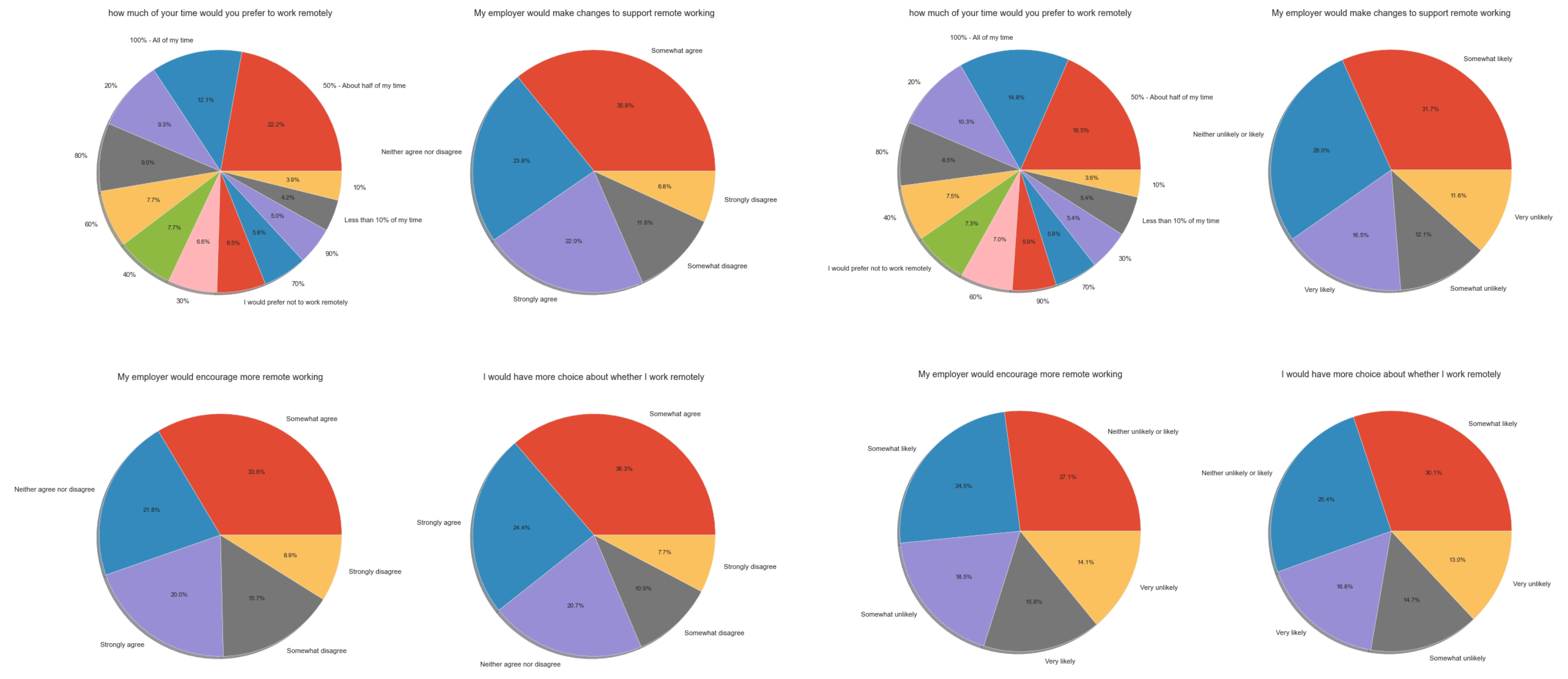


Insight 1: What can be expected post-pandemic?

Post-pandemic, it can be expected that organisations will continue to implement a more flexible working arrangements because employees' preferences have shifted to wanting to spend the bulk of their time WFH. Although employees generally feel that they will have decreased flexibility to WFH in the future (Perhaps due to pandemic measures easing up), it is interesting to see that organisations has shifted their stance towards WFH. Organisation has made it easier for employees to WFH and in fact encouraged them to do so more strongly. The employees are also well equipped to WFH. Hence, it will be mostly probable to continue to see employees with WFH arrangements even after the pandemic ends.

