

Virtual work
environment
increases employee
performance



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Virtual work places are becoming increasingly popular nowadays and are expected to do so in future. Most big companies have realized the benefits gained out of this practice and are shifting to this. Employees are easy to retain through virtual work places and job hopping is discouraged. Moreover families of the employees also get ample time to spend with them which reduces tensions at home .

In my opinion it is one of the best methods of increasing employees job satisfaction, motivation levels and hence performance. Virtual Work environment Increases Employee Performance Definition: a virtual work environment is a computer-generated, three-dimensional representation of a setting in which the worker perceives themselves to be in an office and within which interaction takes place. These workplaces are becoming more and more common nowadays and will continue to grow in the future. A virtual work place has its own problems like setup and maintenance costs, loss of cost efficiencies, cultural clashes, isolation, and lack of trust. However these can be overcome if managers start concentrating on two things: Shift from a focus on time to a focus on results; and recognize that virtual workplaces, instead of needing fewer managers, require better supervisory skills among existing managers.

Gone are the days when an employee had to sign in at a particular time into an office and sign out also at a given time. Taking a day off or even a half day off was considered to be a sin. Now an employee not only works from 9 to 5, but he works 24 hours, since it's his own time. One of the benefits that an employee gains out of a virtual workplace is the ability to avoid the daily commute to and from work. Due to the increased traffic and lack of traffic

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sense, this imposed stress on workers thus reducing performance. It not only saves time, but expenses also which is a great motivator for a worker.

It also saves them the trouble of getting ready in record time to go to work. Experts say that giving an employee his/her own space helps him/her to get comfortable with their job. Some people do not enjoy an office environment and would rather have a space of their own familiarity to work in. Allowing this may also increase productivity.

Some psychologists also believe an employee's effectiveness may also increase due to the external distractions provided by the virtual workplace. In an office, there are lots of things going on and even un wantingly a worker gets distracted and this somewhat slows down work. At home work stations are set by choice where there is least amount of disturbance and more time can be spent on each task assigned. Since it also allows them to have a life outside work, it decreases stress and hence increases performance. Employees can more effectively manage their time, workload and performance.

They can enjoy quality time with their children, enjoy and participate in their school activities and even take them on holidays without really affecting their work, thanks to the worldwide access to the internet and its fast speed. They can make a safe and secure working environment which suits them. Lots of big companies like IBM and Shell are enjoying the benefits of retaining their employees by allowing them to work from their homes . We can see this through the amount of rising profits that they make each year. I think more and more companies should start shifting to virtual work

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environments which will make work not a burden but an enjoyable exercise.

References The Virtual Workplace Magid Igbaria, Margaret Tan