

Employers and employees need to work together to improve company's growth

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KUCHING: The growth of a company lies in its people and experts believe that there needs to be a stronger bond between ranks in an organisation promote a healthy workplace as well as to ensure smoother and stronger growth in its business.

Deloitte Malaysia's Global Employer Services leader, Ang Weina highlighted, "It has to work both ways: from the employees side with their work delivery, while the organisation needs to share clear directions and the bigger picture with employees, which in turn will show the employees how their work impact the organisation's journey."

In an email interview with The Borneo Post, Ang opined, "It will be difficult to promote remote work and flexible hours especially for leaders who are steadfast and traditional in their work styles - they want employees to clock in and out at the pre-fixed work hours.

"Nonetheless, what matters

most is to get the work done, no matter where and when.

"This is the new work world. Such flexibility can lead towards enhanced employees engagement and increased productivity but first, it must start with trust and accountability."

In addition to better communication between ranks, she pointed out that leaders should also commit to a constant process of change.

"One significant step to enhance technology, infrastructure, and equipment but often such capital investments will need to compete amongst other priorities within the organisation.

"Employees can do some of their work remotely. Working during 'bonus' time while commuting or waiting for appointments will and has gradually become a norm.

"The use of virtual meeting and task tracking to allow for shorter meetings and less emails on the progress of a project are some of the many new ways of working," she added.

Ang further pointed out, "Increasing productivity is like a marriage commitment between

the public and private sector. The multiplier effect from increased productivity is aplenty.

"The public sector plays an equally important role since it is a reflection of the nation's aspirations as well."