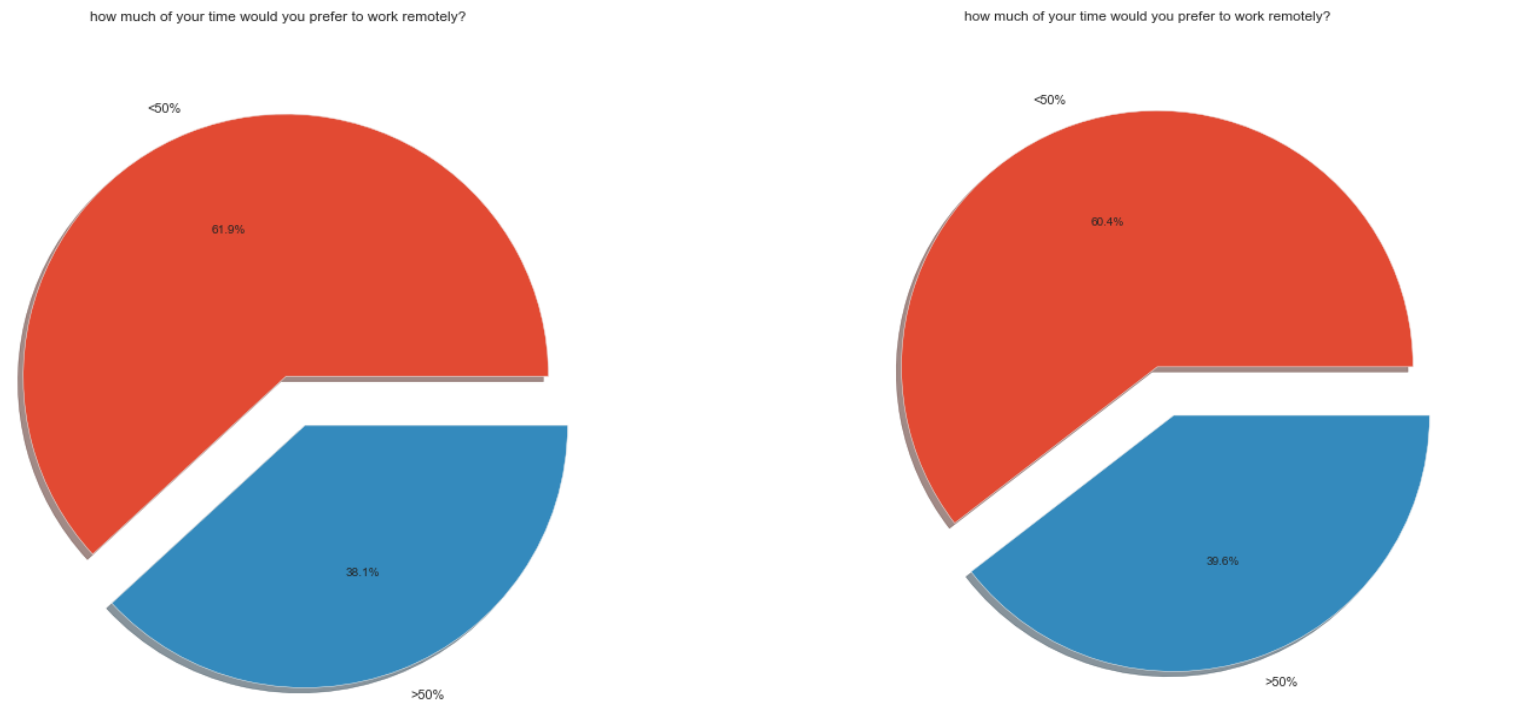
1. Employees' Sentiment of post-pandemic work arrangements



Overview of Employee's Sentiment on WFH (2020)

Overview of Employee's Sentiment on WFH (2021)

