Remote work Survey Dashboard Project

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The Team

About Dataset

- Survey results of **1,500 remote workers**
- From the Australian state of New South Wales
- Taken in August-September 2020.
- Aimed to capture the shift in remote work experiences and attitudes during different stages to gain insights on its long-term implications.

Prepare The Dataset

1. Data Import & Validation

- With Excel we handled columns names as it was too long to fit as a column name in SQL DB, and not unified, so We copy names of columns, which were the questions of the survey, and used transpose feature and put the column names in a new sheet and make new names for columns, referring to the old names.

	OriginalColumnName	ModifiedColumnName
1	OriginalColumnName	ModifiedColumnName
2	Response ID	Response_ID
3	What year were you born?	DOB
4	What is your gender?	Gender
5	Which of the following best describes your industry?	Industry
6	Which of the following best describes your current occupation?	Occupation
7	How many people are currently employed by your organisation?	Employees_No
8	Do you manage people as part of your current occupation?	Are_You_Manager
9	Which of the following best describes your household?	Household
10	How long have you been in your current job?	Experience
11	Metro / Regional	Area
12	Thinking about your current job, how much of your time did you spend remote working last year?	Last_Year_Actual_Work_Time_Remotely
13	Thinking about remote working last year, how strongly do you agree or disagree with the following statements? - My organisation encouraged people to work remotely	Last_Year_Has_AgreedTo_Org_Encouraged_Remote_Work
14	Thinking about remote working last year, how strongly do you agree or disagree with the following statements? - My organisation was well prepared for me to work remotely	Last_Year_Has_AgreedTo_Org_Prepared_Remote_Work
15	Thinking about remote working last year, how strongly do you agree or disagree with the following statements? - It was common for people in my organisation to work remotely	Last_Year_Has_AgreedTo_Employees_UsedTo_Remote_Work
16	Thinking about remote working last year, how strongly do you agree or disagree with the following statements? - It was easy to get permission to work remotely	Last_Year_Has_AgreedTo_Get_Easy_Permission_Remote_Work
17	Thinking about remote working last year, how strongly do you agree or disagree with the following statements? - I could easily collaborate with colleagues when working remotely	Last_Year_Has_AgreedTo_Colleagues_Easyily_Collaborated_Remote_Work
18	Thinking about remote working last year, how strongly do you agree or disagree with the following statements? - I would recommend remote working to others	Last_Year_Has_AgreedTo_Would_Recommend_Remote_Work
19	How much of your time would you have preferred to work remotely last year?	Last_Year_Preferred_Work_Time_Remotely
20	Thinking about your current job, how much of your time did you spend remote working in the last 3 months?	Last_3Months_Actual_Work_Time_Remotely
21	Thinking about remote working in the last 3 months, how strongly do you agree or disagree with the following statements? - My organisation encouraged people to work remotely	Last_3Months_Has_AgreedTo_Org_Encouraged_Remote_Work
22	Thinking about remote working in the last 3 months, how strongly do you agree or disagree with the following statements? - My organisation was well prepared for me to work remotely	Last_3Months_Has_AgreedTo_Org_Prepared_Remote_Work
23	Thinking about remote working in the last 3 months, how strongly do you agree or disagree with the following statements? - It was common for people in my organisation to work remotely	Last_3Months_Has_AgreedTo_Employees_UsedTo_Remote_Work
24	Thinking about remote working in the last 3 months, how strongly do you agree or disagree with the following statements? - It was easy to get permission to work remotely	Last_3Months_Has_AgreedTo_Get_Easy_Permission_Remote_Work

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The Naming Guidelines Used to modify

- Meaningful Names
- Consistency
- Avoided Reserved Keywords
- Used Snake Case Style
- Prefixing and Suffixing like Data Type Prefixes
- Abbreviations and Acronyms
- Avoided Uncommon Abbreviations and Used Standard Acronyms
- Naming Conventions for Specific Data Types like Boolean Columns and Numeric Columns
- Documentation
- Commenting

2. Creating Database:

```sql
-- ================================================
-- Author:        Mohammad Hamdy
-- Create date:   2024-10-01
-- Description:   Script to create a database called 'Project'
-- ================================================

-- Check if the database already exists
IF NOT EXISTS (
    SELECT name
    FROM sys.databases
    WHERE name = N'Project'
)
BEGIN
    -- Create the database
    CREATE DATABASE Project
    ON PRIMARY (
        NAME = Project_Data,
        FILENAME = 'C:\Users\Muhammad hamdy\Project_Data.mdf',   -- Specify your file path
        SIZE = 10MB,           -- Initial size
        MAXSIZE = 100MB,       -- Maximum size
        FILEGROWTH = 5MB       -- Growth increment
    )
    LOG ON (
        NAME = Project_Log,
        FILENAME = 'C:\Users\Muhammad hamdy\Project_Log.ldf',     -- Specify your file path
        SIZE = 5MB,            -- Initial size
        MAXSIZE = 50MB,        -- Maximum size
        FILEGROWTH = 1MB       -- Growth increment
    );

    PRINT 'Database ''Project'' created successfully.';
END
ELSE
BEGIN
    PRINT 'Database ''Project'' already exists.';
END
```

3. Data Cleaning

- **Check for Duplicates to Remove Them:**

Handle Null Values:

```sql
213    ,CASE
214    WHEN        [Would_Choose_Remote_Work] = 'Very unlikely'              THEN 1
215    WHEN        [Would_Choose_Remote_Work] = 'Somewhat unlikely'          THEN 2
216    WHEN        [Would_Choose_Remote_Work] = 'Neither unlikely or likely' THEN 3
217    WHEN        [Would_Choose_Remote_Work] = 'Somewhat likely'            THEN 4
218    WHEN        [Would_Choose_Remote_Work] = 'Very likely'                THEN 5
219    WHEN ISNULL([Would_Choose_Remote_Work],'NA') = 'NA'                   THEN 6
220    END         [Would_Choose_Remote_Work_Order]
221    ,ROUND(ISNULL([This_Year_PrepareForWorkAndCommuting_At_Workplace_Hours], AVG([This_Year_PrepareForWorkAndCommuting_At_Workplace_Hours]) OVER ()), 2)
222    AS [This_Year_PrepareForWorkAndCommuting_At_Workplace_Hours]
223    ,ROUND(ISNULL([This_Year_Work_At_Workplace_Hours], AVG([This_Year_Work_At_Workplace_Hours]) OVER ()), 2) AS [This_Year_Work_At_Workplace_Hours]
224    ,ROUND(ISNULL([This_Year_CaringAndResponsibilities_At_Workplace_Hours], AVG([This_Year_CaringAndResponsibilities_At_Workplace_Hours]) OVER ()), 2)
225    AS [This_Year_CaringAndResponsibilities_At_Workplace_Hours]
226    ,ROUND(ISNULL([This_Year_PersonalAndFamilyTime_At_Workplace_Hours], AVG([This_Year_PersonalAndFamilyTime_At_Workplace_Hours]) OVER ()), 2)
227    AS [This_Year_PersonalAndFamilyTime_At_Workplace_Hours]
228    ,ROUND(ISNULL([This_Year_Sleep_At_Workplace_Hours], AVG([This_Year_Sleep_At_Workplace_Hours]) OVER ()), 2) AS [This_Year_Sleep_At_Workplace_Hours]
229    ,ROUND(ISNULL([This_Year_PrepareForWorkAndCommuting_At_Remote_Work_Hours], AVG([This_Year_PrepareForWorkAndCommuting_At_Remote_Work_Hours]) OVER ()), 2)
230    AS [This_Year_PrepareForWorkAndCommuting_At_Remote_Work_Hours]
231    ,ROUND(ISNULL([This_Year_Work_At_Remote_Work_Hours], AVG([This_Year_Work_At_Remote_Work_Hours]) OVER ()), 2) AS [This_Year_Work_At_Remote_Work_Hours]
232    ,ROUND(ISNULL([This_Year_CaringAndResponsibilities_At_Remote_Work_Hours], AVG([This_Year_CaringAndResponsibilities_At_Remote_Work_Hours]) OVER ()), 2)
233    AS [This_Year_CaringAndResponsibilities_At_Remote_Work_Hours]
234    ,ROUND(ISNULL([This_Year_PersonalAndFamilyTime_At_Remote_Work_Hours], AVG([This_Year_PersonalAndFamilyTime_At_Remote_Work_Hours]) OVER ()), 2)
235    AS [This_Year_PersonalAndFamilyTime_At_Remote_Work_Hours]
236    ,ROUND(ISNULL([This_Year_Sleep_At_Remote_Work_Hours], AVG([This_Year_Sleep_At_Remote_Work_Hours]) OVER ()), 2)
237    AS [This_Year_Sleep_At_Remote_Work_Hours]
238    ,[Has_Negotiate_PayCut_To_Work_Remotely]
239    ,ROUND(ISNULL([Biggest_PayCut_Percentage], AVG([Biggest_PayCut_Percentage]) OVER ()), 2)
240    AS [Biggest_PayCut_Percentage]
```

