

REMOTE/HYBRID WORK

March 2024

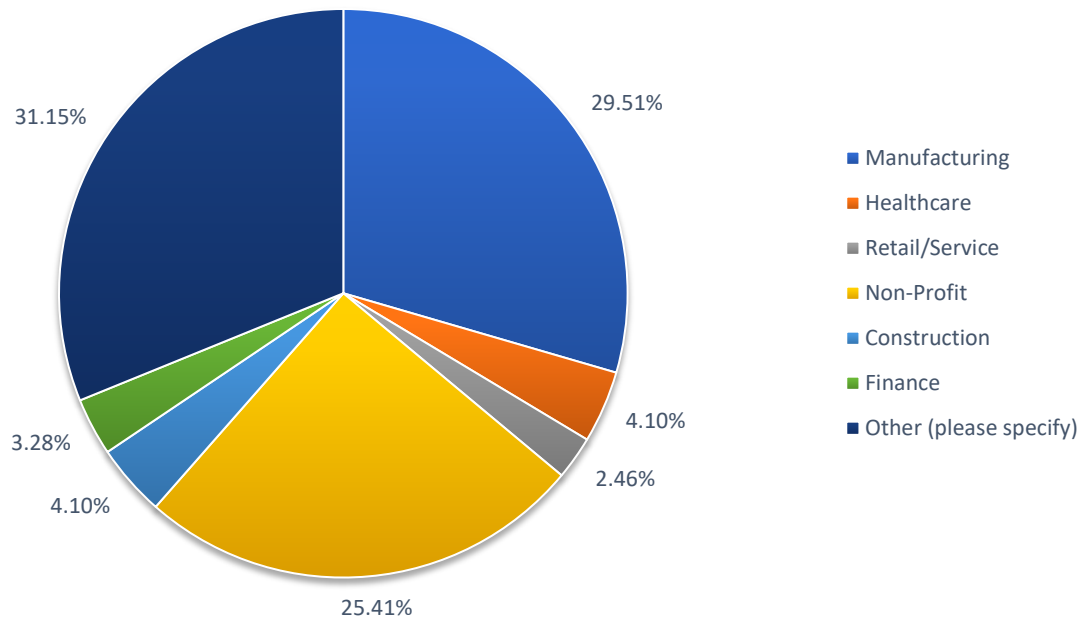
Total participants: 122 in Illinois, Indiana, Missouri & Florida

Demographics:

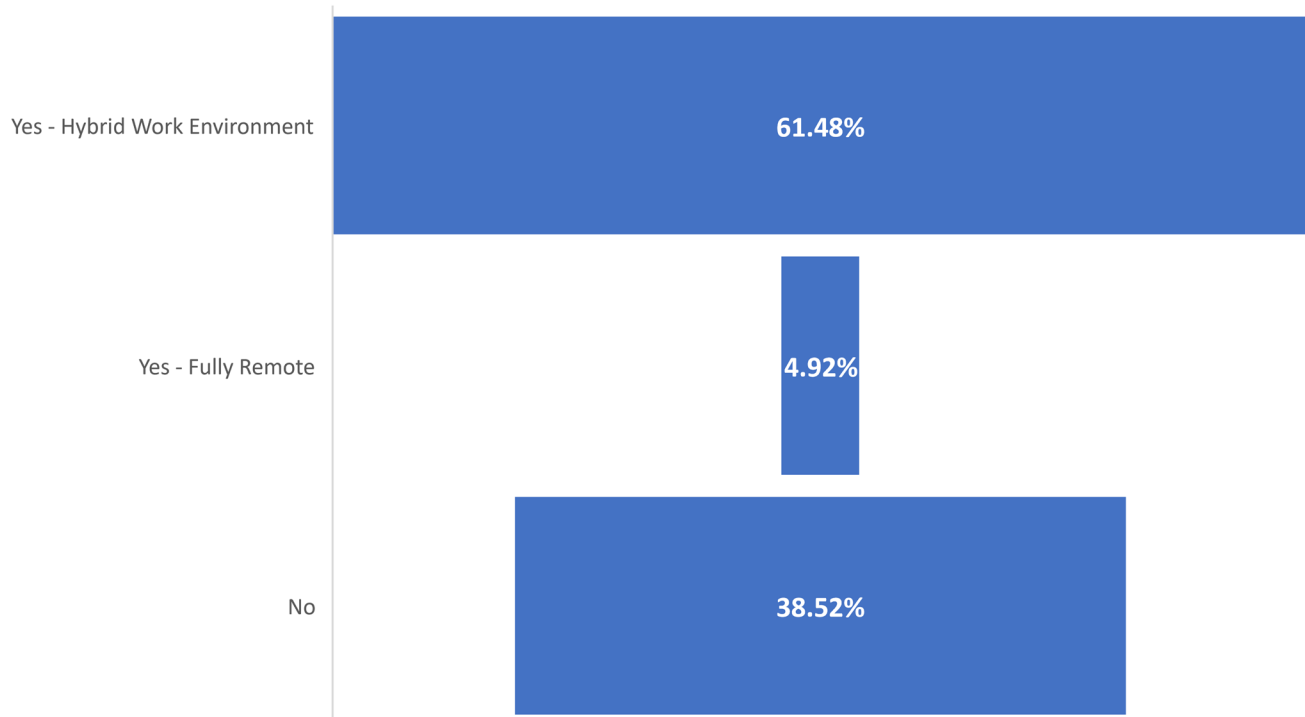
72% of respondents have fewer than 250 employees.

