

Externalities of Work From Home Measures in Corporate Industries during Covid19 Pandemic

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Abstract

Since the onset of the COVID-19 pandemic, companies with large numbers of employees, subsequently backed by government policies, have taken drastic measures of telework and work from home, in the attempt to stop the spread of the virus. The work from home topic has been used timidly at a large scale in human resources policies from recent years, but the global medical crisis that began in 2020 has forced this act indefinitely, in a full-time manner, without time to build up business cases on the possible outcomes around productivity from the directive. Companies had to act quickly on all streams: internal and external communication, technology and tools for employees, people managers education in the new ways of supervising people remotely, security risk and business resiliency, and last, but not least employees health alike. The pressure of a potential economic crisis, together with a new in door lifestyle, are two aspects that have definitely shaped the behavior of the employees in relation with work from home frameworks. By using a descriptive SWOT analysis, along with People Analytics metrics and statistical indicators of labor productivity evolution in comparison with pre-COVID results, the current paper aims to create a framework of recommendations regarding future work arrangements and whether the current status quo could be a permanent or transient thing.

Keywords: Work-Life Balance, Wellbeing, Productivity, Pandemic, Work from home