- **Standardize Formats:**

```
205    ,TRY_CAST(ROUND(CASE WHEN [CaringAndResponsibilities_At_Workplace_Hours] LIKE '%-%' THEN '0'
206                        ELSE [CaringAndResponsibilities_At_Workplace_Hours]END, 2) AS FLOAT)
207                  [CaringAndResponsibilities_At_Workplace_Hours]
```

- **Remove Unlogic Outliers:**

```
217    FROM [Project].[dbo].[Original_2020_rws] O
218    JOIN [Project].[dbo].[Modified_Barriers_2020_rws] B ON O.Response_ID = B.ResponseID
219    JOIN [Project].[dbo].[Modified_Aspects_2020_rws]  A ON O.Response_ID = A.ResponseID
220    WHERE O.Work_At_Workplace_Hours < 24 AND O.Work_At_Remote_Work_Hours < 24
```

4. Data Transformation

- **Create New Columns/Derived Values:**

```
194  ,CASE WHEN [Your_Productivity_Comparison] Like '%more%' OR [Your_Productivity_Comparison] Like '%LESS%'
195  THEN CONCAT(CASE WHEN [Your_Productivity_Comparison] Like '%more%' THEN 'More Productive By '
196              WHEN [Your_Productivity_Comparison] Like '%less%' THEN 'Less Productive By ' END
197  ,CAST(SUBSTRING([Your_Productivity_Comparison], PATINDEX('%[0-9]%', [Your_Productivity_Comparison]),
198      CHARINDEX('%', [Your_Productivity_Comparison]) - PATINDEX('%[0-9]%', [Your_Productivity_Comparison])) AS INT), ' %')
199              WHEN [Your_Productivity_Comparison] IS NULL THEN 'Employee Productivity Hasn''t Been Submitted'
200              ELSE 'Level Of The Productivity Is The Same' END [Your_Productivity_Comparison]
```

- **Data Aggregation and arrangement**

```sql
--2021
WITH BarrierCounts AS (
    SELECT
        ResponseID,
        COUNT(Biggest_Barriers) OVER (PARTITION BY ResponseID, Biggest_Barriers) AS Biggest_Barrier_Count,

        Biggest_Barriers,
        COUNT(Smallest_Barriers) OVER (PARTITION BY ResponseID, Smallest_Barriers) AS Smallest_Barrier_Count,

        Smallest_Barriers
    FROM [Project].[dbo].[Original_2021_rws] AS rws
    CROSS APPLY (VALUES
        (rws.[Response_ID], rws.[Hybrid_Work_Biggest_Barriers_ChoicesGrpoup1],   rws.[Hybrid_Work_Smallest_Barriers_ChoicesGrpoup1]),
        (rws.[Response_ID], rws.[Hybrid_Work_Biggest_Barriers_ChoicesGrpoup2],   rws.[Hybrid_Work_Smallest_Barriers_ChoicesGrpoup2]),
        (rws.[Response_ID], rws.[Hybrid_Work_Biggest_Barriers_ChoicesGrpoup3],   rws.[Hybrid_Work_Smallest_Barriers_ChoicesGrpoup3]),
        (rws.[Response_ID], rws.[Hybrid_Work_Biggest_Barriers_ChoicesGrpoup4],   rws.[Hybrid_Work_Smallest_Barriers_ChoicesGrpoup4]),
        (rws.[Response_ID], rws.[Hybrid_Work_Biggest_Barriers_ChoicesGrpoup5],   rws.[Hybrid_Work_Smallest_Barriers_ChoicesGrpoup5]),
        (rws.[Response_ID], rws.[Hybrid_Work_Biggest_Barriers_ChoicesGrpoup6],   rws.[Hybrid_Work_Smallest_Barriers_ChoicesGrpoup6]),
        (rws.[Response_ID], rws.[Hybrid_Work_Biggest_Barriers_ChoicesGrpoup7],   rws.[Hybrid_Work_Smallest_Barriers_ChoicesGrpoup7]),
        (rws.[Response_ID], rws.[Hybrid_Work_Biggest_Barriers_ChoicesGrpoup8],   rws.[Hybrid_Work_Smallest_Barriers_ChoicesGrpoup8]),
        (rws.[Response_ID], rws.[Hybrid_Work_Biggest_Barriers_ChoicesGrpoup9],   rws.[Hybrid_Work_Smallest_Barriers_ChoicesGrpoup9]),
        (rws.[Response_ID], rws.[Hybrid_Work_Biggest_Barriers_ChoicesGrpoup10], rws.[Hybrid_Work_Smallest_Barriers_ChoicesGrpoup10]),
        (rws.[Response_ID], rws.[Hybrid_Work_Biggest_Barriers_ChoicesGrpoup11], rws.[Hybrid_Work_Smallest_Barriers_ChoicesGrpoup11]),
        (rws.[Response_ID], rws.[Hybrid_Work_Biggest_Barriers_ChoicesGrpoup12], rws.[Hybrid_Work_Smallest_Barriers_ChoicesGrpoup12]),
        (rws.[Response_ID], rws.[Hybrid_Work_Biggest_Barriers_ChoicesGrpoup13], rws.[Hybrid_Work_Smallest_Barriers_ChoicesGrpoup13]),
        (rws.[Response_ID], rws.[Hybrid_Work_Biggest_Barriers_ChoicesGrpoup14], rws.[Hybrid_Work_Smallest_Barriers_ChoicesGrpoup14])
    ) AS Barriers (ResponseID, Biggest_Barriers, Smallest_Barriers)
)
,RankBarrierCounts AS (
    SELECT DISTINCT
        ResponseID,
        RankBiggestBarrier = RANK() OVER (PARTITION BY ResponseID ORDER BY ResponseID, Biggest_Barrier_Count DESC),
        Biggest_Barriers = CASE WHEN RANK() OVER (PARTITION BY ResponseID ORDER BY ResponseID, Biggest_Barrier_Count DESC) = 1 THEN Biggest_Barriers END,
        RankSmallestBarrier = RANK() OVER (PARTITION BY ResponseID ORDER BY ResponseID, Smallest_Barrier_Count DESC),
        Smallest_Barriers = CASE WHEN RANK() OVER (PARTITION BY ResponseID ORDER BY ResponseID, Smallest_Barrier_Count DESC) = 1 THEN Smallest_Barriers END
    FROM
        BarrierCounts
)
SELECT   ResponseID, MIN(RankBiggestBarrier) RankBiggestBarrier, MAX(Biggest_Barriers) Biggest_Barriers,
         MIN(RankSmallestBarrier) RankSmallestBarrier, MAX(Smallest_Barriers) Smallest_Barriers
INTO     Modified_Barriers_2021_rws
FROM     RankBarrierCounts
GROUP BY ResponseID
```
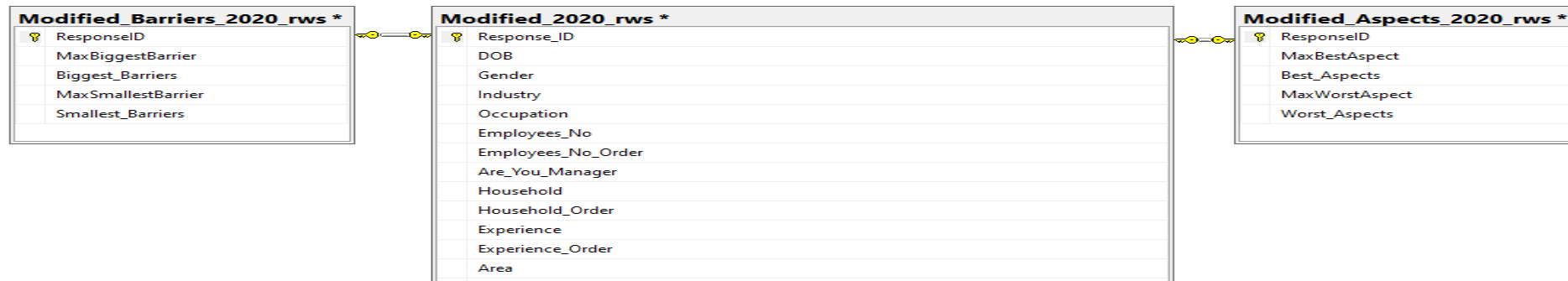
5. Data Enrichment

- **Add Lookup Tables:**

6. Data Integrity Checks

- **Foreign Key and Referential Integrity:**

Modified_Barriers_2020_rws *
🔑 ResponseID
MaxBiggestBarrier
Biggest_Barriers
MaxSmallestBarrier
Smallest_Barriers

Modified_2020_rws *
🔑 Response_ID
DOB
Gender
Industry
Occupation
Employees_No
Employees_No_Order
Are_You_Manager
Household
Household_Order
Experience
Experience_Order
Area

Modified_Aspects_2020_rws *
🔑 ResponseID
MaxBestAspect
Best_Aspects
MaxWorstAspect
Worst_Aspects

- **Data Validation Rules:**

```
205  ,TRY_CAST(ROUND(CASE WHEN [CaringAndResponsibilities_At_Workplace_Hours] LIKE '%-%' THEN '0'
206              ELSE [CaringAndResponsibilities_At_Workplace_Hours]END, 2) AS FLOAT)
207       [CaringAndResponsibilities_At_Workplace_Hours]
```

