

[Home](#)[Members Area](#) ▾[Categories](#) ▾[Resources](#) ▾[News](#) ▾[Spotlights](#)[Search](#)[FAQ's](#)[Site Info](#) ▾

Hello, sparx1

[Logout](#)

The Changing Face of Working

[Send Message](#) | [Add To Favourites](#) | [View Member's Details](#) | [Other Listings By This Member](#) | [Send To Friend](#) | [Report Listing](#)

As the dividing line between work time and personal time becomes increasingly blurred, Simon Norris of Temperus argues that a self-regulating approach, in which staff are free to organise and manage their own time in a responsible way, can offer significant benefits to both parties.

Whilst the myth of the nine-to-five lives on, if you work in an office, the chances are that you no longer have a working day that your parents' generation would recognise. The twin forces of technology and globalisation have transformed our working lives - switching off and tuning out is becoming increasingly difficult.

Whether extended by a breakfast meeting or deal-clinching evening drinks, for many people the working day now rarely follows a prescribed formula. The concept of flexible working is now widely practised. A flexible approach to this issue from employers means staff can have the freedom to plan their time around personal commitments, this can help to promote a happy workforce and a healthy work/life balance.

The relationship between 'office hours' and 'working hours' is becoming increasingly blurred and the growing popularity of sites such as Facebook provides an ever increasing source of distractions for staff. In response, managers are under mounting pressure to ensure that staff achieve their contracted working hours and that this time is used productively.

Yet how do employers do this without alienating staff? Blocking also often involves a high level of inconvenience and administrative overheads, and can be easy to bypass. Providing staff with 'block-free' periods for scheduled periods - such as lunchtimes - can cause productivity to suddenly grind to a halt.

Providing a healthy work-life balance has frequently been proven to improve both productivity and aid staff recruitment and retention. The onus on employers to adopt an effective and flexible compromise is greater than ever before

One approach is to measure the amount of time employees spend using different websites or PC applications. By giving the employer a clear breakdown of how working time is spent on a daily, weekly or monthly basis, they can help to ensure that staff are working effectively and meeting their contractual commitments.

By using an open and transparent approach, such systems can be introduced without a breakdown of trust between employer and employee. By allowing staff to view their own usage statistics, a self-regulating approach can be engendered.

It is clear that patterns of work are changing, and there is no evidence to suggest a likely reversal in this trend for flexibility. As we come to rely more heavily upon technology in both the work and personal spheres of life so employers and employees alike will look to technology to help them to monitor and improve their own working practices. A system that works to inform and protect both parties will surely equip them well to deal with the changing face of working life.

Simon Norris is Managing Director of Temperus – leading suppliers of employee productivity management software.

[Visit Website](#)

Member's Location

Consultants United, Articles, United Kingdom

Business Area, Industry Skills

HR

Specific Service Skills or Product Expertise

Work-Life Balance, Facebook, recruitment, retention

Keywords

Human Resources, HR, Work-Life Balance, Facebook, recruitment, retention

[Send Message](#) | [Add To Favourites](#) | [View Member's Details](#) | [Other Listings By This Member](#) | [Send To Friend](#) | [Report Listing](#)
Listing ID : 8203 Expires on Thursday, March 15, 2018

Consultants United © 2008 All Rights Reserved