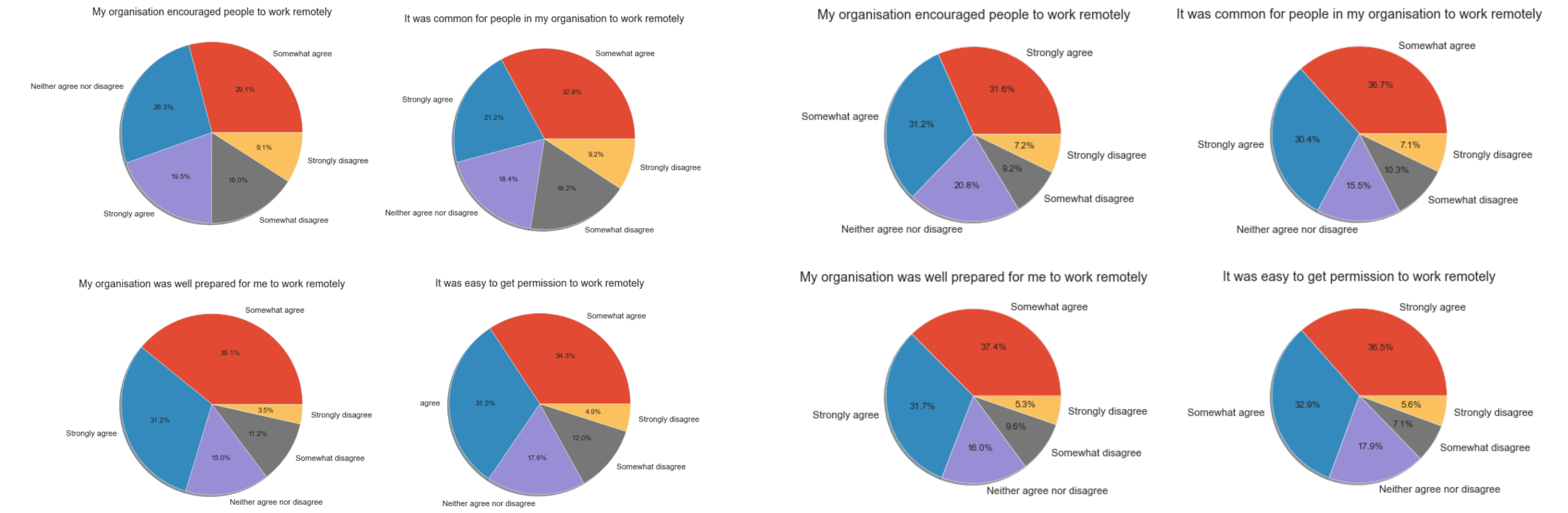
- Overall, it can be observed that Employees' Sentiment on having the flexibility to WFH has decreased from 2020 to 2021. This could be due to the pandemic slowly easing up and employees are expecting to be present in office.
- Nonetheless, there is general consensus that employees prefer to WFH with the majority of the population preferring to spend more than 50% of their time working remotely. This consensus has remained constant for year 2020 and 2021.



Employees' proportion of time preference to work remotely (2020)

Employees' proportion of time preference to work remotely (2021)

2. Organization's stance towards remote working



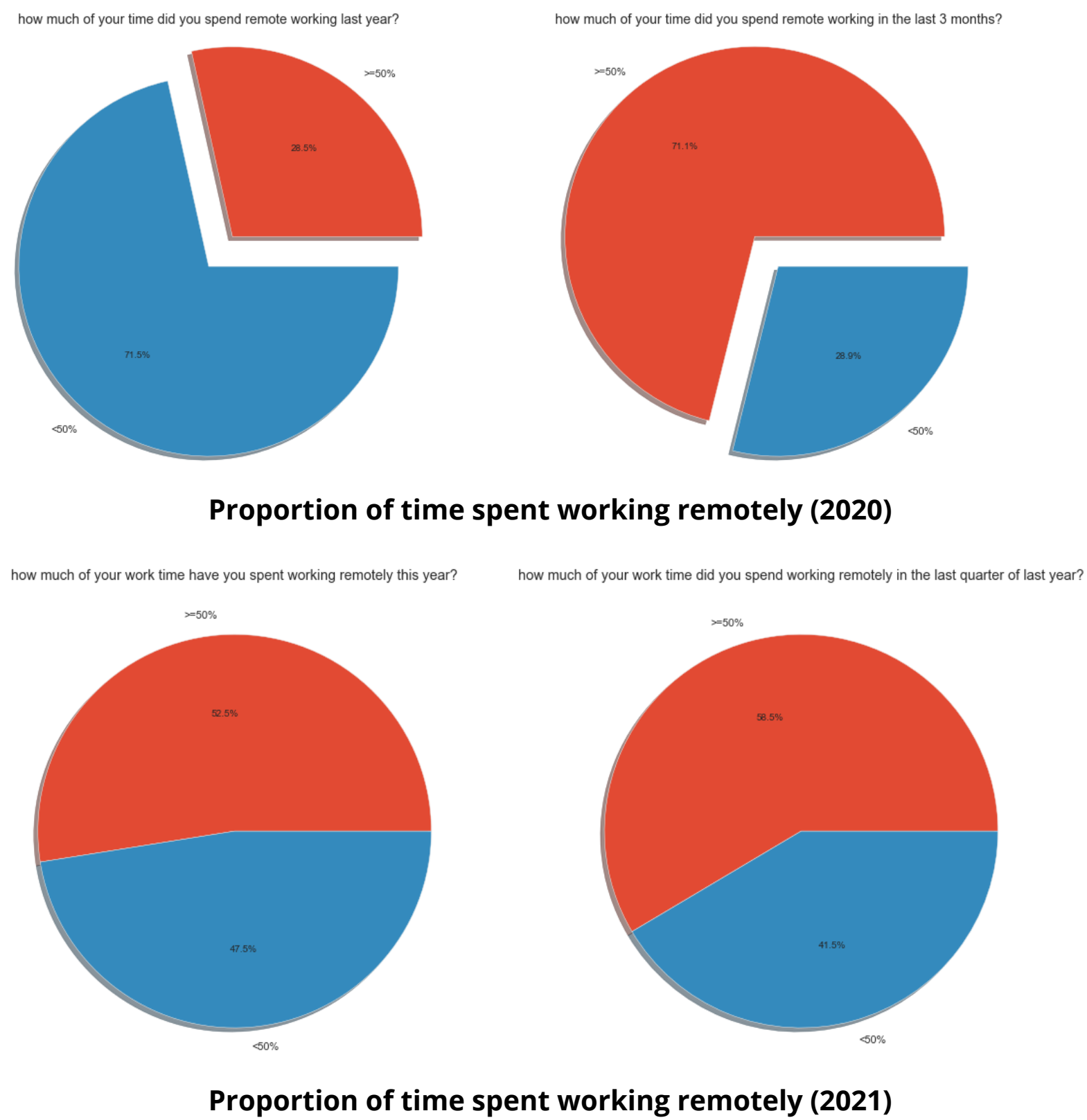
Organization's stance towards remote working (2020)

