



Is March Madness Causing Pandemonium in your Workplace?

March Madness is now upon us and will be taking over the airwaves for the coming weeks.

This means people participating are feverishly checking the latest stats or tuning into TBS/TNT/CBS/Tru TV during any free moment, filling out their brackets and most likely betting some cash on their favorite picks.

This activity has many employers wondering how it will affect workplace productivity.

According to a recent survey published by PRNewswire and RetailMeNot:

- 27% of employees plan to tune in to the games while working
- Almost 1 in 5 workers is willing to pass on getting ahead at work just to watch
- Those participating will spend close to \$200

Not only are employees interested in the games, and checking their latest updates on Company time, but many employees will be participating in company pools and gambling in the workplace.

With all of this activity, it is safe to say that many employees will not be as productive as usual at work, in the least they will be distracted. This can cause stress for employers, and rightfully so.

But when do employers step in? How should this be handled?

Employers should acknowledge it is going to happen in the workplace and then manage accordingly. Employers should also convey to their employees it is okay to have fun in the workplace but that their work cannot be compromised as a result.

In fact, March Madness could actually be beneficial to business. It could help build team camaraderie and boost Company and employee morale by bringing people together that would normally not interact. If employees are having fun, they are happy; happy employees make for productive employees.

The real issue for employers is workplace productivity; the general consensus is that if the work is still being completed and deadlines are met, it may be acceptable to permit the office pool antics.

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