

Team poco coinvolto e motivato? Ecco come il manager può fare la differenza

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Negli ultimi anni, le aziende hanno rivolto sempre più attenzione al **benessere organizzativo**, al **benessere delle persone**, consapevoli del suo impatto sulla produttività e sulla competitività. Secondo l'ultima edizione dello *State of the Global Workplace Report* di Gallup – riportato da *Il Sole 24 Ore* – solo un quarto dei lavoratori a livello globale si

sente realmente coinvolto nelle proprie mansioni. Questo dato si traduce in un calo della **motivazione aziendale** e della produttività.

Dallo stesso rapporto emerge un dato significativo: le aziende che investono nello stato psicologico dei dipendenti registrano un **aumento della produttività del 17%**. Ciò dimostra che il welfare aziendale non è più solo un insieme di benefit, ma una leva strategica per la **retention dei talenti**. Ne parlavamo anche in un precedente articolo in cui si parla del benessere regolamentato per lo [smart working](#).

Il ruolo del manager nel coinvolgimento del team a favore della motivazione aziendale

Un elemento chiave nel favorire la motivazione dei dipendenti è il **manager**, che agisce da facilitatore del coinvolgimento e punto di riferimento per il team e per la motivazione aziendale. Una leadership empatica e consapevole può trasformare il clima aziendale, aumentando l'**engagement dei collaboratori** e migliorando il rendimento dell'intero gruppo.

Come sviluppare una leadership efficace?

People SpA offre percorsi formativi esperienziali rivolti in particolare al **middle management**, con l'obiettivo di rafforzare la consapevolezza del proprio ruolo e sviluppare competenze manageriali avanzate.

Sebbene doti come la **leadership** e l'**empatia** possano essere innate in alcune persone, un buon programma di **coaching manageriale** aiuta a potenziare queste qualità a creare motivazione aziendale, trasformandole in strumenti concreti per guidare il team con successo.

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Vuoi migliorare la leadership e la motivazione in azienda?

Se desideri approfondire questi temi e trovare la soluzione più adatta alla tua realtà aziendale, contattaci senza impegno. Studieremo insieme il percorso migliore per incrementare la motivazione e la produttività del tuo team.

[Contattaci](#), saremo lieti di ascoltarti!

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Smart working e Sicurezza: Nuovi Obblighi Normativi per

i Datori di Lavoro

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Negli ultimi anni, lo smart working si è affermato come una modalità di lavoro sempre più diffusa. Tuttavia, con il recente aggiornamento del D.Lgs. 81/2008, sono stati introdotti nuovi obblighi per i datori di lavoro per garantire la sicurezza e la tutela dei dipendenti che operano in modalità agile. Scopriamo insieme cosa prevede la normativa e quali misure adottare per la conformità.

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□ Consulenza su Smart Working e Sicurezza

Gli esperti di **People S.p.A.** offrono supporto personalizzato per aziende che desiderano adeguarsi alle nuove normative sul lavoro agile.

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□ **Check-up normativo:** Verifica della conformità aziendale rispetto al **D.Lgs. 81/2008** e alle nuove disposizioni.

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□ **Redazione dell'informativa obbligatoria:** Supporto nella stesura del documento sui rischi specifici per i lavoratori in smart working.

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□ **Formazione per aziende e dipendenti:** Corsi su ergonomia, gestione dello stress e sicurezza nel lavoro da remoto.

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□ **Piani di welfare aziendale:** Soluzioni per migliorare il benessere e la produttività dei lavoratori in modalità agile.

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□ **Strumenti di monitoraggio:** Consulenza su software e strategie per ottimizzare il controllo delle attività da remoto senza compromettere la privacy.

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Hai bisogno di assistenza?

