THANK YOU FOR LETTING US KNOW HOW WORK FROM HOME IS GOING

We truly appreciate your feedback in the Work From Home Survey and hope that each of our teams will become more effective in managing Work from Home. The data will help us, as we move into a new way of working and managing the pandemic.

We had an overall response rate of 66% across the group in the executive and above cadre and we have shared an analysis of the responses, looking at effectiveness and challenges posed by Working from Home, with the CEOs and HR Leaders of all divisions.



HERE ARE A FEW POINTS THAT WERE HIGHLIGHTED IN GROUPWIDE RESPONSES:



EFFECTIVENESS OF DOING ROUTINE WORK

54% of respondents stated that they are able to carry out more than 50% of their Routine Work from home

23% of respondents were able to carry out more than 76% of their Routine Work from home

40.5% of respondents stated that they are very effective in doing Routine Work from home

46% of respondents stated they were Somewhat Effective in doing Routine Work from home



CHALLENGES ENCOUNTERED

58% of respondents rated low internet connectivity as a challenge, making this the biggest challenge noted

Need for Physical Presence in the Workplace and Issues in Connecting with MAS colleagues were indicated to be the next two commonly faced challenges

Sourcing grocery and other essential products was highlighted to be the most common COVID-19 related challenge

CONNECTIVITY WITH LINE MANAGERS

45.5% of respondents stated that they are Well Connected with their Line Manager

34.6% of respondents stated that they are Extremely Well Connected with their respective Line Manager

16.2% stated that they are Sufficiently connected to their Managers

Only 3.4% and 0.4% of respondents said they were Somewhat Connected and Not At All Connected respectively.



PARTICIPATION IN ONLINE TRAININGS

40.2% of respondents have participated in online training(s) Out of which:

42.7% of respondents stated that the training was Very Successful

55.3% were Neutral about the effectiveness of the training

Only 1.9% stated that the training was Not At All Successful



MEASURES BEING IMPLEMENTED

- MAS TS together with HR and Admin teams across the group are working on increasing access to data and supporting employees with better connectivity.
- Teams are working on rosters and schedules with stringent health and safety measures in place.
- Work from Home Guidelines have been shared and further sensitization will be done on managing work from home in a productive and healthy manner.



KEY SUGGESTIONS

- Internet connectivity and digital support
- Need for better structure
- Need for boundaries between work and downtime.

Let us all take the initiative to support each other in these challenging times, be contactable and responsive during work hours and communicate effectively within teams, with supervisors and those reporting to us, to manage work and life better.

If you have any further questions or feedback, please feel free to email us via grouphr@masholdings.com or policyinfo@masholdings.com, and we will be more than happy to help.

Click to find out more on Guidelines for Working from Home

The dna

MAS