7. Performance Optimization

- **Indexes:**

```sql
1    -- Create index on Response_ID column in Original_2020_rws
2    CREATE INDEX idx_ResponseID_Original_2020_rws
3    ON Original_2020_rws (Response_ID);
4
5    -- Create index on Response_ID column in Modified_Barriers_2020_rws
6    CREATE INDEX idx_ResponseID_Modified_Barriers_2020_rws
7    ON Modified_Barriers_2020_rws (ResponseID);
8
9    -- Create index on Response_ID column in Modified_Aspects_2020_rws
10   CREATE INDEX idx_ResponseID_Modified_Aspects_2020_rws
11   ON Modified_Aspects_2020_rws (ResponseID);
12
13   -- Create index on Response_ID column in Original_2021_rws
14   CREATE INDEX idx_ResponseID_Original_2021_rws
15   ON Original_2021_rws (Response_ID);
16
17   -- Create index on Response_ID column in Modified_Barriers_2021_rws
18   CREATE INDEX idx_ResponseID_Modified_Barriers_2021_rws
19   ON Modified_Barriers_2021_rws (ResponseID);
20
```
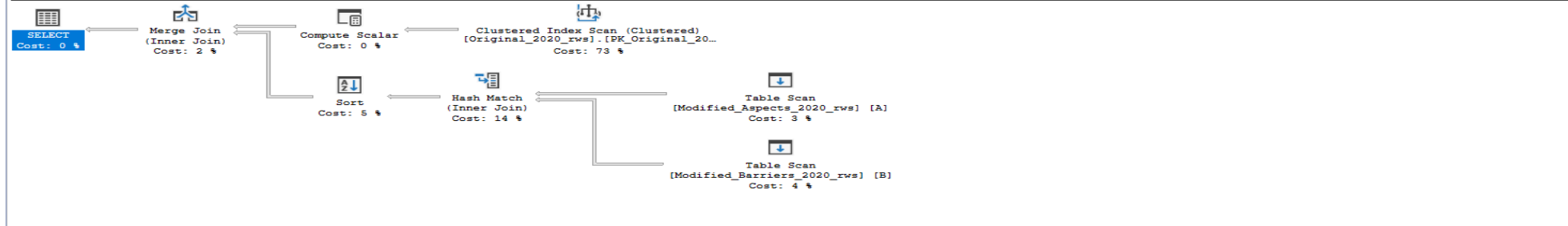
- **Query Optimization:**

8. Create Views/Stored Procedures

```sql
1   USE [Project]
2   GO
3   /****** Object:  StoredProcedure [dbo].[Create_Appended_2020_2021_RWS_View]
4   SET ANSI_NULLS ON
5   GO
6   SET QUOTED_IDENTIFIER ON
7   GO
8   -- ================================================
9   -- Author:         Mohammad Hamdy
10  -- Create date:    2024-10-01
11  -- Description:    Creates a view that appends 2020 and 2021 datasets.
12  -- ================================================
13
14  CREATE OR ALTER PROC [dbo].[Create_Appended_2020_2021_RWS_View]
15  AS
16  BEGIN
17      -- Start a transaction
18      BEGIN TRY
19          BEGIN TRANSACTION;
20
```

```sql
-- Drop the view if it already exists
IF OBJECT_ID('dbo.Appended_2020_2021_RWS', 'V') IS NOT NULL
BEGIN
    DROP VIEW dbo.Appended_2020_2021_RWS;
END
-- Dynamic SQL for creating the view
DECLARE @sql NVARCHAR(MAX);
SET @sql = N'
CREATE VIEW dbo.Appended_2020_2021_RWS AS
SELECT
    ID = ROW_NUMBER() OVER (ORDER BY Response_ID),
    Response_ID,
    DOB,
    Gender,
    Industry,
    Occupation,
    Employees_No,
    Employees_No_Order,
    Are_You_Manager,
    Household,
    Household_Order,
    Experience,
    Experience_Order,
    Area,
    Last_Year_Actual_Work_Time_Remotely AS Actual_Work_Time_Remotely,
    Last_Year_Preferred_Work_Time_Remotely AS Preferred_Work_Time_Remotely,
    Always_Preferred_Work_Time_Remotely,
    Would_Employer_Encourage_Remote_Work,
    Would_Employer_Encourage_Remote_Work_Order,
    Would_Employer_Support_Remote_Work,
    Would_Employer_Support_Remote_Work_Order,
    Would_Choose_Remote_Work,
    Would_Choose_Remote_Work_Order,
    Your_Productivity_Comparison,
    PrepareForWorkAndCommuting_At_Workplace_Hours,
    Work_At_Workplace_Hours,
    PersonalAndFamilyTime_At_Workplace_Hours,
    CaringAndResponsibilities_At_Workplace_Hours,
    PrepareForWorkAndCommuting_At_Remote_Work_Hours,
    Work_At_Remote_Work_Hours,
    PersonalAndFamilyTime_At_Remote_Work_Hours,
    CaringAndResponsibilities_At_Remote_Work_Hours,
    Biggest_Barriers,
    Smallest_Barriers,
    ''2020'' AS Year
FROM Modified_2020_rws
UNION ALL
SELECT
    ROW_NUMBER() OVER (ORDER BY Response_ID) + (SELECT COUNT(*) FROM Modified_2020_rws) AS ID,
```

9. Export Dataset for Tableau

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Design the Dashboard Using Tableau

Approval for Remote Work:

Organization Preparedness for Remote Work:

Your organization prepared for remote work

Strongly agree 392

Somewhat disagree

NA 250

Neither agree nor disagree 188
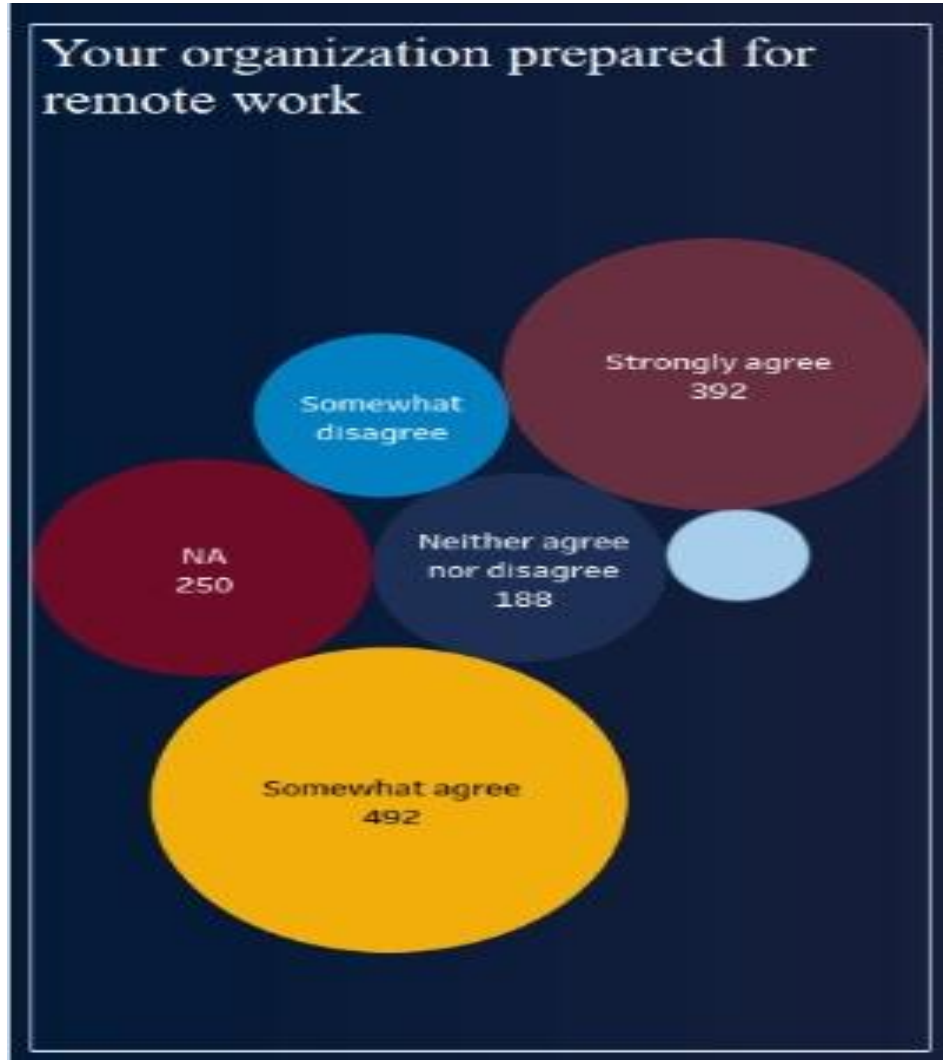
Somewhat agree 492

- Strongly Agree (392) and Somewhat Agree (492) make up the majority, indicating that many respondents believe their organization is prepared for remote work.

- A smaller portion of the respondents are either neutral (188) or believe their organization is not prepared (Somewhat Disagree: 250).

- **Insight:** The majority of the surveyed employees feel their organizations are prepared for remote work, but there is a notable group that remains neutral or disagrees, suggesting room for improvement in organizational preparedness.

