

Smartwork

Smart working, or **agile working**, is a kind of employment relationship agreed between the parties, organised through phases, cycles and goals and without any schedule or place constraints, with the possibility of using technological tools to work. In short, it means letting workers carry out their tasks out of the company **headquarters** and be able to manage time more freely. This is where smart working is different from home working or telecommuting, which means moving the workplace while still keeping significant limitations in terms of space and schedule: agile working is based on achieving goals and results in a much more flexible way. However, it is clear that the working day needs to be organised in order to respect **deadlines**.

■ Advantages for workers

The first and biggest advantage comes from working by objectives: by acting with a defined goal, the worker is often more motivated and engaged. Free from the stress caused by travelling to the office – transportation, meeting schedules, the office environment itself – employees can manage their time autonomously, working when it is truly necessary to reach the goal, and not just to “fill” the standard eight hour shift. Moreover, thanks to smart working it is possible to organise the working day according to one’s needs, setting when to start, finish or take a break in order to have time to oneself.

■ Advantages for companies

As for companies, smart working requires more accountability for all employees, and at the same time frees higher hierarchy levels from the need of continuous control over others’ work: meetings become shorter and more focused and there are fewer unnecessary breaks.

Thinking by objectives moves the focus from work itself to achieving the objective: there is no more control over what employees do hour by hour or day by day, the important thing is that they reach the goal by the set deadlines. This implies for sure to pay more attention to medium to long-term results and requires strong project management skills, both at the company and at the worker level.

■ Advantages for the environment

Smart working has an impact on the environment, too: fewer transfers imply less traffic and therefore less pollution. Moreover, smart working also seems a great solution to prevent the spreading of diseases: not only epidemics, but also a much more common flu could be less contagious if employees had the possibility to work from elsewhere when the first symptoms arise, even without stopping working.

Last but not least, a company prepared for smart working is more resistant to external factors: being able to work everywhere and whenever you want guarantees business continuity, and therefore limits possible crises caused by forced interruptions.

Adapted from: <https://www.quiddis.com/en/smart-working-advantages/>



deadline: scadenza
headquarters: sede

1 Do the following activities.

1. Explain the difference between smart working and telecommuting.
2. Complete the table in note form.

Advantages of smart working

For workers	For companies	For the environment
· Working by objectives		

2 **GROUP WORK** Discuss possible disadvantages of smart working and complete the table.

Disadvantages for workers	Disadvantages for companies

3 **CLASS DISCUSSION** Decide if you are in favour or against smart working and justify your position.