67% of respondents have policies and guidelines regarding remote work.

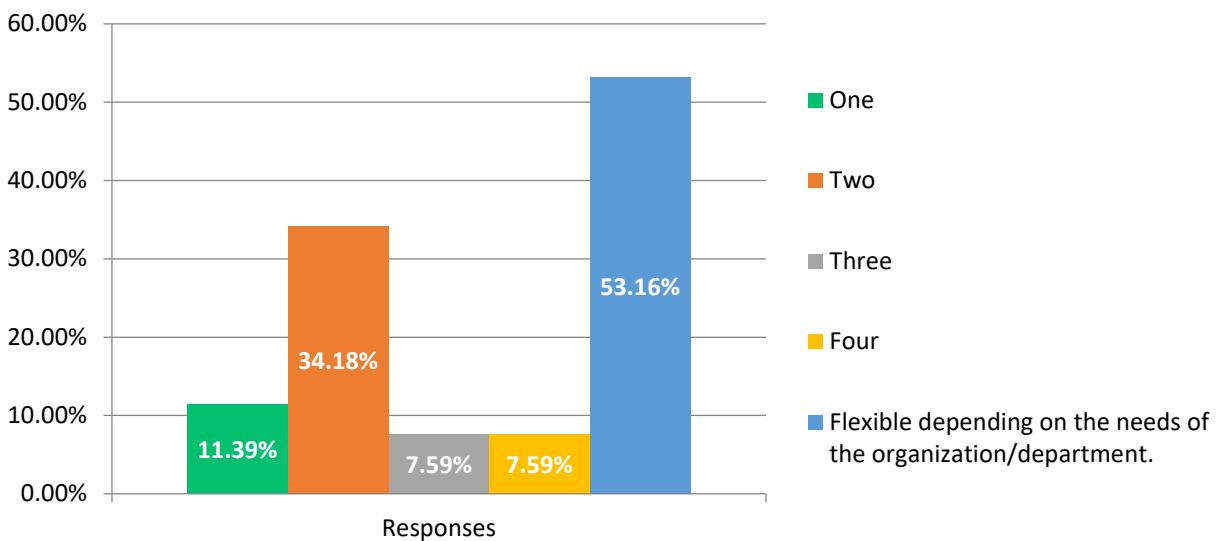
INDUSTRY



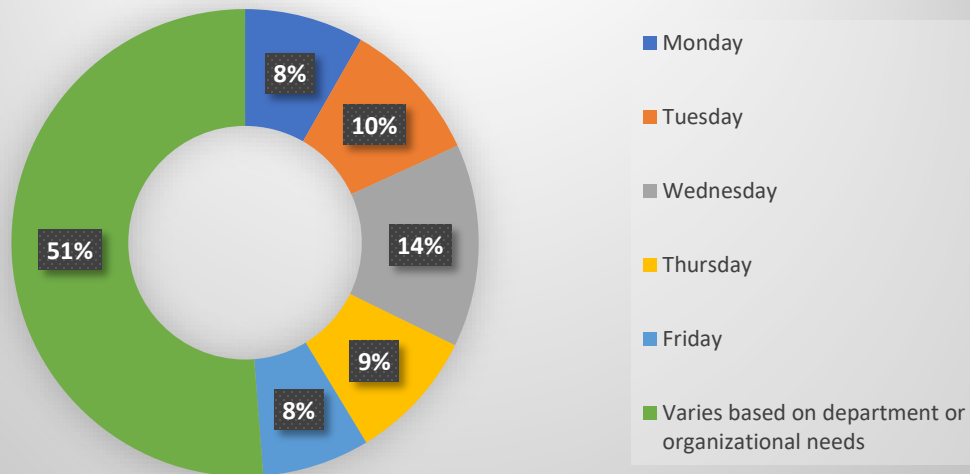
Companies Allowing Remote/Hybrid Work



Hybrid Workplaces: Number of Days Allowed to Work Remotely



