



IMPLEMENTING EFFECTIVENESS OF WORK FROM ANYWHERE

AN OFFICIAL CLIENT UPDATE OF PT HEADHUNTER INDONESIA



Andy is a 30-something-years-old IT worker who used to spend around an hour and a half on weekdays commuting on a public train to Central Jakarta, where he has spent the past four years working as a Frontend Developer. When the COVID-19 pandemic made him and the rest of his team work from home, Andy felt something that he had never felt before: his time began to expand, and he replaced his commuting time with exercising.

It was during this quiet time of Working From Home that Andy began to ask himself, "Do we really need to be together in an office to do our work?" Andy is not the only knowledge worker that I know who is curious to investigate the answer to this question. During pandemic lockdowns, when a lot of people were pushed to Work From Home, people started to contemplate the same question. I have heard many of my friends argue that as long as the work is done properly and they are not working on the front line of the public service sector, they do not need to be colocated with colleagues to do their jobs on-site. In other words, the notion of Working From Anywhere is possible.

In Indonesia, the concept of Work From Anywhere has been applied by several companies, mostly Start-up. The companies have decided to implement permanent Work From Anywhere because they have seen positive results. According to Sabda, the then CEO of Zenius, an education start-up, the policy of Work From Anywhere has significantly impacted employee productivity because their employees can save time that is usually spent commuting to the office. This time allocation can be used to do other productive activities in the morning before work. Another example, Amarnya, a fintech company, has also benefited from this policy, such as seeing the stability in productivity and work quality.

The process of implementing the Work From Anywhere system cannot happen overnight. The whole management needs to get together in

PT HEADHUNTER INDONESIA

HEAD OFFICE

MENARA PALMA, 12TH FLOOR
JL HR RASUNA SAID KAV X-2 NO.6
JAKARTA 12950 - INDONESIA
TEL: +62 21 2939 1284
FAX: +62 21 2939 1222

SURABAYA OFFICE

PAKUWON CENTER, 23RD FLOOR
JL EMBONG MALANG NO.1-5
SURABAYA 60261 - INDONESIA
TEL: +62 31 6000 3367
FAX: +62 31 6000 3105

- EXECUTIVE LEADERSHIP
- CORPORATE CULTURE
- EMPLOYEE ENGAGEMENT
- TALENT ACQUISITION

CARE. FRIENDLY.
PROFESSIONAL.
DELIVER RESULTS.



order to create a system that can, in the end, support the goals of the company. In order to do that, there are some important points that a company needs to consider before they want to implement the Work From Anywhere system:

Policy

When a company has decided to try out a Work From Anywhere system for its employees, they need to create a new policy that can best serve their employees so that they can support the company's business goals from anywhere they reside. An interesting example of a company that has successfully created a robust working from anywhere policy is eFishery, an aquaculture technology company from Bandung, West Java.

The WFA (Work from Anywhere) policy has been tested by e-Fishery since the beginning of the 2020 pandemic. This WFA system had started during the Covid-19 pandemic, which required many companies to implement the WFH (Work from Home) system. Since the implementation of Work From Anywhere, eFishery employees have become more productive, and their growth and work progress was also quite maximal. With this consideration, eFishery has officially decided to implement Work From Anywhere permanently.

The implementation of the WFA system cannot be carried out immediately without preparing adequate accommodation. eFishery utilizes various technologies that can not only support work productivity but also increase the effectiveness and efficiency of working time. For instance, the attendance of the employee is managed through the employee management applications system. Other applications are also used to monitor collaborative work between employees across departments.

Companies also need to think about the way this new policy is being communicated to the employees. If they are not careful, miscommunication can reduce the effectiveness of the policy, which in the end, can steer the company away from the business goals.

Facilities

Technology has been a savior for companies who have decided to implement the Work From Anywhere policy. With the availability of collaborative work programs and video conference tools—to name a few—Slack, Asana, and Zoom, employees can still deliver their best work from the convenience of wherever they reside. Not all employees can claim themselves as technologically savvy. If this is the case, a company needs to provide them with training so they can keep up with their work.

Companies can also provide laptops, internet allowance, or other supporting devices, all depending on the needs of each employee so that the employees' productivity is well-maintained.

Let's not forget that companies also need to be concerned about their employees' physical and mental health

Though the concept of Working From Anywhere has benefited employees in a way that they have more time for themselves, working away from colleagues can sometimes feel isolated and lonely.

Companies who have implemented the Work From Anywhere policy can provide coworking spaces or allow their employees back to work in the office whenever they want as a way to cure the employee's feelings of isolation.

Leader's role

The leader's role in supporting the Work From Anywhere system is significant. According to Forbes on "[14 Leaders Share Their Tips For Holding Remote Teams Accountable](#)," leaders need to create proper guidelines, work structure, and ethics models that can be followed by employees.

Also, leaders should be able to create a strong culture of accountability. The company that successfully implements the Work From Anywhere policy is the one whose employees are very accountable—the ones that get things done without being micromanaged.

Prithwiraj (Raj) Choudhury in [Harvard Business Review](#) writes that leaders may support Work From Anywhere running well by having clear

and organized rules, good communication between teams, facilitating employees to gain knowledge, and can be an example for their employees in implementing Work From Anywhere.

Conclusion

To execute Work From Anywhere, three aspects need to be arranged. First, companies must create a policy to monitor the employees so that the employees stay aligned on their way to achieving the company's business goals. Second, supporting facilities are also necessary to assist employees' work. Third, the role of a leader is very influential in the creation of a successful Work From Anywhere system. Companies need leaders as part of the team and for them to be motivating instead of bosses who instruct without guiding.

WRITTEN BY ROCHMAH SRI LESTARI
DESIGNED BY SHABRINA SEPTIANDINI



ROCHMAH SRI LESTARI

Researcher
PT Headhunter Indonesia