Organization's stance towards remote working (2021)

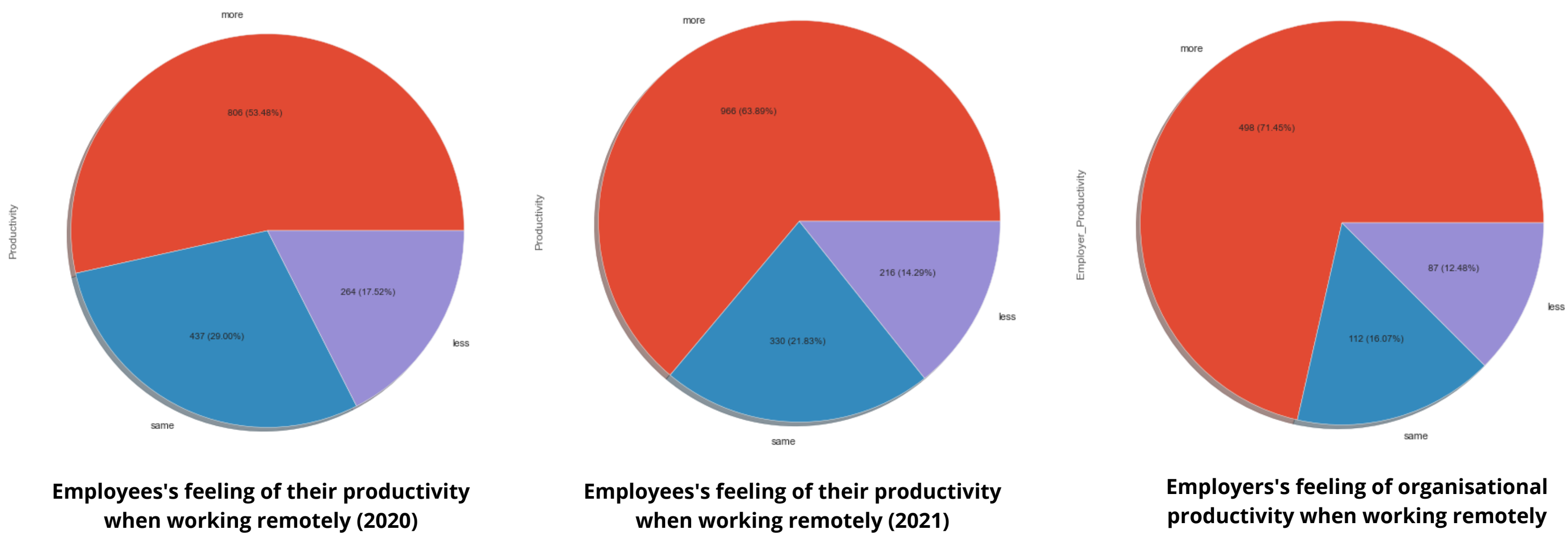
- Organisations has increased their encouragement for employees to work remotely from 2020 to 2021.
- It also became more common for people to work remotely within the organization
- The infrastructure for WFH has been consistently decent for both 2020 and 2021.
- It became slightly easier to get permission to work remotely from 2020 to 2021.