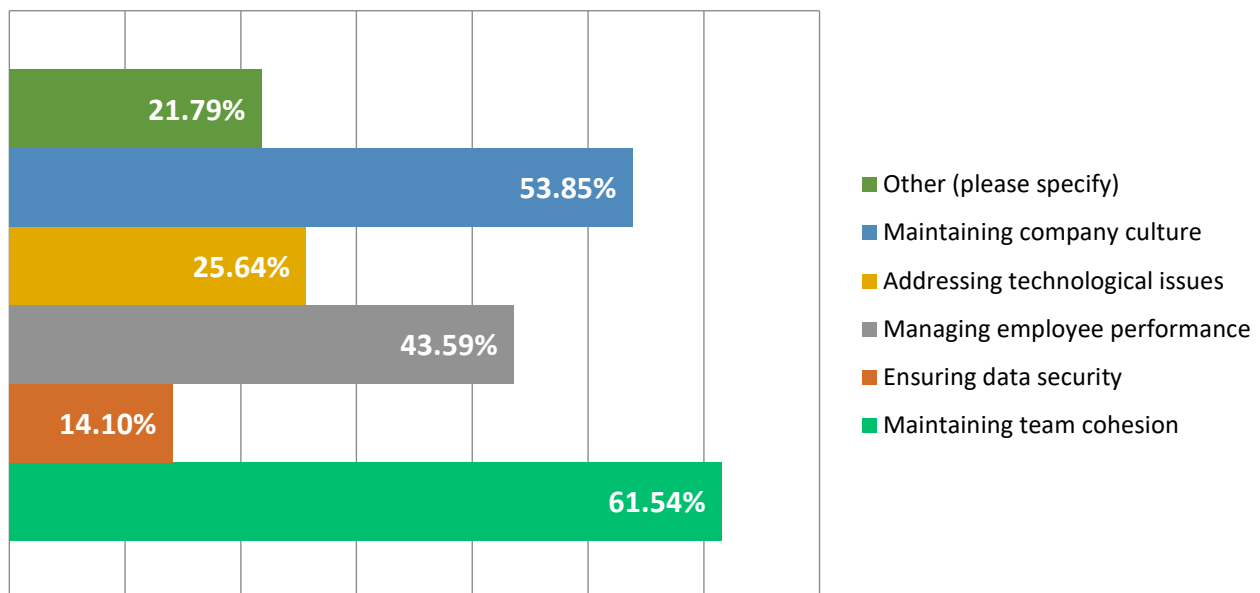
Days Employees Must be in Office



93% of respondents that have remote/hybrid work arrangements have seen increased or no significant change in productivity since implementing their work from home policies.

