## Table of Contents

- Most Of Your Employees Are Just Along For The Ride ..................................................... 1
- How To Increase Productivity .......................................................................................... 2
- Remote Work Is A Powerful Retention And Attraction Tool .......................................... 3
- Why You Can’t Afford To Lose Them .............................................................................. 4
- Remote Work Is Good For People, Profits, And The Planet ........................................... 5
- The Remote Workforce. Getting The IT Right ................................................................. 6
- How Can Employees Do Their Best With Inferior Technology? They Can’t ...................... 7
- References .................................................................................................................... 8
Most Of Your Employees Are Just Along For The Ride

Human resource giant Towers Watson and pollster Gallup both report 70% of employees are not engaged. They do their job, but they aren’t willing to go the extra mile.

And It Gets Worse
Nearly one-fifth of those disengaged employees are ‘actively disengaged’ which Gallup defines as walking around in a fog or, worse, actively undermining their co-workers’ success — so much so that you’d be better off if they stayed home or quit.

The Problem Is Pervasive, Even Among Managers
The engagement crisis is prevalent across generations and even rank. Less than half of managers are engaged and 14% are disengaged.

How To Increase Employee Engagement: Remote Work Strategies
One of the easiest ways to motivate people is to give them the flexibility to work where and how they want. Studies show those who work remotely just two days a week are 25% more engaged than those who travel back and forth to an office day in and day out.

Does Employee Engagement Matter?

- More satisfied customers (+10%)
- Increased productivity (+21%)
- Lower turnover (-45%)
- Absenteeism (-37)

And all that adds up to a healthier bottom line (+22%) and happier shareholders.
How To Increase Employee Productivity

Wish you knew the secret weapon to boosting productivity? Study after study shows that remote workers are up to 55% more productive than their office counterparts.

The US Air Force’s Central Adjudication Facility, for example, saw a 55% increase in productivity among the 95% of their employees who work remotely. They aren’t the only ones. The Apollo Group, Inc., one of the nation’s largest private education providers, measured 34% higher productivity among those who participated in its remote work program.

And it’s about more than just productivity. A global study of over 20,000 employees found people who worked remotely were able, willing even, to work 57 hours a week before they felt work interfered with their life. Office workers on a regular schedule reached the breaking point at just 38 hours per week.

**Why Are They More Productive?**

Here are just a handful of reasons:

- Fewer distractions and time drains: noisy co-workers, interruptions from colleagues, water-cooler gossip, etc. are found in a traditional office.
- More effective time management: Email and other asynchronous forms of communication can be time-managed more effectively and are less apt to include non-work digressions.
- Feeling like a trusted employee: A sense of empowerment and commitment is one of the highest contributors to employee job satisfaction.
- Flexible hours: Employees are able to work when they are most productive.
- Increased commitment: Many teleworkers are willing to ‘go the extra mile’ in return for the flexibility.
Remote Work Is A Powerful Retention And Attraction Tool

A meta-analysis of 40+ studies shows remote work increases employee commitment and job satisfaction, and it helps you retain your best people. A full 85% are either seeking, or willing to consider alternative job offers and more than one-third (36%) say they’ve already left a job in search of greater flexibility.

What They Want Is Flexibility

Rejecting the 9 to 5 routine, Millennials in particular put workplace flexibility at the top or near the top of their job wants. But the reality is that the demands of work and life weigh heavily on employees of all generations. Most are bummed out, burned out, and stressed out from constantly being asked to do more with less. So they’re looking for control over where, when, and how they work. In fact, nearly half (47%) would take a pay cut in exchange for flexible work.

KEEP YOUR TALENT

200% of salary is the cost of losing a key employee

47% would waive up to 9% of salary for the opportunity to work remotely

GET NEW TALENT

3/4 of workers say flexibility is one of the most important factors when looking for a new job or deciding who to work for
Why You Can’t Afford To Lose Them

Make no mistake, losing an employee is expensive, and the costs go way beyond recruiting. There are separation costs, temporary replacement costs, training costs, and lost productivity, just to name a few. An employee’s exit can also lead to a loss of customers, co-workers, and knowledge loss.

Experts estimate that turnover costs a typical employer 200% of a lost employees’ salary. With voluntary turnover averaging around 7%, that means a company could expect 70 employees to quit each year. If each was making $75,000 a year ($50,000 plus benefits), that adds up to a whopping $10.5 million a year. Some of that could have been saved by simply allowing them to work remotely.

Use Remote Work To Attract Top Talent

The option to work remotely, part of the time, appeals to 80% of the workforce. **THREE OUT OF FOUR EMPLOYEES** say the ability to work remotely is an important criterion in choosing a new employer.

What’s more, remote work options expand the talent pool to include employees not just nearby, but from around the **WORLD**.

“If it weren’t for the remote work model, we could have never achieved the success we have,” says one HR manager.

“Being able to hire the best people from wherever they are in the world has been key.”

Remote work also improves access to otherwise hard-to-reach talent among parents of young children, senior caregivers, the disabled, people in rural areas, military spouses, etc.
Remote Work Is Good For People, Profits, And The Planet

The transportation sector accounts for more than a quarter (27%) of the greenhouse gas emissions in the US. Private vehicle travel produces more than half of that. When you consider that a typical commuter spews nearly two tons of greenhouse gases into the atmosphere every year, it’s easy to see why cutting down on travel to and from work can make a big difference in global warming.

Green Is Good Business
Leading employers are grabbing headlines and gaining market share because of their environmental stewardship. Large employers are already required to report their environmental impact to shareholders, and tighter controls, higher penalties, and other measures aimed at reducing commuter travel are on the way.