People S.p.A. ti aiuta a mettere in regola la tua azienda e a migliorare la gestione dello smart working. **Contattaci per una consulenza**

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Nuovo Obbligo Informativo per i Datori di Lavoro

A partire dal 14 gennaio 2025, i datori di lavoro dovranno fornire ai lavoratori in smart working e al Rappresentante dei Lavoratori per la Sicurezza (RLS) un'informativa scritta dettagliata sui rischi generali e specifici connessi al lavoro agile. Questa informativa dovrà includere:

L'individuazione dei rischi associati all'attività svolta da remoto.

Le misure di prevenzione da adottare per ridurre tali rischi.

Sanzioni in caso di mancata conformità

Il mancato rispetto di questo obbligo può comportare gravi conseguenze per le aziende, tra cui:

Arresto da 2 a 4 mesi per il datore di lavoro.

Ammenda da 1.200 a 5.200 euro.

Principali Rischi del Lavoro Agile e Come Mitigarli

Lo smart working offre numerosi vantaggi, ma comporta anche alcuni rischi che devono essere adeguatamente gestiti per garantire il benessere dei lavoratori. Ecco i principali:

1. Rischi ergonomici e posturali

Una postazione di lavoro non adeguata può provocare dolori muscoloscheletrici. Per prevenirli:

- Utilizza una sedia ergonomica con supporto lombare.
- Mantieni il monitor all'altezza degli occhi.
- Effettua pause attive ogni ora per ridurre la tensione muscolare.

2. Affaticamento visivo

L'uso prolungato del computer può causare affaticamento oculare. Ecco alcuni consigli utili:

- Segui la regola 20-20-20 (ogni 20 minuti, guarda un oggetto a 20 metri di distanza per 20 secondi).
- Evita riflessi sullo schermo e lavora in ambienti ben illuminati.

3. Stress e isolamento

Il lavoro da remoto può aumentare lo stress e ridurre il senso di appartenenza al team. Per contrastare questi problemi:

- Definisci orari di lavoro chiari.
- Mantieni un equilibrio tra vita lavorativa e privata.
- Partecipa regolarmente a riunioni virtuali per rimanere connesso con il team.

4. Distrazioni e sicurezza domestica

Lavorare da casa comporta un maggiore rischio di distrazioni e incidenti domestici. Per prevenirli:

- Organizza una zona di lavoro separata e ordinata.

□ Evita cavi scoperti e tappeti scivolosi.

□ Mantieni condizioni ambientali ottimali, come una buona illuminazione e ventilazione.

5. Emergenze e primo soccorso

Essere lontano dall'ufficio può rendere più complessa la gestione delle emergenze. Ecco alcune precauzioni:

□ Tieni a portata di mano i numeri di emergenza.

□ Evita di lavorare in ambienti pericolosi.

□ Acquisisci nozioni base di primo soccorso.

Obblighi del Datore di Lavoro

Per garantire la sicurezza del lavoratore in smart working, il datore di lavoro deve:

□ Fornire un'informativa scritta sulla valutazione dei rischi.

□ Offrire formazione specifica su ergonomia e gestione del lavoro agile.

□ Fornire strumenti di supporto, come contributi per attrezzature ergonomiche.

Obblighi del Lavoratore

Anche il lavoratore ha delle responsabilità per la propria sicurezza, tra cui:

✓ Organizzare una postazione di lavoro adeguata.

✓ Seguire le misure di prevenzione indicate dal datore di lavoro.

✓ Segnalare eventuali problematiche al RLS o al datore di lavoro.

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Il recente aggiornamento normativo sullo smart working pone maggiore attenzione sulla sicurezza e la salute dei lavoratori da remoto. Per evitare sanzioni e garantire un ambiente di lavoro sicuro ed efficiente, è fondamentale che i datori di lavoro si adeguino alle nuove disposizioni e che i lavoratori adottino le giuste precauzioni.

Per rimanere aggiornato su tutte le normative in materia di smart working, continua a seguirci!

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Richiesta info servizi Safaty/Consulenza aziendale

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Compila i campi richiesti e un nostro incaricato si metterà in contatto con te

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