



Keith Harvey, Director of Engineering Services at TACG LLC, accepts the 2016 When Work Works Award on behalf of his company.

MAKING WORK – WORK

THE TOP 5 BENEFITS OF WORKPLACE FLEXIBILITY, AND DAYTON'S BEST EXAMPLES

By: Holly Allen & Jessica Wagner

Providing a flexible workplace isn't always at the top of an employer's list. The idea of loosening traditional office expectations can be scary to business owners and managers alike. But perhaps the results of an increasing number of workplace flexibility studies could fade the fear of breaking the typical workday mold.

New research continues to find important benefits to providing workplace flexibility, and the upside for employers is, flexibility comes in many forms, but often offer the same payoffs.

MAKING THE CASE FOR FLEXIBILITY

Why is flexibility rising on the want lists of job seekers? The modern workplace is demanding. In most cases, employees are expected to do more with less. Flexibility can foster a positive work environment, and it doesn't have to cost the employer a dime.

A study done by FlexJobs, an online resource for job seekers looking for a flexible work environment, surveyed more than 2,600 participants across all ages in 2015. The results highlight some of the benefits of a flexible workplace. These benefits were similar to the findings of a first-of-its-kind trial completed by two professors associated with the Work, Family and Health Network in 2015. They each found that providing workplace flexibility resulted in:



1. **Increased loyalty.** Providing employees the option to work remotely some of the time, choose an alternate work schedule or even just to take an hour or two to take a family member to a check-up increases employee loyalty, which can in turn increase productivity.

2. **Increased productivity.** Beyond the urge to go above and beyond for a company that's shown it cares about its employees and their families, the FlexJobs study found 76 percent of respondents would rather work on

an important project outside the office. More than half said working from home is a better option, because it eliminates distractions and interruptions from colleagues. This reduces absenteeism and presenteeism – which means showing up, but not being engaged at work.

3. **Increased job satisfaction.** Employees who feel in control of their schedules, who are involved in the organizational process and who feel supported by their superiors are happier with their jobs and feel less stress.

4. **Increased quality of life.** These studies have also found that employees who work in a flexible environment were more likely to say they had enough time to spend with their families. More than 87 percent of respondents to the FlexJobs study said having a flexible work schedule would lower stress levels, and more than 75 percent said it would make them healthier.

Naval Research Union - Dayton was recognized as a 2016 When Work Works Award winner at the August 24, 2016 Dayton Area Chamber Board Meeting.



5. **Increased employee retention.** It goes without saying that employees who are happy with their work-life balance are more likely to stick around.

Employers are paying attention to these findings. Workplace trends have shown movement toward more leave time for new parents, elderly caregivers or those with health issues. More employers are also giving the option of occasional telecommuting. In fact, a National Study of Employers found 67 percent of employers offered telecommuting as an option in 2014, compared to 50 percent in 2008.

As more job seekers search for an opportunity that fits their lifestyles, they're finding it more often with smaller employers. Smaller employers (50-99 employees nationwide) are more likely to allow employees to change starting and quitting times, work some regular paid hours at home occasionally, have control over when to take breaks, take time off during the workday to attend to important family or personal needs without loss of pay and return to work gradually after childbirth or adoption. They're also not as quick to reduce benefits.

DAYTON'S 2016 WHEN WORK WORKS AWARD WINNERS

Today's employers have many options from which to choose when it comes to providing a win-win workplace scenario for employees. Keeping on top of workplace trends and listening to the wants of top performers will ensure the business is attracting the workforce its leaders want. Successful supervisors are those who manage flexibility and support employees in and out of the office. In the Greater Dayton region we have several forward-thinking employers that recognize the value in making work "work."

The Dayton Area Chamber of Commerce is proud to congratulate 10 regional winners of the 2016 When Work Works Award, which is given by the Families and Work Institute (FWI) and the Society for Human Resource Management (SHRM). Applicants are evaluated on six research-based ingredients of an effective workplace: opportunities for learning; a culture of trust; work/life fit; supervisor support for work success; autonomy; and satisfaction with earnings, benefits and opportunities for advancement — all factors associated with employee health, well-being and engagement.

The Southwest Ohio recipients of the 2016 When Work Works Award are:

- BDO USA, LLP – Cincinnati
- BDO USA, LLP – Cincinnati
- BDO USA, LLP – Columbus

- Cornerstone Research Group – Dayton
- KPMG LLP – Cincinnati
- KPMG LLP – Columbus
- Naval Medical Research Union Dayton – Wright-Patterson AFB
- Pillar Technology – Columbus
- Strategic HR, Inc. – Cincinnati
- TACG, LLC – Beavercreek

If you're interested in applying for the 2017 When Work Works award, visit DaytonChamber.org for upcoming application information.

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Cornerstone Research Group is a 2016 When Work Works Award winner.