Ease of Getting Remote Work Permission:

Easy to get remote permission

| Somewhat agree 431 | Strongly agree 392 | NA 250 | Somewhat disagree 151 |
| | | Neither agree nor disagree 221 | Strongly disagree |
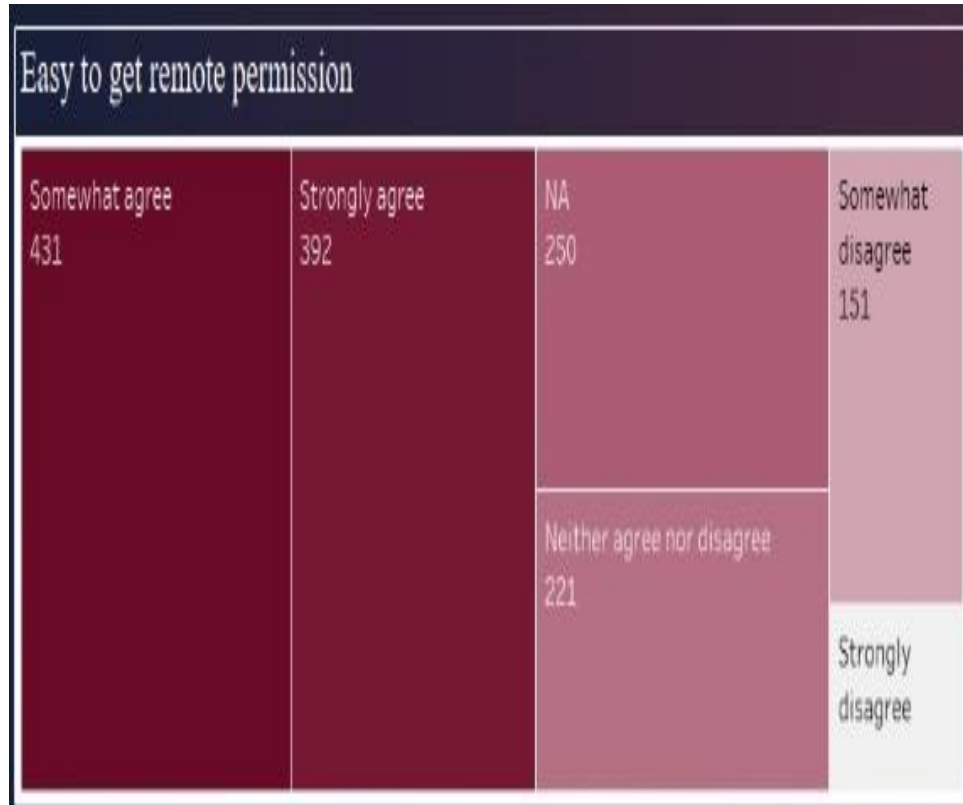
- A large portion of respondents either Somewhat Agree (431) or Strongly Agree (392) that it's easy to get permission for remote work.

- Fewer respondents expressed neutral views (221) or disagreed (Somewhat Disagree: 151, Strongly Disagree: a small percentage).

- **Insight:** Most employees find it relatively easy to get remote work permission, although some struggle with obtaining it, indicating possible inconsistencies in company policies or management practices.

Percentage of Time Spent Remotely by Experience:

Percentage of time spent remotly per experience

Time spent Remotely

- Between 1 and 5 years
- Between 6 and 12 months
- More than 5 years
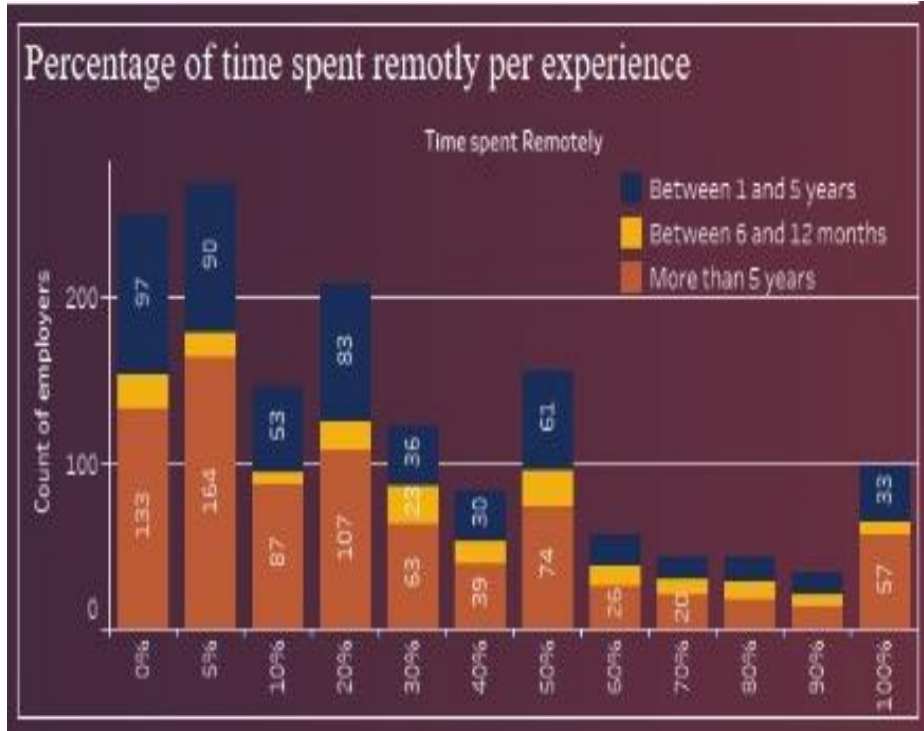
- **Employees with 1-5 years of experience are more likely to work 100% remotely compared to those with more than 5 years of experience.**

- **There's a strong presence of newer employees (1-5 years) in the high remote work percentages (80%-100%), indicating that remote work is more common among less experienced employees.**

- **Insight: More experienced employees (5+ years) are distributed across lower percentages of remote work, suggesting they may either prefer hybrid models or have roles that require more in-office time.**

Ease of Collaboration with Colleagues Remotely:

Easy collaboration with colleagues remotely
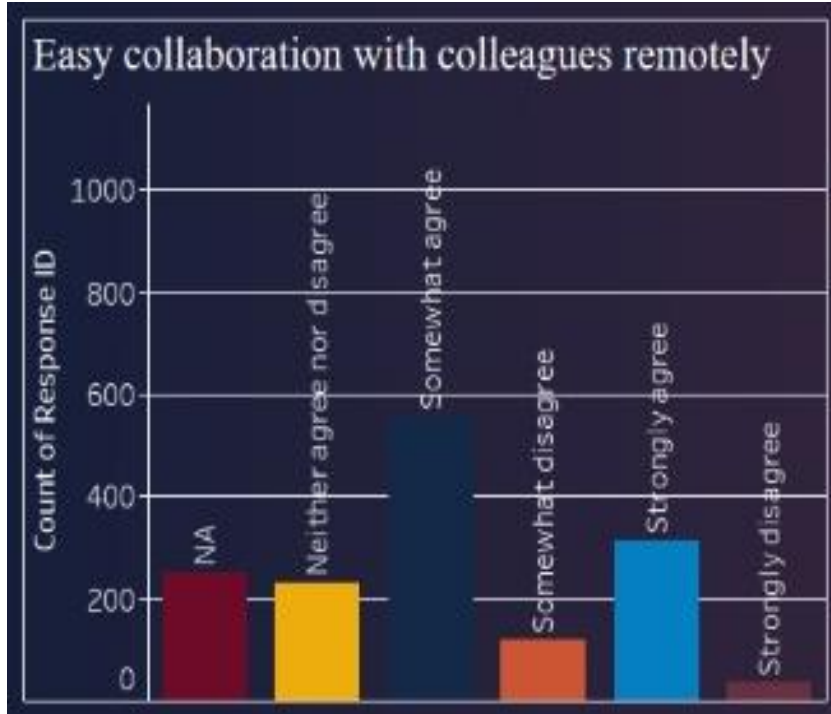
- A significant number of respondents find collaboration somewhat easy (strong agreement: 392), but there are still a few who disagree.

- **Insight:** Collaboration during remote work is generally perceived as positive, but for some employees, it remains a challenge, indicating a need for better tools or practices to support remote teamwork.

