



Flexible working policies can reduce stress and boost morale, says Randstad Malaysia

POST-COVID-19

40pc want flexible work scheme

KUALA LUMPUR: More than 40 per cent of Malaysians want flexible working arrangements after the Covid-19 pandemic is over.

A survey conducted online by human resources firm Randstad Malaysia in October said 48 per cent of 400 respondents preferred to have a combination of work from home and office arrangement since the pandemic began.

Randstad Malaysia head of operations Fahad Naeem said the Randstad Workmonitor survey highlighted concerns and challenges respondents faced during the pandemic.

"Fourteen per cent of respondents, however, like the option to work from home permanently.

"Flexible working policies can reduce stress and boost morale, as employees should find a way to strike a balance between their work and personal lives.

"Companies need to take small steps to find a balanced strategy

that can retain their culture and meet employees' expectations."

During the pandemic, Naeem said, more than 82 per cent of respondents believed that they were equipped with the right technology to deal with the digitalisation of their jobs.

"In response to the pandemic, many employers have sped up developing their technology capabilities to equip staff with the hardware and software for remote working."

On work-life balance during the pandemic, the survey found that eight in 10 respondents felt they were supported mentally and emotionally by the employers.

Naeem said the sentiment was slightly lower among experienced workers, with 74 per cent of respondents aged 45 to 54 feeling they were supported by employers.

"Limited social interaction and heightened fears about the virus can raise serious health issues.

"Working from home also blurred the lines between work and home life, which may result in what feels like a long continuous day.

"Employees are hence more likely to go to their managers for help and guidance to manage their stress during such extraordinary times.

"Companies that invest in their employees' health will see an increase in productivity, reduced absenteeism as well as higher engagement levels at work."

One in three respondents hoped that their employers would provide employee assistance programmes post-Covid-19.

One in two respondents, or 52 per cent, expected their employers to provide good health policies and safety protocols.

The survey found that 51 per cent of respondents wanted access to health insurance from their workplace.