49% of respondents feel that their remote/hybrid workplace has had a positive effect on the number of qualified candidates for open positions in their organizations.

Challenges Encountered with Remote/Hybrid Work Arrangements



Other challenges:

- **Uncertainty about productivity:** Concerns about whether remote workers are actually working or just logged in.
- **Consistency between departments:** Need for uniformity in remote work policies and practices across different departments.
- **Communication issues:** Some employees feel excluded from conversations or not adequately informed.
- **Desire for more WFH days:** Some employees want increased flexibility in remote work options.
- **Perception of remote support:** Mixed feelings about the effectiveness of remote support for production floor operations.
- **Minimal major challenges:** Overall, the company hasn't faced significant difficulties due to remote work.
- **Hybrid work limitations:** Not all positions are eligible for hybrid work due to the nature of manufacturing.
- **Time management concerns:** Some employees struggle with time management without supervision.
- **Policy adherence and HR support:** Ensuring compliance with policies and providing accommodations when necessary.
- **Cross-departmental relationships:** Importance of maintaining collaboration and communication across departments.
- **Leadership's perception of collaboration:** Concerns about how leadership views collaborative efforts.
- **Executive management's stance:** Some executives may not support remote work initiatives. Some resistance or preference for traditional work methods.
- **Minimal major challenges:** Overall, the company hasn't faced significant difficulties due to remote work.

Companies Planning to Continue Remote/Hybrid Work Arrangements:

- 76% - Yes, indefinitely
- 15% - Yes, temporarily
- 9% - No, planning to return to full in-office work

Factors Influencing Company's Decision Regarding Future Work Arrangements:

- 61% - Employee preferences
- 44% - Operational requirements
- 14% - Cost considerations
- 60% - Competition and talent acquisition/retention
- 42% - Industry norms
- 14% - Other

Other influences:

- **Employee commute savings:** Recognition of the financial and time-saving benefits for employees.
- **Adaptation to the future:** Acknowledgment of the need to adjust to changing work dynamics.
- **Inability to work remotely for some:** A significant portion of the workforce cannot perform their duties remotely.
- **Individual perspectives:** Different employees have varying opinions and preferences regarding remote work.
- **Agility in response to needs:** Desire to maintain flexibility to respond to emergencies or business requirements.
- **Pre-existing remote work culture:** Much of the workforce was already accustomed to remote or distributed work.
- **Decision-making based on company needs:** Implementation of hybrid work is determined by the mutual agreement and needs of the company.
- **Addressing office space issues:** Space constraints necessitate a hybrid work model, influencing the company's approach. Hybrid work contributes to the reduction in required office space.
- **Consideration of people strategy and culture:** Remote work decisions are made with consideration for their impact on company culture and employee well-being.
- **Executive management involvement:** Involvement of executive management in decisions related to remote work policies and practices.

Additional comments about experiences, challenges & future plans:

- **Flexible work options:** Remote work is offered for certain situations like illness or special needs.
- **Limitations due to industry:** Some industries, like government services, manufacturing, health care, retail, etc., require in-person services.
- **Perception challenges:** On-site employees may view remote workers skeptically, impacting morale and communication.
- **Concerns about company culture:** Remote work may negatively affect culture, communication, and internal service quality.
- **Managerial discretion:** Department managers decide on hybrid work arrangements based on business needs and productivity. Senior leadership struggles to balance hybrid efforts with the majority of the workforce needing to be in-office.
- **Lack of formal policy:** While there's flexibility, there's no formal remote work policy, and the expectation is for employees to be in the office daily.
- **Productivity emphasis:** Remote work policies are being refined to focus on productivity and not childcare reasons. Remote work can work well but may cause issues when employees struggle with productivity.
- **Office space considerations:** Some companies are downsizing office space due to remote or hybrid work arrangements.
- **Communication and performance management:** Strong communication and accountability are crucial for maintaining hybrid policies.
- **Attraction and retention concerns:** Companies not offering remote or hybrid options risk losing employees to competitors.
- **Future plans:** Some companies are transitioning towards a more in-office culture due to relationship maintenance, industry perception, and leadership preference.