Insight 2: How has the Covid-19 pandemic impacted the amount of work done remotely?

- In 2020 majority of the employees spend the bulk of their time working on-site. However this has changed after the pandemic, with employees spending the bulk of their time working remotely to complete their work in 2021.
- It can also be observed that although majority of employees were still spending the bulk of their time working remotely in 2020 and 2021 in the last quarter since they responded, there are more employees spending the bulk of their time working on-site in 2021 as compared to 2020. A possible explanation for this could be due to the pandemic measure easing up with people starting to be back in the office for work.



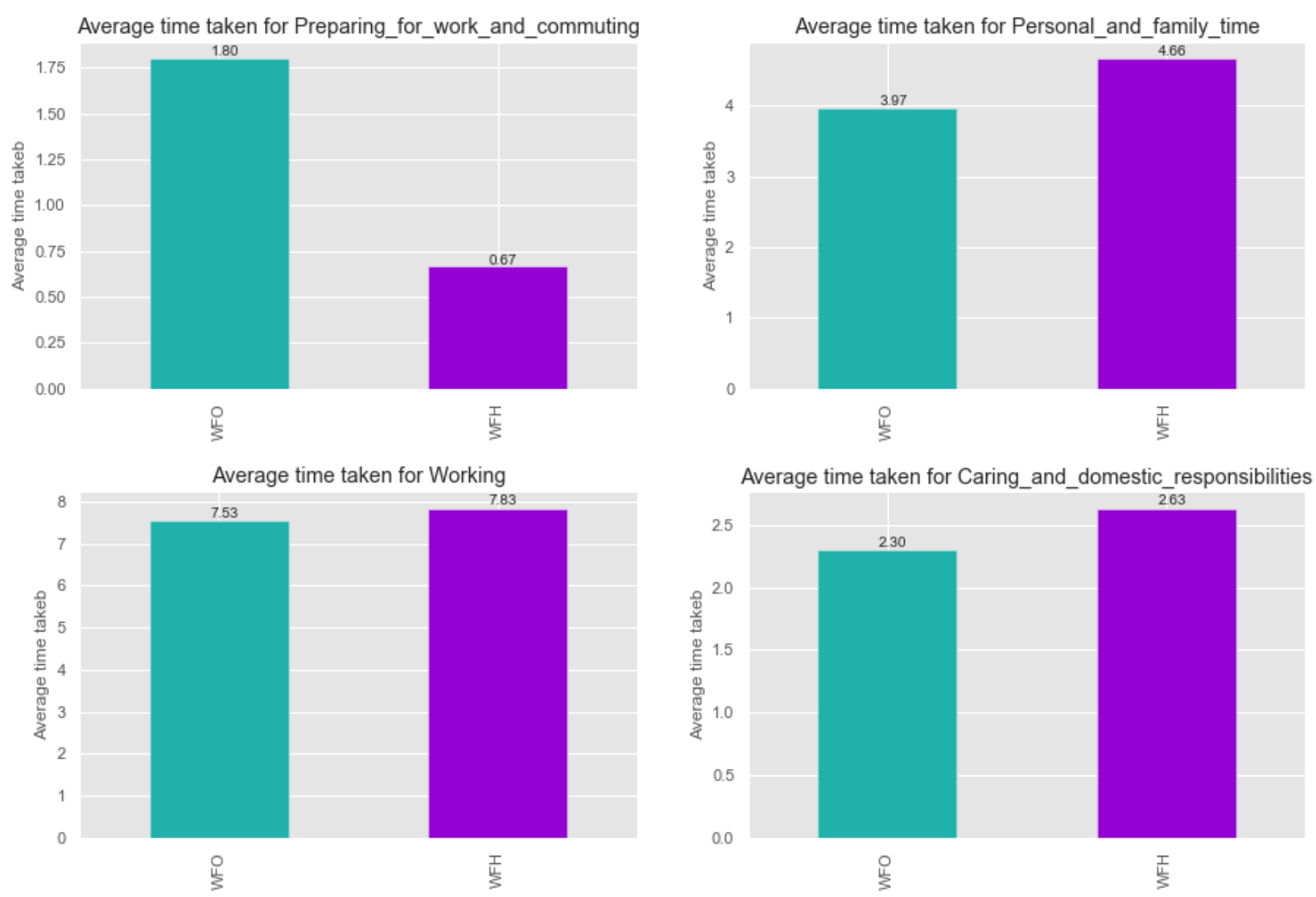
Insight 3: Does WFH impact productivity?



