

Some IT Cos Plan to Get 20% Staff Back in Office by Dec

ON THE JOB Project managers start calling team members for critical ops on a rotational basis

Surabhi Agarwal, Anandi Chandrasekhar & Priyanka Sanganal

New Delhi | Mumbai | Pune: While top Indian IT companies Tata Consultancy Services, Infosys and Wipro continue to allow between 97% and 99% of their employees to work from home, others like HCL Technologies and Tech Mahindra have started to reverse the trend.

HCL plans to get almost 20% of its employees back to the office on a rotational basis by December end. Tech Mahindra said 20-25% of its staff are already back in their offices across different locations.

About 6% of HCL's 150,000-strong workforce in India comes in to work at least one day in a week. Apparao VV, chief human resource officer at HCL Tech, said that by December, the number will go up to 20%, but will not exceed 30% in the future unless Covid-19 goes away.

CP Gurnani, CEO of Tech Mahindra, said about 25-30% of its employees were back at the workplace at different locations.

The company is tracking the number of cases and uses its app Mhealthy to monitor the health of its employees.

Gurnani, who prefers working out of the office, said that over the long term, he expects about 30% of the workforce to permanently work from home.

Moving Back in

TCS has set a target of having only 25% of its people working in offices 25% of the time by 2025

HCL SAID It will develop a model allowing 50% of the employees to work from office on a rotational basis

Govt and Nasscom are in talks to make changes in legislation to enable large-scale transition to work from home

In contrast, TCS, Infosys and Wipro are comfortable with staffers in India working from home, although they have started calling back a larger percentage of people in Europe and some parts of Asia back to office.

"We have about roughly 10% of the people working in office in continental Europe. In China and Hong Kong, we have about 90% of the people working in office and less than 10% working from home," said Richard Lobo, head of human resources at Infosys.

"We believe a hybrid work environment — seamlessly working from home and offices — will be the new reality and Infosys is prepared for this, as well as ready to help our clients prepare for it."



THE NEW NORMAL

We believe a hybrid work environment — seamlessly working from home and offices — will be the new reality

RICHARD LOBO

Head of Human Resources, Infosys

For Wipro, a decision on getting more employees working from offices will depend on the pandemic situation and customer requirements, the company said in a statement. "Our paramount focus is on

the safety and wellbeing of our employees. The virus has impacted some countries more than others. As of now, nearly 98% of our employees are working from home," Wipro said.

In the case of TCS, the largest Indian IT firm, 97% of its employees are working from home. The company says it is currently comfortable with its Secure Borderless Workspaces (SBWS) model and does not have a forecast but says that it is monitoring the pandemic situation and will take a call accordingly.

Apparao of HCL said that while the number of people currently working out of offices in India is 6%, the figure is 17% in Europe and 20% in Asia Pacific.