Remote Work Commonality in the Organization:

Remote work common in your organization
- NA
- Neither agree nor disagree
- Somewhat agree
- Somewhat disagree
- Strongly agree
- Strongly disagree
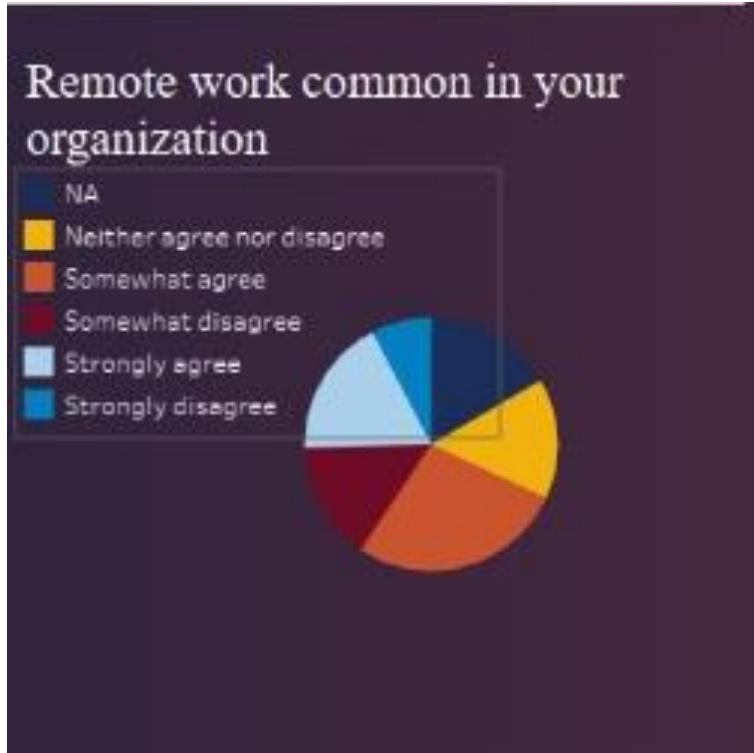
- **Strongly Agree (392) and Somewhat Agree (492) dominate, showing that remote work is becoming common in these organizations.**

- **Insight: The trend of remote work is increasingly normalized across organizations, although some employees still report that it's not as prevalent, possibly in more traditional sectors.**

Recommendation of Remote Work to Others:

Recommend remote work to others
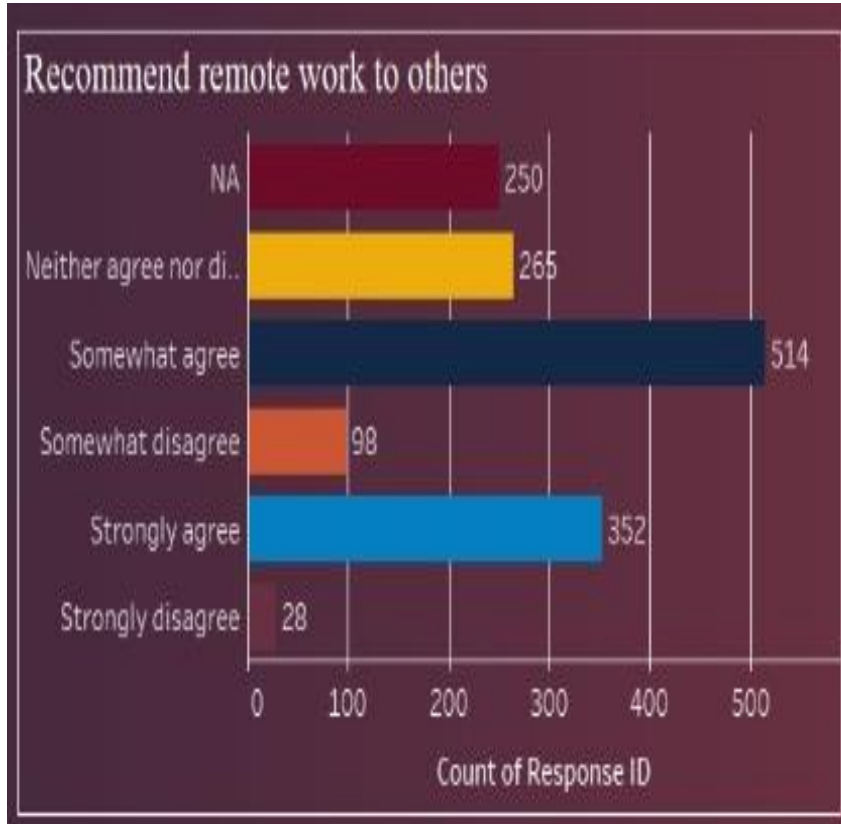
- The highest count comes from those who Somewhat Agree (514) and Strongly Agree (352) with recommending remote work to others.
- A smaller group disagrees (Somewhat Disagree: 98, Strongly Disagree: 28).
- **Insight:** Most employees are likely to recommend remote work to others, indicating general satisfaction, though a small group remains unsatisfied.

Remote Working hours VS workplace
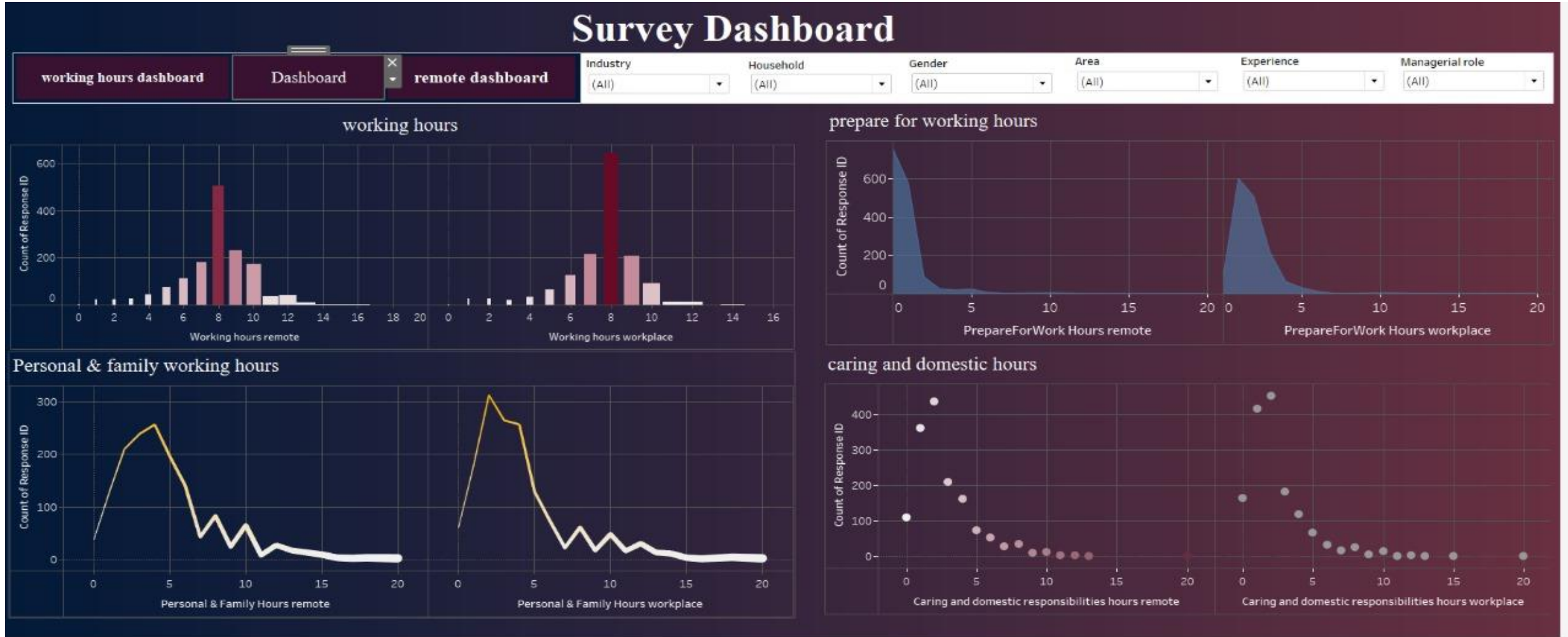
Working Hours (Remote vs. Workplace):
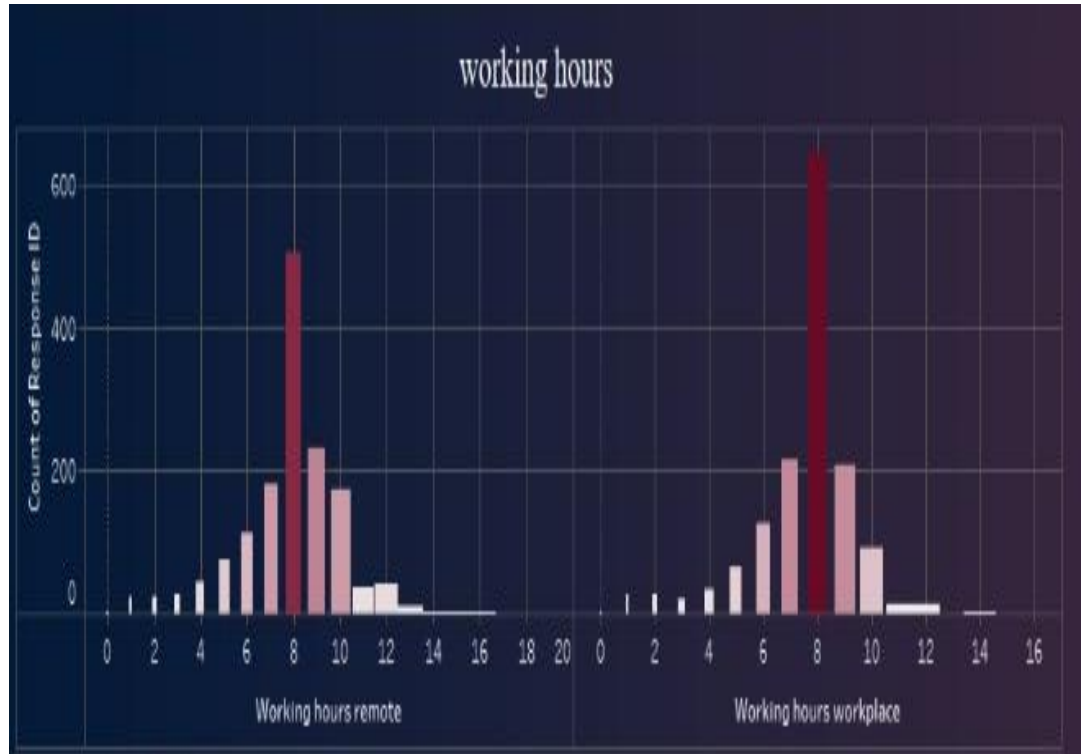
- **Remote Working Hours:**
  - The most common working hours remotely seem to be concentrated around 8 hours per day, with a peak at this value.
  - There's also a distribution of people working fewer hours remotely (around 6-7 hours), but the majority still works 8 hours remotely.
- **Workplace Working Hours:**
  - A similar pattern is seen for on-site (workplace) working hours, where the majority of employees report working 8 hours in the workplace.
  - There's a slight spread to longer and shorter hours, but 8 hours seems to be the standard in both remote and workplace setups.