- Generally across 2020 and 2021, it can be observed that employees generally feel much more productive when they WFH.
- However, it is interesting to see that the proportion of the employees that felt more productive with WFH arrangement has increased from 2020 to 2021. A possible explanation could be employees becoming more accustomed to WFH with time, and having an established workflow that is efficient for them.
- It is also interesting to see that 71% Employers strongly feel that the organization has become more productive with employees working remotely.
- This findings show that WFH could be a viable option for employees in order to drive productivity levels higher within the organization

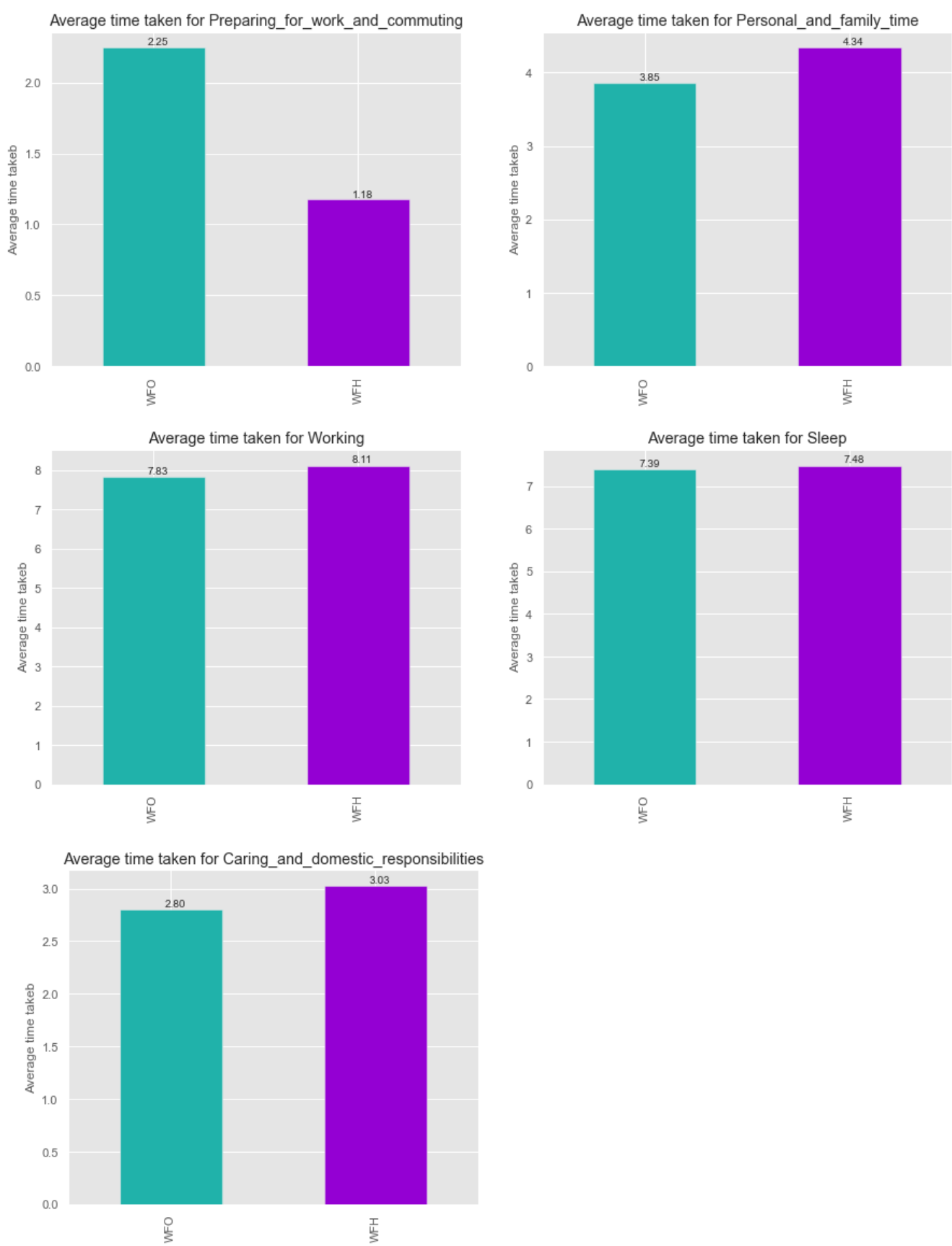


Insight 4: How does employees' use of time differ working remotely vs on-site?



