

flexibility:

job flexibility is here to stay



human forward.

workmonitor 2022.

Even as health restrictions are lifted, a full return to the pre-2020 workplace seems unlikely. However, only some employers are responding accordingly. To meet employee expectations, exploring how employees feel about when and where they work can help.



nearly 75% of employees believe flexibility of work location is important



83% of employees want work hours that complement their lives



yet, just over 25% of employers offer more flexibility in both areas

Attention: This is a clear indicator that current employee expectations around workplace flexibility may not align with company policy.

when they work

One reason for the "Great Resignation" is that many employees didn't want to return to the office full-time.

42% wouldn't accept a job if it didn't provide flexibility around working hours

83% of all survey respondents want flexible working hours, regardless of age



Good News: A majority of respondents (60%) say their current employer already allows flexible hours.

The reasons employees give for wanting more flexibility include:

caring for family members



mental and physical health



What those hours look like can be helpful for alignment:



42 percent of employees prefer a traditional 9-5, 5-day work schedule



32 percent like a 4-day work week, particularly older employees and women

where they work

During the pandemic, many organizations allowed employees to work from home. For most, this policy proved successful, further shifting employee expectations around remote work.

37% wouldn't accept a job if it didn't provide flexibility around where they work



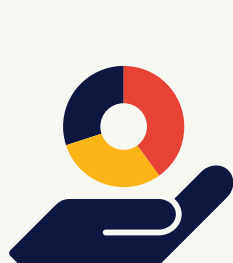
Education level and profession play a role in workplace flexibility. Reported having more flexibility around where they work over the past 12 months:



Bad News: 27% have quit a job because it didn't provide enough flexibility.

optimizing workplace flexibility

Hybrid schedules are increasingly popular. They satisfy the need for in-person interactions and an escape from the home office, yet don't require the daily grind that comes with full-time in-person attendance. Here are three more tips to help employers optimize workplace policies:



use the data.

Workforce data can help determine if flexible hours and remote work help or hurt productivity and innovation.



stay aligned.

Use flexible schedules and hybrid workdays to align with team missions and offer employee's choice.



be flexible.

Employers who regularly assess current policies will come across as competent and trustworthy.



human forward.