

Keeping it loose

A recent WorldatWork survey shows that formality and centralization are not the norm for flexible work arrangements. Instead, employers are allowing telework in an ad hoc manner. Researchers were surprised by the high percentage of employers permitting nonexempt workers to have flexible work arrangements. The three biggest industrial sectors allowing nonexempt employees to telework were manufacturing, education and business services.

[39% do not utilize **FORMAL EMPLOYER-EMPLOYEE CONTRACTS** regarding flexible work arrangements.

[41% of employers do not have a formal selection process in place to **DETERMINE ELIGIBILITY** for flexible work programs.

[41% of employers say they don't have a **WORKFORCE STRATEGY**.

[44% do not evaluate **TECHNOLOGY EFFECTIVENESS**.

[45% of employers include **NONEXEMPT EMPLOYEES** in flexible work programs.