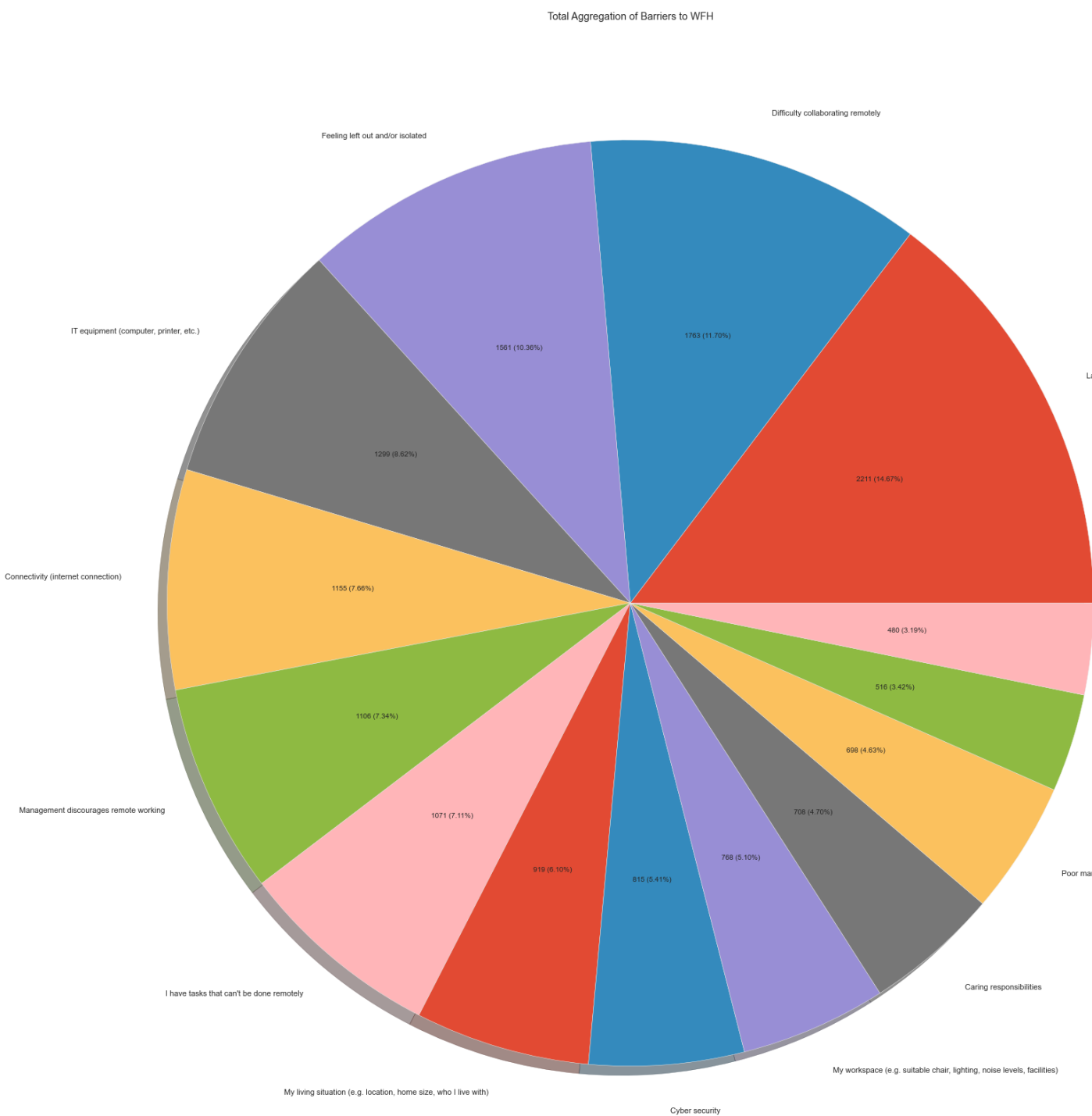
Employees's use of time when working remotely (2020)

- For both 2020 and 2021, generally there is much more time on average being spent on domestic responsibilities as well as personal and family time when WFH compared to Working From Office (WFO).
- This is made possible because there is a drastic decrease in time taken needed to prepare for work and commuting when WFH as compared to WFO. The time savings on average from WFH in this area is half or more, saving more than 1 hour of time.
- Sleeping time on average remains relatively similar when WFO or WFH.
- However, it is interesting to note that employees spend consistently more time on average working when WFO as compared to WFH both in 2020 and 2021.
- **Action:** Companies should allow employees to WFH because they are able to channel the time savings commuting to work into working more, as well as spending quality time with their family. This could greatly improve their well-being, allowing them contribute more towards the organisation.

