

Cisco study finds 92% in Philippines prefer hybrid work arrangements

TECHNOLOGY company Cisco Systems, Inc. said its research has indicated a 92% preference for hybrid work in the Philippines, saying that technology has established itself as an enabler of alternative work configurations, though it called for such arrangements to be supported by “end-to-end security.”

“Ninety-two percent of Filipino respondents are happier working from anywhere,” Cisco said in a statement, the results of a survey it conducted.

“Technology is a key enabler of growth in the hybrid workplace, and it needs to be underpinned by end-to-end integrated security. Organizations should prioritize a robust

security posture that underpins every digitalization effort and ensure that cybersecurity is at the core of their technology architecture,” it added.

The company surveyed 28,000 employees in 27 countries, which included more than 1,050 respondents from the Philippines. Seventy-nine percent of Filipino respondents reported that they saw an improvement in the quality of their work in a hybrid work arrangement.

FULL STORY



Read the full story by scanning the QR code with your smartphone or by typing the link bit.ly/Work052022

Also, 75% of the respondents from the Philippines believed that their productivity was enhanced, while 84% said their role can now be performed “just as successfully remotely as in the office.” — **Arjay L. Balinbin**

OPINION

Is it possible to hire exceptional temporary workers?

Were a food and beverage manufacturer with 300 workers including 250 from three manpower agencies that compete to give us the most qualified workers. The proportion of temporary workers is higher than regular job holders to make it easy for us to discipline individuals, which is done by their employer-agencies and subcontractors. Is there a problem with that kind of set-up? — **Water Lily.**

To better understand your question we need to go back through history. People management started with the “cabo” system or the master-slave relationship during the period of Spanish colonization. “Cabos” acted as suppliers of cheap labor to small employers. Today, such an arrangement is known as the illegal practice of labor-only contracting, which facilitates the abuse of employees.

That’s the reason why trade union organizations are up in arms against labor-only contracting arrangements, which in some cases are done with the help of manpower agencies. For employers, such an arrangement is an important business strategy not only to fast-track worker discipline but to prevent the entry of unions.

Central to this issue is whether or not the jobs you’re assigning to the employees of manpower agencies are “necessary and desirable” to the conduct of your business. My point is that, I can’t simply tell you whether you have a problem or not in the absence of more information.

Corollary to this, we must understand that the existence of an employment relationship is subject to a four-point test — the points being the selection and engagement of employees, direct payment of wages, the power of dismissal, and the power to control employee conduct.

EMPLOYEE RETENTION

There are many questions that we must answer in your situation. And if we were to narrow down the issues, employee retention can’t possibly be done under the circumstances. One way of determining whether you have a problem is the attrition rate — if yours is in the double digits then you have a potential issue. Do you know the turnover rate for both your temporary and your regular workers.

After all, what kind of employer would want to shoulder the cost of repeated hiring and firing? While you’re in the process of sourcing and onboarding employees, you’ll be wasting a lot of time, money and effort in training them. In most cases, in the first few months, your new hires (be they direct hires or supplied by manpower agencies) could be unproductive or turning out poor quality work.

Not to mention, some agency employees are prone to habitual absenteeism and tardiness. I’ve interacted with many employers, big and small, that focus on retaining workers for the long term. They’re the real winners because they have well-planned comprehensive employment strategies that treat their employees (regular or not) as customers.

To help you understand what I’m talking about, I have come up with some basic steps to help the human resource (HR) department create and maintain a highly productive and motivated workforce:

One, employee retention is based on an HR planning process. In this case, HR analyzes the environmental factors to approximate demand for regular workers.

They don’t guess as to the number of their employees for a certain period. They do their forecast by answering questions like, how are employees distributed, what are their demographics, what is the skills requirement, and so on. You can’t do this with manpower agencies that supply low-skilled workers.

Two, employee retention is based on motivating regular workers. Highly competitive employers don’t rely heavily on casual and temporary workers. In your case, this is clearly a red flag as temporary workers outnumber the regular ones. Such companies nurture and motivate regular workers to become potent forces in achieving business goals, rather than hiring temps with a “temporary” mindset.

Three, employee retention is managed by HR professionals. They have well-rounded, strategic experience in managing people, mainly in championing labor rights, balanced with business interests. They’re not your typical bureaucrats who blindly follow the business owner’s instructions to hire only “endo” workers. What separates good HR people from bad is their strict adherence to the rule of law, to the point where the appearance of labor inspectors does not faze them.

