



Workforce Mobility and Its Business Advantages

Workforce mobility increases productivity and reduces turnover. Read more to know how you can leverage these advantages using Parallels® Remote Application Server (RAS).

White Paper | Parallels Remote Application Server

What Is Workforce Mobility?

Workforce mobility is the process of mobilizing employees, hiring employees from different parts of the world and empowering them to maintain a [healthy work-life balance](#). Generation Z (individuals born between the mid-1990s and mid-2000s) no longer wants to spend time in daily commutes. They want to work remotely, free from constraints.

Business Advantages of Workforce Mobility

1. Increased productivity

Remote workers are more productive than on-premises workers, as they spend less time in daily commutes, take breaks when necessary and maintain a flexible schedule.

- Employers in the [US lose \\$1.8 trillion a year in productivity](#) when employing a full on-site workforce.
- [Two-thirds](#) of managers agree that a flexible, remote work culture increases productivity.

2. Reduced turnover

Every employee appreciates a flexible schedule and the ability to do work at their own pace. As workforce mobility offers both, turnover is reduced significantly. According to a 2019 [survey](#) by Owl Labs:

- 74% of respondents agreed that workforce mobility reduces their chances of leaving their employer.
- Remote workers are 13% more likely to stay in their current jobs than on-site workers.
- 55% of employees would be likely to look for another job if their organization does not offer workforce mobility.

3. Select talent from a wider pool

One of the significant advantages of workforce mobility is the ability to move out of the local talent pool and access global talent. According to a [survey](#), 42% of workers plan to work remotely more frequently in the next five years.

4. Reduced costs

Workforce mobility can reduce the costs associated with renting out office space, furniture, electricity, janitorial services, lunches and other employee benefits. Aetna, an insurance company in the US, saved [\\$78 million after shedding 2.7 million square feet of office space](#). Typical businesses can [save an average of \\$11,000 per year](#) by adopting workforce mobility.

5. Healthier employees

Commuting time has been directly linked to increased blood pressure and negative mood in the workplace. Workforce mobility reduces stress levels by 82%. According to a [survey](#) by FlexJobs, 77% of workers surveyed would be healthier if offered a flexible job, and 86% would be less stressed.

Leverage the Advantages of Workforce Mobility

Parallels RAS helps you leverage the advantages of workforce mobility by enabling flexible working from any device, at any time, at any place. Use Parallels RAS to [seamlessly deliver apps and desktops to any device](#) (laptops, tablets or phones) so your employees spend less time commuting and maintain a [healthy work-life balance](#).

Remote work requires more security features than completely on-premises work. To improve security, [Parallels RAS offers features and tools that help you secure applications and data](#) in on-premises, hybrid and public cloud deployments.

Parallels RAS helps you retain employees and improve their productivity by providing a [consistent and intuitive user experience](#) on any device. It also simplifies IT management and lowers costs by scaling your infrastructure on demand.

