

## State of HR Spotlight:

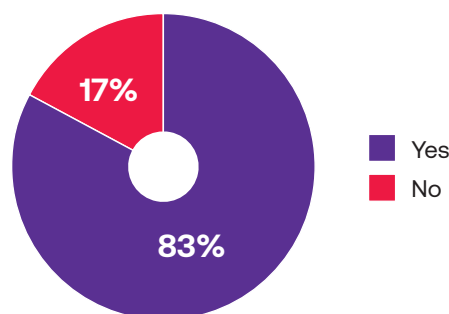
# Attitudes Toward Remote Work

## HR professionals are generally supportive of remote work.

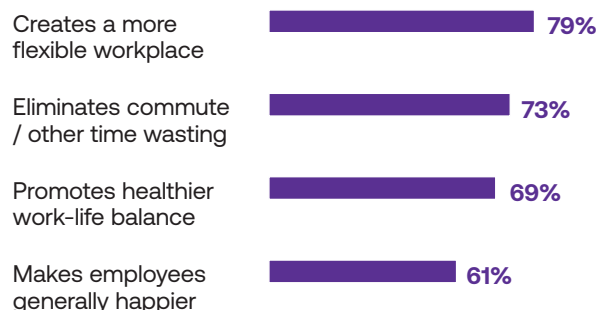
Return-to-office announcements are frequently in the news, and while it is unclear if the pandemic-driven shift to remote work will endure, there's widespread backing of remote work and its benefits among HR professionals.

- 83% believe remote work is good for an organization, and more than three-quarters work for organizations that have remote employees or otherwise support remote work.
- Over half believe that supporting remote work makes employees more productive, compared to just 28% who believe it reduces productivity.
- 35% report working remotely themselves, all or most of the time.

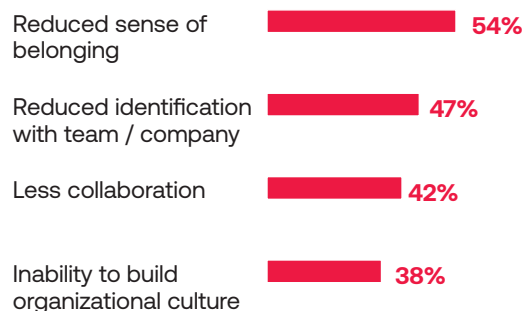
### Does Remote Work Benefit Organizations?



### Benefits of Remote Work



### Challenges of Remote Work



## Its benefits: work-life balance. Its challenges: less teamwork and belonging.

The greatest perceived benefits to remote work center on how it helps employees by giving them flexibility, time and commute savings, and a generally healthier work-life balance. Yet while they generally favor the practice, many also acknowledge the challenges it creates regarding belonging, company culture, and collaboration.

## Of course, not everyone favors remote work. Those opposed hold very different views on how it impacts the workplace.

Only a minority (17%) of HR professionals do not believe remote work is good for organizations. Two-thirds of them are “always in the office,” and their views on the practice differ greatly from those who favor it.

- Over six in 10 remote detractors believe remote work makes employees less productive, while only 11% think it helps productivity.
- More than half feel their company’s return-to-office policy has increased productivity. Fewer than half think it has negatively impacted on morale.

### Where HR professionals stand on remote work