Last, employee retention is based on proactive communication. The questions to be resolved are: Is management giving the right amount of information about the company’s plans and programs? Is it interested in knowing the employees’ difficulties in performing their job? Why or why not? If there’s no routine communication, a grapevine dominated by rabble rousers and potential union agitators will fill the void with twisted information to meet their own ends.

DUE RESPECT

Employee retention starts with selecting, hiring and onboarding the right people. Unfortunately, per my experience, you can’t do this with manpower agencies and co-operatives, as they tend to provide low-skilled individuals. Of course, there are a few exceptions. Ninety-five percent of the time, agency workers will have a mindset that they are staying only for few years, and are looking for better employment elsewhere.

Agency employees see the world differently. People managers play a critical coaching role to bring out the performance expected. A critical element here is giving workers due respect, regardless of their employment status.

Have a chat with REY ELBO via Facebook, LinkedIn or Twitter or send your workplace questions to elbonomics@gmail.com or via <https://reyelbo.consulting>



Power Maintenance Updates

by **MERALCO ADVISORY**

The following are scheduled power interruptions necessary for the regular maintenance and upgrade of our power distribution facilities, to ensure the delivery of safe and reliable electricity to your areas. Rest assured that Meralco is doing everything to quickly restore your electricity according to schedule.

SUNDAY, MAY 22, 2022

BATANGAS PROVINCE (STO. TOMAS) AND LAGUNA (CALAMBA CITY AND LOS BAÑOS)

BETWEEN 5:30AM AND 6:00AM AND THEN BETWEEN 6:00PM AND 6:30PM – THE WHOLE OF CIRCUIT NGCP CALAMBA 31X0

Portion of Cuervo II Road from Chipeco Ave. Ext. to Calamba – Los Baños National Highway (Manila South Road) including Sitio Masikap in Bgy. Real, Calamba City, Laguna.
Portion of Calamba – Los Baños National Highway (Manila South Road) from Cuervo II Road in Bgy. Real, Calamba City to Puregold Jr. Supermarket in Bgy. Batong Malake in Los Baños; Bgys. Halang and Bucal in Calamba City; Bgys. Anos, Lalakay and Batong Malake in Los Baños, Laguna.

BETWEEN 6:00AM AND 6:00PM – THE WHOLE OF CIRCUIT MAKBAN 56MB
Batangas Paper Mill in Bgy. San Felix, Sto. Tomas, Batangas.

REASON: Various NGCP line maintenance work along NGCP Bay – Calamba 69KV transmission lines.

MANILA (STA. ANA), MANDALUYONG CITY; AND MAKATI CITY

BETWEEN 6:00AM AND 6:30AM AND THEN BETWEEN 8:45AM AND 9:00AM – THE WHOLE OF CIRCUIT STA. ANA 18VN; AND PORTION OF CIRCUIT STA. ANA 13VN

Portion of Pedro Gil (Herran) and New Panaderos Sts. from Meralco – Sta. Ana substation along Jesuitas St. to Lambingan Bridge including M. Roxas, Medel and Lamayan Sts.; Plaza Felipe Calderon, Lawantin House - Sta. Ana, Kimika Industrial Sales AND Dimayuga Hospital; and Tiogson Compound in Sta. Ana, Manila.

Portion of Havana, P. Domingo and A. P. Reyes Aves. from Isabel St. in Sta. Ana, Manila to near H. Santos St. in Bgy. Carmona, Makati City including Del P. and Pilar Sts. in Sta. Ana, Manila; Pagkakaissa and P. Nuñez Sts. in Bgy. Carmona, Makati City.
Portion of Claro Castañeda and J. P. Rizal Sts. from 5th St. to Coronado St. including 2nd, 4th and Saniboy Sts.; and Merryland Village in Bgys. Namayan and Hulo in Mandaluyong City.

Portion of M. Roxas and E. Pascua Sts. from La Torre St. to near A. P. Reyes Ave. including A. Mendoza, Del Pan, Kasarinlan and J. Syquia Sts. in Sta. Ana, Manila.
Portion of J. Posadas St. from Punta – DPWH Compound to and including Phimco Industries in Sta. Ana, Manila.

REASON: Preventive maintenance and testing work inside Meralco – Sta. Ana substation.

SUNDAY TO MONDAY, MAY 22 – 23, 2022

QUEZON CITY (UGONG NORTE)

BETWEEN 11:00PM (SUN., 05/22/22) AND 5:00AM (MON., 05/23/22) – PORTION OF CIRCUIT BRIDGETOWNE 415BRI

Zeta Tower, Exxa Tower and Velaris Residences Show Gallery along E. Rodriguez Jr. Ave. (C-5 Road) in Bridgetowne Destination Estate.