Personal & Family Working Hours (Remote vs. Workplace):

Personal & family working hours
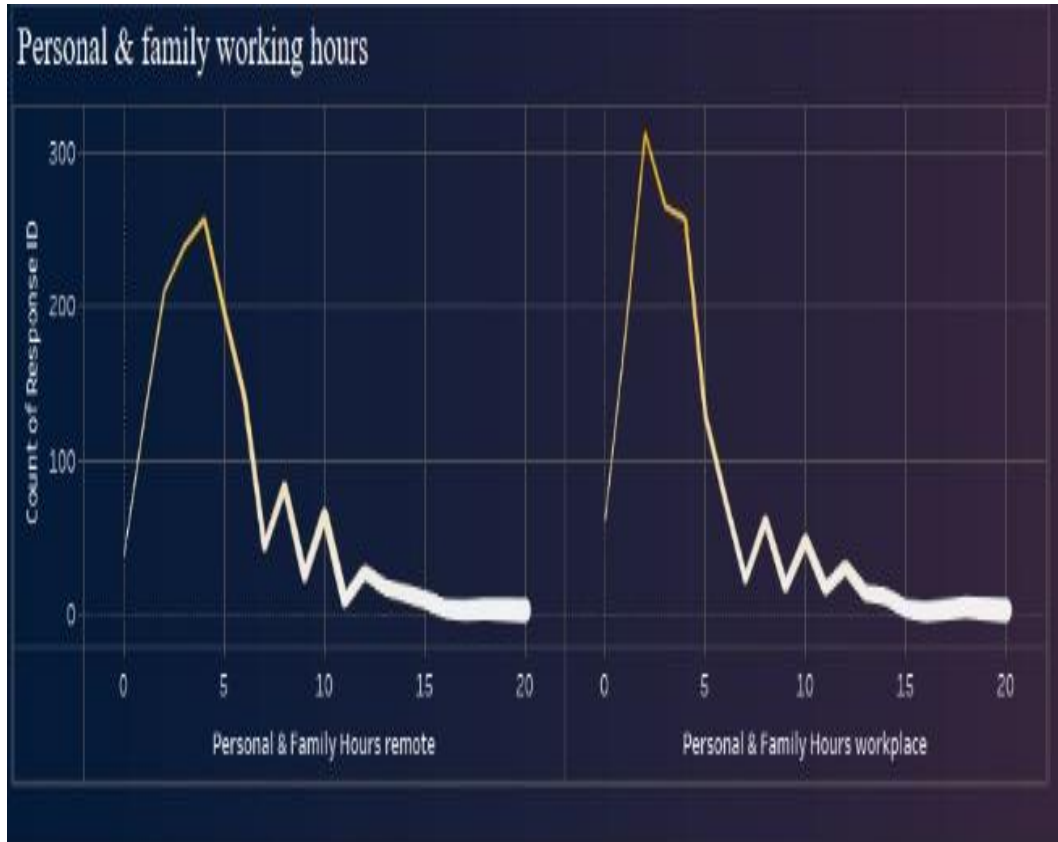
- **Remote:**
  - A significant number of people dedicate 3 to 5 hours to personal and family responsibilities while working remotely.
  - The curve drops after this, indicating fewer people spend over 6-7 hours on family-related tasks while working remotely.
- **Workplace:**
  - For those working on-site, the number of personal and family hours is considerably lower, with most people spending 1 to 2 hours during workdays. The distribution also drops sharply after that.

Preparing for Working Hours (Remote vs. Workplace):
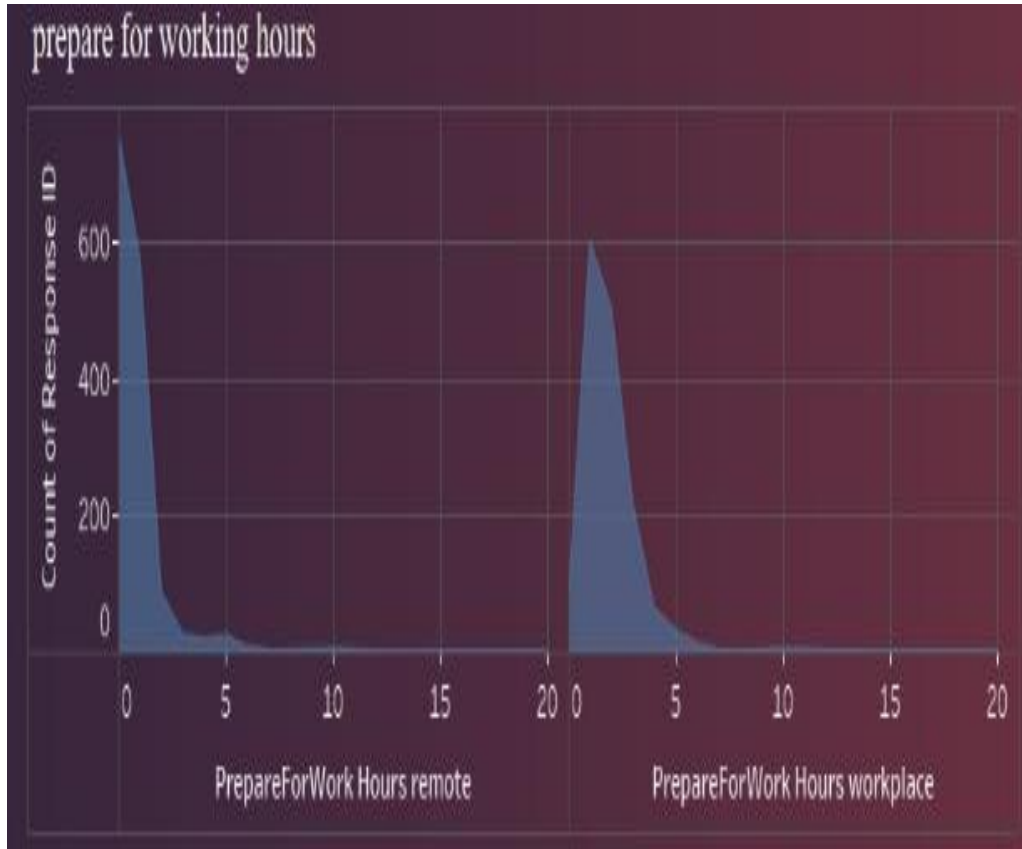
- **Remote:**
  - **Most people spend very little time preparing for remote working hours. The graph shows a peak around 1 hour or less.**
- **Workplace:**
  - **For on-site work, the preparation time is more spread, with a notable peak around 1-2 hours, reflecting more time spent commuting or getting ready for the workplace compared to remote work.**