Triple Win For People, Planet, and Profit
There is no quicker, easier, and more economical way to reduce an organization’s carbon footprint than by helping its employees reduce their travel to and from work. Best of all, it's something they actually want to do.

Skip The Commute And Save The Planet!
If everyone in the US could remote work 50% of the time, the pollution reduction would equate to the entire workforce of NY state being off of the road for 1 year!
The Remote Workforce: Getting The IT Right

Should your employees work remotely? Too late, they already are.

The percentage of employees who sometimes work at home and other non-office locations has more than doubled over the last 10 years and is showing no sign of slowing down. Most haven’t completely abandoned the office, but of the 8 in 10 workers who work remotely at least some of the time, more than one-third do so two or more days a week.

For most organizations, the change in where and how people work wasn’t the brainchild of clever business strategists — but it should have been. The shift from office to remote often happened as a response to need and was made possible by mobile technology. As a result, many employers and employees find themselves playing catch up as they struggle to manage a 21st-century workforce with 20th-century policies, practices, and paradigms.

The role of IT is more critical than ever. Technology opened the door to this new world of work, and it is technology that can make this new way of working work best.

What do remote workers say they need from IT? They need the right tools!

Here’s what we know about having the right technology:

- The addition of a larger monitor or, even better, a second monitor increases productivity by between 9% and 50%.
- Laptop-only users say having the right equipment would boost their productivity by up to 25%.
- 75% of those with just a laptop say additional equipment would improve their remote work experience and increase their job satisfaction.

YET... 8 out of 10 remote workers get a laptop and, well...nothing else. That’s quite a step down from an office worker’s set-up which typically includes a laptop, dock, dual monitors, a keyboard, and a mouse.
How Can Employees Do Their Best With Inferior Technology? They Can’t.

Remote workers are unhappy about a few other things too. More than 60% of employers don’t have a remote worker equipment policy. Two-thirds of employers expect employees to fund their own equipment.

A Fully Equipped Home Office Could Pay For Itself In Just Three Months

If you give employees what they want and need, the ROI is a no brainer.

An optimal home office workstation that includes a laptop, dual monitors, a keyboard, a mouse, a printer, and a platform-independent universal dock to make any technology plug-and-play, would return nearly $11 dollars for every dollar spent.

---

<table>
<thead>
<tr>
<th>Customize the hardware</th>
<th>$0</th>
</tr>
</thead>
<tbody>
<tr>
<td>Laptop</td>
<td>$0</td>
</tr>
<tr>
<td>LED Monitor 1</td>
<td>$210</td>
</tr>
<tr>
<td>LED Monitor 2</td>
<td>$210</td>
</tr>
<tr>
<td>Travel Docking Station</td>
<td>$0</td>
</tr>
<tr>
<td>Universal Docking Station</td>
<td>$150</td>
</tr>
<tr>
<td>Laptop Stand</td>
<td>$50</td>
</tr>
<tr>
<td>Monitor Arm</td>
<td>$0</td>
</tr>
<tr>
<td>Keyboard</td>
<td>$50</td>
</tr>
<tr>
<td>Mouse</td>
<td>$30</td>
</tr>
<tr>
<td>Printer</td>
<td>$0</td>
</tr>
<tr>
<td>Wireless AC Router</td>
<td>$0</td>
</tr>
<tr>
<td>External Hard Drive</td>
<td>$0</td>
</tr>
<tr>
<td>Surge Protector</td>
<td>$0</td>
</tr>
<tr>
<td>Power Supply</td>
<td>$0</td>
</tr>
</tbody>
</table>

Total (per person) $700

---

Financial impact of your home office investment
Based on standardized configuration to the left and the assumptions above

- Months to break even: 1.1
- ROI (dollars returned for every $1 invested): $32.43
- Annual bottom line impact: $756,667

---

Want To See What The Right Equipment Could Do For Your Remote Workforce?

Click Here

Targus understands the complexities of a mobile workforce and provides solutions to help your employees stay connected and perform at their best—anytime, anywhere. Additionally, Targus partnered with Global Workforce Analytics (GWA), a leader in understanding workplace transformation, to point the way towards successful remote work policies.

Targus®

Everywhere You Work™
References

2014 Global Workforce Study at a Glance, Towers Watson – survey of 32k global employees
Federal Telework Still a Hard Sell for Managers, Society for Human Resources Management blog, 2011
Federal Telework Still a Hard Sell for Managers, Society for Human Resources Management, November 1, 2011
Finding an Extra Day or Two, Brigham Young University, June 2010
Gallup 2013 (the result of Gallup’s meta-analysis of over 250 research studies covering nearly 200 companies across the globe.)
Global Generations: A global study on work-life challenges across generations, Ernst & Young, 2015
Latest Telecommuting Statistics, Global Workplace Analytics based on an analysis of American Community Surveys, 2005 to 2015
“State of the American Workforce” Gallup 2013 (based on a comparison of most versus least engaged employees)
Talent Trends 2014, Linkedin
Telework Trendlines, WorkatWork, 2009
There are significant business costs to replacing employees, Center for American Progress, 2012
The State of Telecommuting Around the World, PG Global, 2015 Global Workplace Analytics
The State of Telecommuting Around the World, PG Global, 2015
Three in Four IT Workers Surveyed say Telecommuting Option is at Least Somewhat Important When Evaluating a Job Offer,
Robert Half news release, 2013
Transportation Sector Emissions, Emissions and Trends, EPA website
Workplace Flexibility is Top Consideration for Three-Fourths of U.S. Working Adults but Becoming Less Attainable, MomCorps, 2015