REASON: Replacement of facilities along E. Rodriguez Jr. Ave. (C-5 Road) in Bgy. Ugong Norte, Quezon City.

TUESDAY, MAY 24, 2022

CAVITE (BACOR CITY)

BETWEEN 12:01AM AND 5:00AM – PORTION OF CIRCUIT AYALA ALABANG 412WR

Portion of Mt. Libadan, Mt. Talayan and Ifugao Sts. in Camella Springville Heights III Subd. in Bgy. Molino VII.

REASON: Relocation of facilities along Daang Hari Road in Bgy. Almanza II, Las Piñas City.

QUEZON CITY (PASONG TAMO)

BETWEEN 9:00AM AND 3:00PM – PORTION OF CIRCUIT DILIMAN 434VU

Portion of Diamond St. from Amethyst St. to Emerald St. including Sapphire St. in Fern Village.

Portion of Roque, Apo and Emilio Sts. from near Fern Village to Pasong Tamo Barangay Road including Marcos Compound; and Pingkian II St.
REASON: Line reconducting work and installation of facilities in Espiritu Compound, Pasong Tamo, Quezon City.

CAVITE (SILANG)

BETWEEN 9:30AM AND 2:30PM – PORTION OF CIRCUIT TAGAYTAY 32XS

Portion of Sta. Rosa – Tagaytay Road from Lumil Maternity Lying In Clinic to and including Dey-Ann Auto Repair Shop, SPJ Bldg., Bangko Sentral ng Pilipinas Training Facility, Whitewoods Convention & Leisure Hotel, Tagaytay Meridian, Concha’s Garden Cafe and Camp Castaneda; Verona Subd., Heritage Spring Homes, Morning View Subd., Nirwana Bali West Subd., Rancho Imperial Subd. and Richland Hills Subd. in Bgys. Carmen, Puting Kahoy, Hoyo, Pooch I, Tartaria and Lumil.

REASON: Relocation of facilities affected by DPWH road widening project along Sta. Rosa – Tagaytay Road in Bgy. Lumil, Silang, Cavite.

QUEZON PROVINCE (SARIAYA)

BETWEEN 10:00AM AND 1:00PM – PORTION OF CIRCUIT TAYABAS 46ZY

Portion of Lutucan – Guisguis Road from Montecillo Barangay Road to Quezon Eco Tourism Road including Bgys. Bignay 1, Bignay 2, Guisguis – San Roque, Guisguis – Talon, Lutucan Bata and Montecillo.

REASON: Replacement of facilities along Lutucan – Guisguis Road in Bgy. Montecillo, Sariaya, Quezon Province.

TUESDAY TO WEDNESDAY, MAY 24 – 25, 2022

LAGUNA (SAN PABLO CITY; RIZAL AND NAGCARLAN)

BETWEEN 10:30PM AND 11:00PM (TUE., 05/24/22) AND THEN BETWEEN 4:00AM AND 4:30AM (WED., 05/25/22) – PORTION OF CIRCUIT SAN PABLO II 42WJ

Portion of Gen. Miguel Malvar St., Werner P. Schetelig Ave. and San Pablo City – Rizal – Nagcarlan Road from A. Mabini St. in City Proper, San Pablo City to and including Villa Gregoria Terrace Resort, Maco’s Meat Products Inc. and Joshua’s Meat Products; Bgys. Abo, Bambang, Banago, Buboy, Bukal, Malaya, San Francisco, Silangan Ilaya, Silangan Napapatid and Taytay in Nagcarlan; Re-Creation Harvest Inc. and Tala Resort Hotel & Restaurant; Bgys. Antipolo, Laguan, Paule 1 & 2, Pook, Rizal Town Proper, Tala, Talaga and Tuy in Rizal; Cliff View Subd., Concepcion Village, Doña Eusebia Subd., Immaculate Compound, Lozada Subd., Pope Pious Village, Sampaloc Lake Court Subd., Carmelite Subd., Alcantara Subd., Efarca Village Subd., Vesco Subd., Villa Lozada Subd., Villongco Subd., Purok I – Sta. Catalina, Mountain View Subd. and NHA Housing Project – Sto. Angel; P. Gomez, I. Barleta, M. Brion, Col. Lauro D. Dizon, Artemio B. Fule, Carmelite, Sabang, Acacia, Capt. Brion, Narra, Pinaglabanan Road, Sgt. L. De Roma, Alvarez, Balagtas and Gen. Luna Sts.; CARD Bank, The Church of Jesus Christ of Latter-day Saints – Werner P. Schetelig Ave., Academia de San Ignacio de Loyola, Laguna College (LC) and San Pablo City District Hospital in Bgys. Concepcion, San Buenaventura, San Diego, San Lorenzo, San Lucas I, San Pablo City Proper, Sta. Catalina, Sta. Isabel and Sto. Angel in San Pablo City.