Caring and Domestic Responsibilities (Remote vs. Workplace):
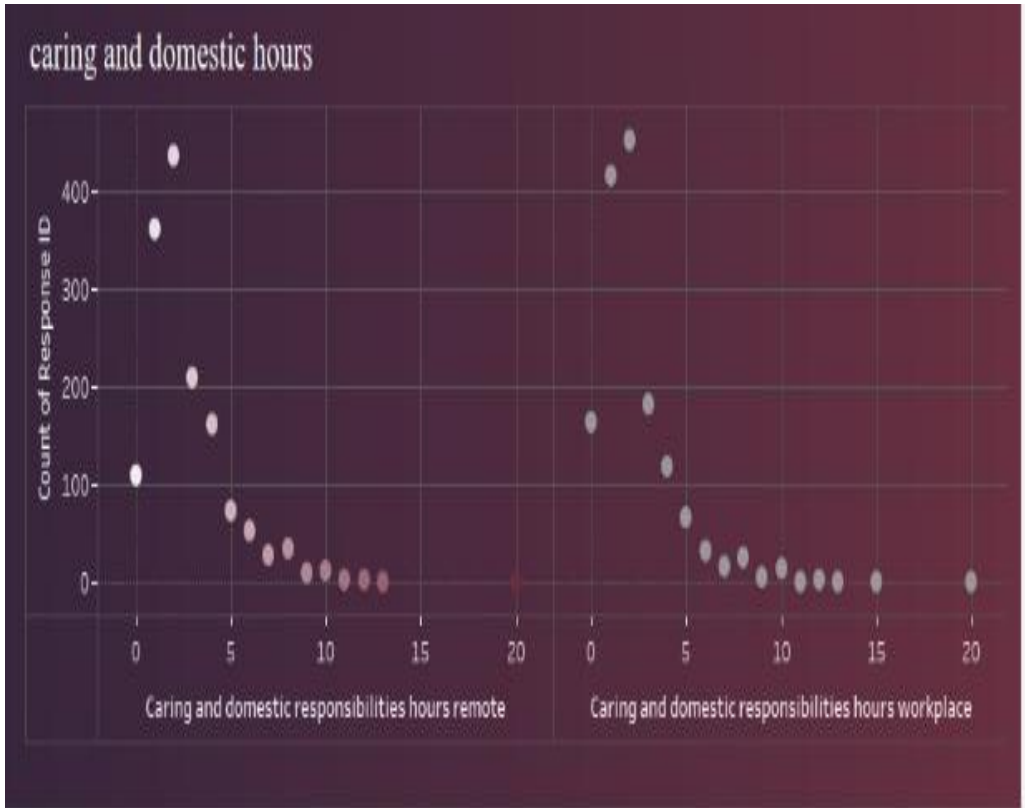
- **Remote:**
  - **Employees working remotely spend more time on caring and domestic responsibilities, with a notable spread up to 20 hours in some cases, but most responses fall around 1-5 hours.**
- **Workplace:**
  - **In the workplace setting, the time spent on these responsibilities is much lower, concentrated mostly in the 0-3 hour range, indicating that domestic tasks are much less of a focus during traditional on-site workdays.**

Productivity in Remote vs Workplace
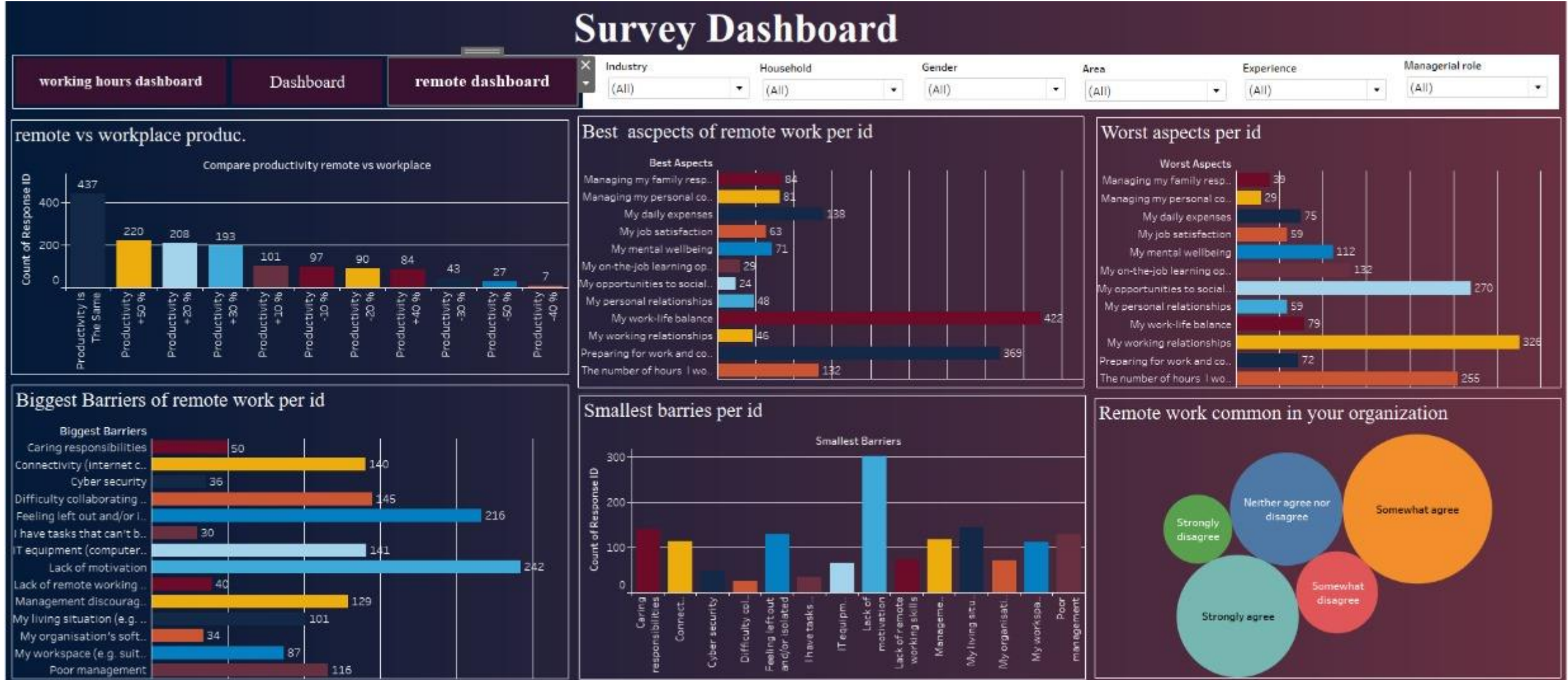
Comparison of Productivity in Remote vs Workplace Settings:

- A significant number of respondents (437) indicated that their productivity is about the same when working remotely as in the workplace.

- However, 220 respondents reported being 10-30% more productive remotely, followed by 208 respondents who felt 10-30% less productive remotely.

- **Insight:** Fewer respondents reported extreme productivity differences, whether positive or negative, suggesting that most workers find a slight productivity change when working remotely.

Biggest Barriers to Remote Work:

Biggest Barriers of remote work per id
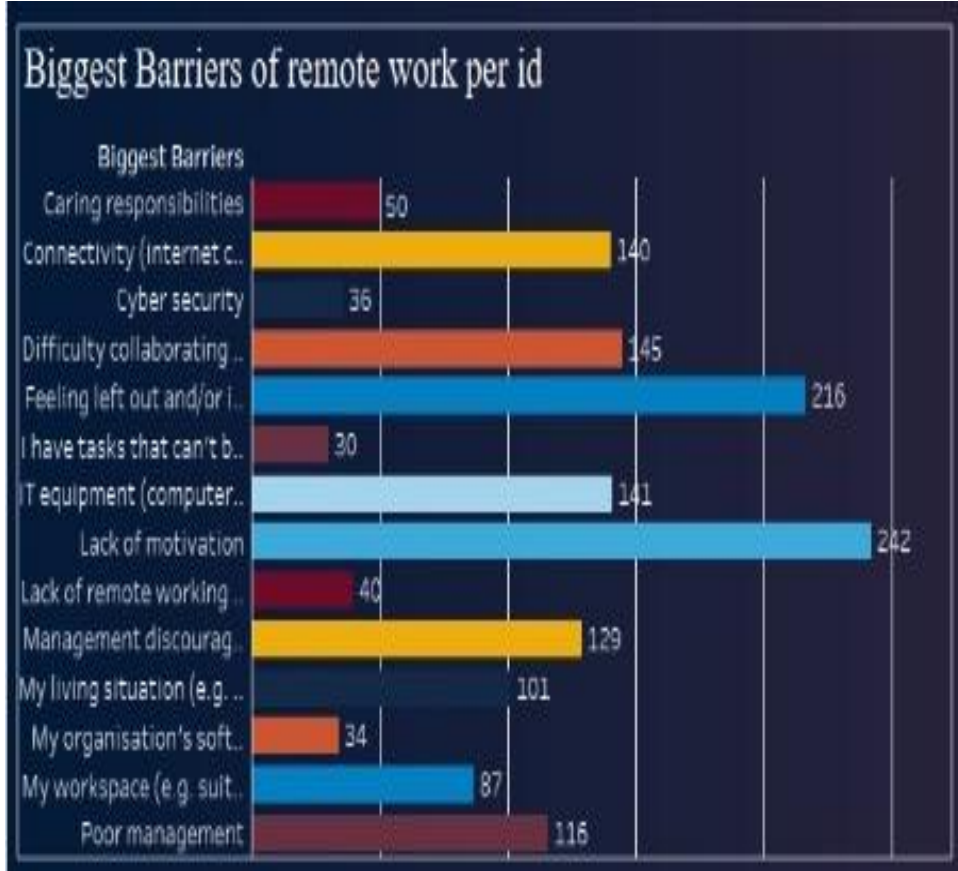
- **Caring responsibilities (216 respondents) and connectivity issues (145 respondents) are highlighted as the top barriers to remote work.**
- **Other prominent barriers include difficulty collaborating (122 respondents) and challenges with IT equipment (121 respondents).**
- **Management discouraging remote work (116 respondents) and workspace issues are also notable barriers, emphasizing challenges related to both personal and organizational factors.**

Best Aspects of Remote Work:

Best aspects of remote work per id
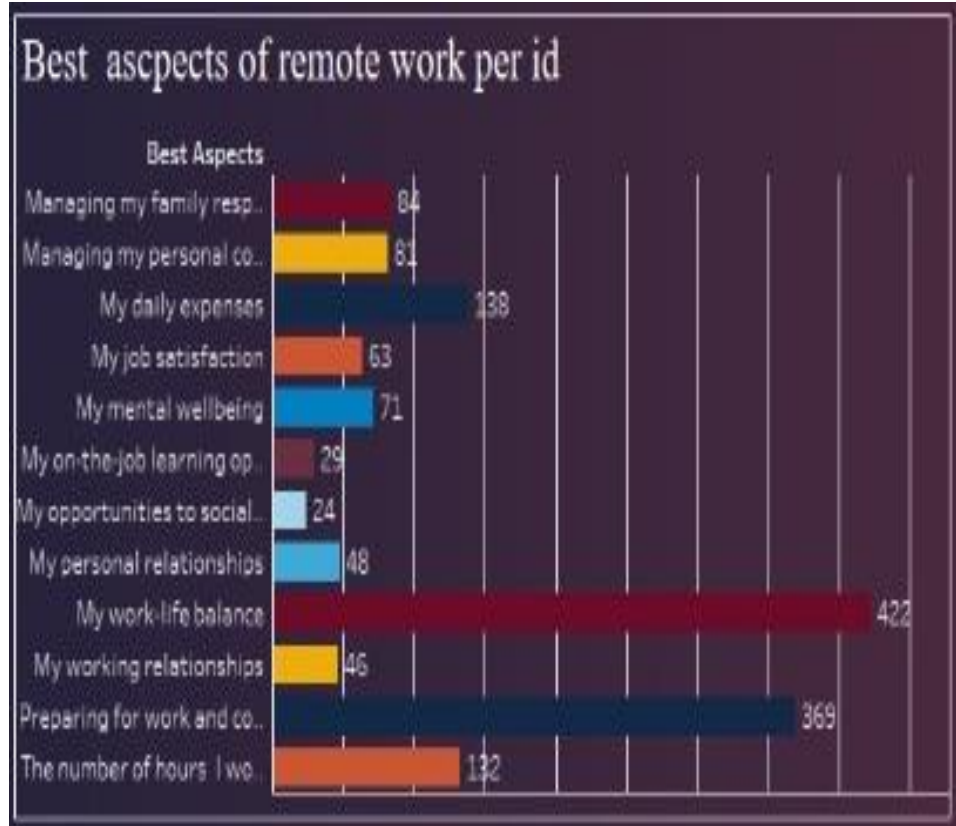
- Work-life balance (422 respondents) is overwhelmingly seen as the best aspect of remote work.
- Other key positive aspects include preparing for work and commuting less (365 respondents), and better personal relationships (48 respondents), indicating the lifestyle benefits remote work offers.
- Additionally, mental well-being and job satisfaction are highlighted by a smaller portion of respondents, showing that remote work positively affects certain personal factors.

Worst Aspects of Remote Work:

Worst aspects per id
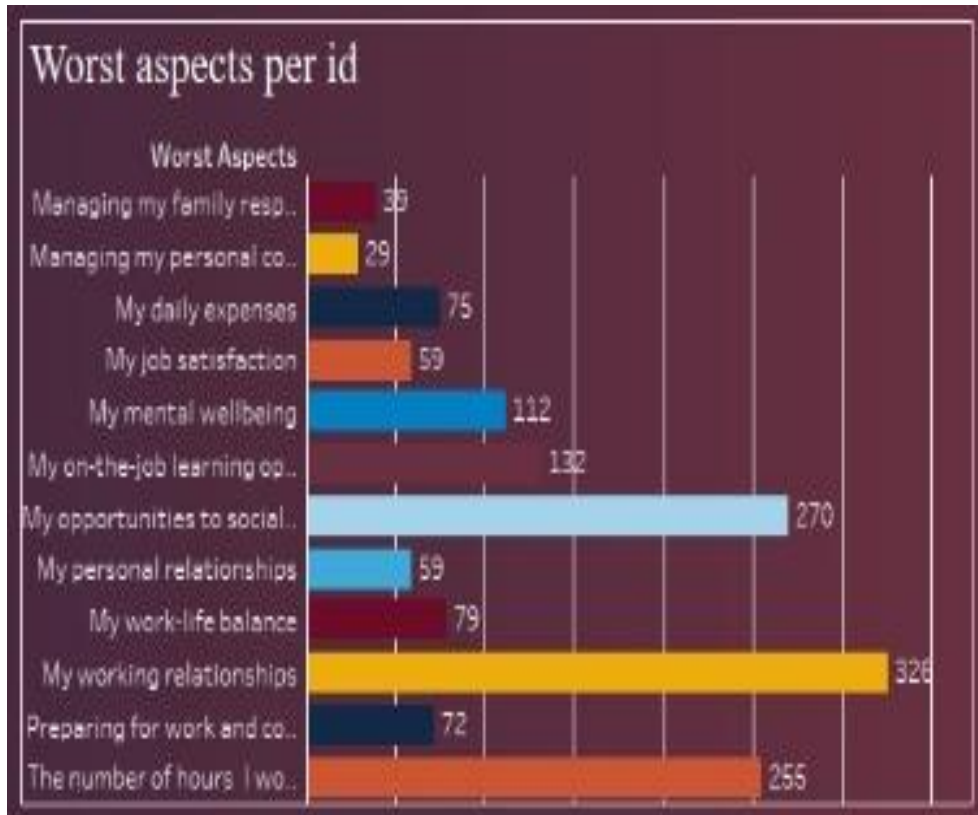
- While work-life balance is viewed positively, 270 respondents struggle with opportunities to socialize, making this the most commonly reported negative aspect.
- Work-life balance can also be a challenge for 79 respondents, likely indicating a need for better boundary management.
- Mental well-being (132 respondents) and preparing for work/commute (255 respondents) also appear in the "worst" list, showing that some remote workers face challenges despite the benefits.

Smallest Barriers to Remote Work:

Smallest barries per id
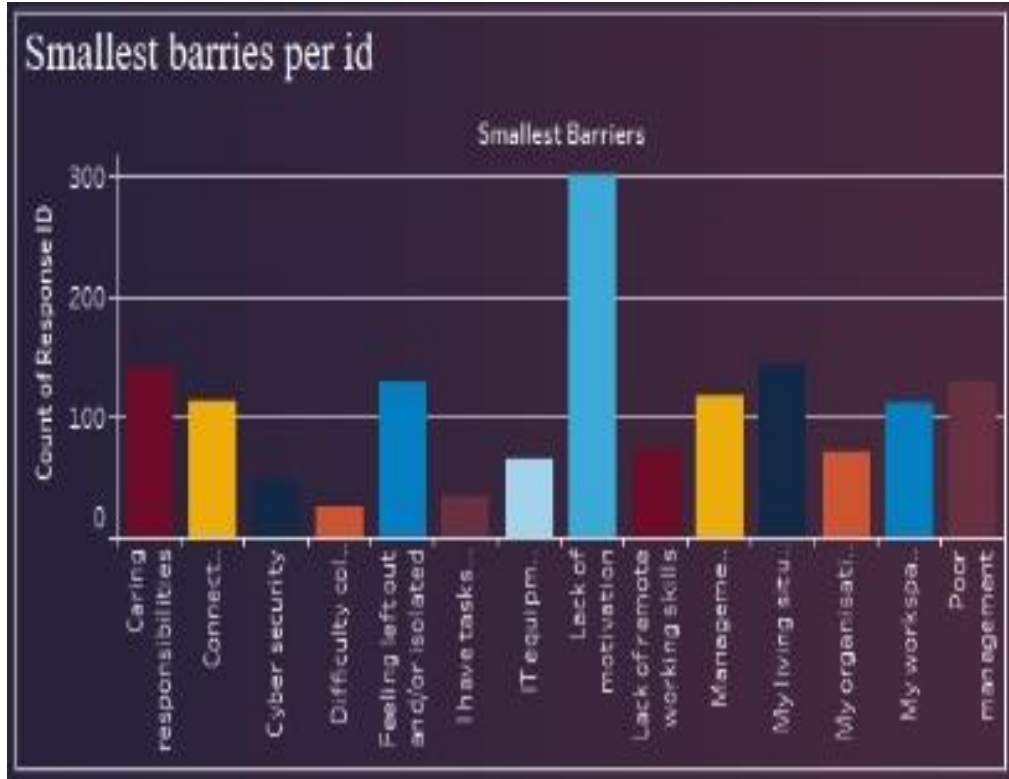
- Caring responsibilities and cybersecurity issues are seen as the smallest barriers, indicating they are less problematic for many respondents.
- The results indicate there is less concern about feeling left out and tasks that cannot be done remotely, with fewer respondents viewing these as significant barriers.

Remote Work Perception in Organizations:

Remote work common in your organization

- Strongly disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree
- Somewhat disagree

- A significant portion of respondents somewhat agree that remote work is common in their organization, followed by strong agreement.

- This distribution suggests that while remote work is present, there is still some variance in its adoption across organizations.

Thank you