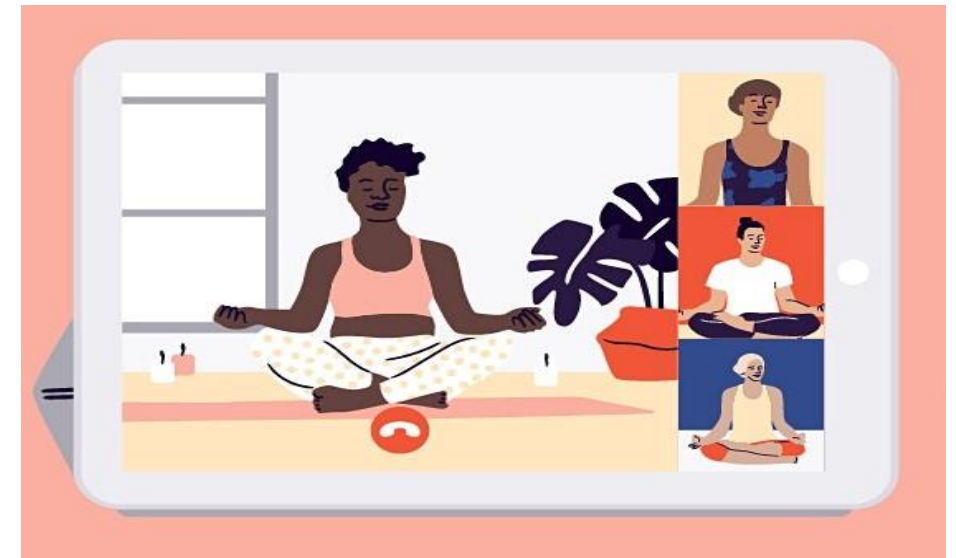
How home office should be created for future?

- Use of **Artificial Intelligence**, automation e.g: company working on secure servers, AI-powered real time customer support.
- **Robotics**, digital manufacturing, virtual reality to enhance the remote work environment.



How home office should be created for future?

- Company strategies and guidelines e.g:
Compensation and working hours, health of employees.
- Virtual workshops, virtual meetings, online training for new hires.





Summary

- Remote work is the future.
- Both the employers and employees can benefit from WFH.
- Technological advances has widened the scope of remote work.
- AI will play a major role in future of remote work.

Thank you!