Portion of J. P. Rizal Ave. and Maximo M. Magcase St. from Col. Lauro D. Dizon St. to M. Alimario St.; Jolibee, BPI and Mang Inasal in City Proper, San Pablo City.

Portion of A. Bonifacio and Paseo De Escudero Sts. from P. Burgos St. to and including Trece Martirez, Dr. F. Bautista, P. Zulueta and Marcelo H. Del Pilar Sts.; Centro Supermarket, KFC and 3

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BETWEEN 11:00PM (TUE., 05/24/22) AND 4:00AM (WED., 05/25/22) – PORTION OF CIRCUIT SAN PABLO II 42WJ

Portion of A. Mabini St.; San Lucas and Dolores Roads from Gen. Miguel Malvar St. to Mohicap Lake Road including Lakeside Park Subd., Nefortville Subd., Pook Kasiyahan Subd., Lakeside Farms Subd., Bliss Project Subd., Carmelite Subd., C.G. Brion Village, P.S. Marino Subd. Phases I, II & III, Ramos Compound, Amaia Escapes San Pablo Subd., Creekside Park Subd. Phases I, II & III, Gawad Kalinga Subd. Phases I & II, GK Unityville 2 Subd., Puroks 1 to 6 and Springleaf Heights Subd.; C.G. Brion, Dagatan, P. Cabrera, A. Mabini Ext., Archimedes L. Brion, P. Zulueta, Dizon, Eusebia, Lakeside Park, 1st, 2nd, 3rd, Azcarate Circle and F. Marino Sts.; San Pablo City – Department of Justice (DOJ) Office, San Pablo City – Hall of Justice, San Pablo City Hall, San Pablo City – 8-storey City Hall Bldg., San Pablo City National High School, Canossa College – San Pablo City, San Pablo Doctors Hospital and The Church of Jesus Christ of Latter-day Saints – A. Mabini Street in Bgys. San Lucas I & II, San Pedro, Dolores, San Buenaventura and San Pablo City Proper in San Pablo City.

REASON: Replacement of hazardous pole along A. Mabini St. near Gen. Miguel Malvar St. in City Proper, San Pablo City, Laguna.

WEDNESDAY, MAY 25, 2022

LAGUNA (CALAMBA CITY)

BETWEEN 12:01AM AND 4:00AM – PORTION OF CIRCUITS CARMELRAY 415WG; AND CANLUBANG 52XE

Portion of Silangan Industrial Park Road from Jose Yulo Sr. Ave. to and including Super 8 Warehouse, Fuji-Haya Electric, Bureau of Fire Protection Region 4A (CALABARZON) Regional Office, Jolibee, Mang Inasal, Red Ribbon and iMall Canlubang; and Ceris Village I – III in Bgy. Canlubang.
REASON: Replacement of facilities along Silangan Industrial Park Road in Bgy. Canlubang, Calamba City, Laguna.

PARAÑAQUE CITY (BACLARAN)

BETWEEN 1:00AM AND 3:00AM – PORTION OF CIRCUIT PAGCOR-1 416PAG

Okada Manila along New Seaside Drive in PAGCOR Entertainment City.

REASON: Maintenance work along New Seaside Drive in PAGCOR Entertainment City, Bacларan, Parañaque City.

LAGUNA (CABUYAO CITY)

BETWEEN 9:00AM AND 2:00PM – PORTION OF CIRCUIT BALIBAGO 43XV

Portion of Malilit – Elton Access Road from Sta. Rosa – Cabuyao National Highway (Manila South Road) to and including Globe Telecom Cell Site; M. Malvar and Bulihan Sts. in Bgys. Sala and Cabuyao City Proper.

REASON: Replacement and installation of facilities along Malilit – Elton Access Road in Bgy. Sala, Cabuyao City, Laguna.

QUEZON CITY (SAN ANTONIO)

BETWEEN 9:00AM AND 3:00PM – PORTION OF CIRCUIT BALINTAWAK 402E

Portion of Capillan St. from Ploppogco St. to Fernandez St. including portion of Guerrero St. Portion of Fernandez St. from Capillan St. to West Riverside St. including Sto. Niño St.

REASON: Replacement of hazardous poles; and line reconducting and reconstruction work along Fernandez St. in Bgy. San Antonio, Quezon City.

RIZAL PROVINCE (SAN MATEO; AND RODRIGUEZ)

BETWEEN 10:00AM AND 3:00PM – PORTION OF CIRCUIT SAN MATEO 415SMA

Portion of Maly – Maarang Road from Patis Road to and including Ibaiza Townhomes Subd.; ICHIN Worker’s Service Cooperative and Tri-Ex Tower Company Inc. in Bgys. Maly and Malanday in San Mateo.

BETWEEN 2:30PM AND 3:00PM – PORTIONS OF CIRCUIT MARIKINA 53VG

Portion of Emerald St. from Community Village St. in Community Village to Millex Road in Bgy. Manggahan, Rodriguez.

Portion of Millex Road from Emerald St. in Community Village to and including Daang Tubo and Bulubok Sts.; House of Representatives Subd. Phases 1 & 2, Angeles Compound and Pagayon Compound; and Montalban Millex-Aggregates Corp. in Bgys. Manggahan and San Rafael in Rodriguez.

Portion of Daang Bakal St. from Millex Road to near Felicidad Village Phase 5 subdivision gate entrance in Bgys. Manggahan and Burgos in Rodriguez.

Portion of P. Rodriguez St. from M. H. Del Pilar St. to Millex Road including Cortijos De San Rafael Subd., Sambahayang Maralita Compound and portion of Gloria Vista Subd. in Bgy. San Rafael, Rodriguez.

Portion of Col. S. Cruz St. from P. Rodriguez St. to and including Quinstelle Corp. and Prima Animal Health Trading Inc. in Bgy. San Rafael, Rodriguez.

REASON: Line reconducting work and installation of facilities along Maly – Maarang Road in Bgy. Maly, San Mateo, Rizal Province.

FRIDAY, MAY 27, 2022

CALOOCAN CITY (GRACE PARK)

BETWEEN 9:00AM AND 3:00PM – PORTION OF CIRCUIT GRACE PARK 422RD

Portion of 2nd Ave. from D. Alger St. to P. Sevilla St.
Portion of P. Sevilla St. from 2nd Ave. to 1st Ave.
Portion of C. Cordero St. from near 3rd Ave. to 1st Ave. including Comanche Steel Corp.
Portion of F. Roxas St. from 2nd Ave. to Katipunan St.
Portion of Katipunan St. from F. Roxas St. to P. Sevilla St.

REASON: Reconducting of primary lines along C. Cordero St. near 2nd Ave. in Grace Park, Caloocan City.

SATURDAY, MAY 28, 2022

SAN JUAN CITY (LITTLE BAGUIO)

BETWEEN 9:30AM AND 2:30PM – PORTION OF CIRCUIT VALENCIA 424VAL

Portion of Barasoain St. from Lopez Jaena St. to V. P. Ibañez St. including portion of Biak Na Bato and F. Calderon Sts.

Portion of V. P. Ibañez St. from Barasoain St. to near Gen. Juan Gutierrez St. including E. Jacinto St.

REASON: Line reconducting work along Barasoain, V. P. Ibañez and E. Jacinto Sts. in Bgy. Little Baguio, San Juan City.

SUNDAY, MAY 29, 2022

CAVITE (CARMONA)

BETWEEN 10:00AM AND 3:00PM – PORTION OF CIRCUITS SAN PEDRO 43WH AND 423WH

Portion of Governor’s Drive from near Best Chemicals and Plastics Inc. (BCPI) to and including the whole of Golden Mile Subd.; STI College – Carmona, SLEX Autoplex (MG Motor, Chevrolet and Nissan Motors Showroom), Carmax, Kia Motors – Carmona, Suzuki Motors – Carmona and Honda Cars – Carmona in Bgy. Maduya.

Portion of J. M. Loyola St. from Governor’s Drive to and including Carmona Police and Fire Department in Bgy. Maduya.

Portion of Alfarez Ave. from Governor’s Drive to and including Carmona Public Market and Cavite State University in Bgy. Maduya.

REASON: Line reconstruction work along Governor’s Drive in Bgy. Maduya, Carmona, Cavite.