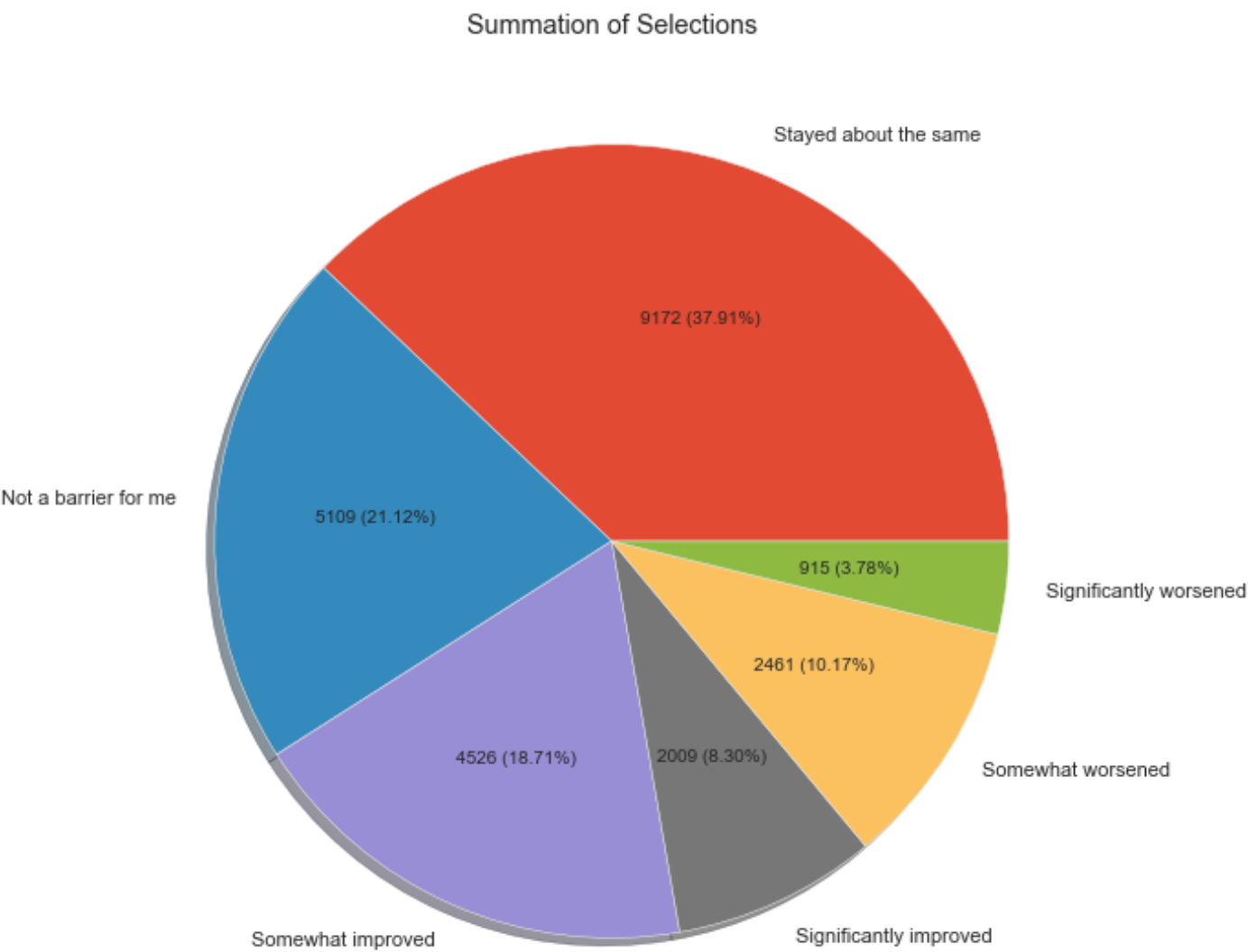


Employees's use of time when working remotely (2021)

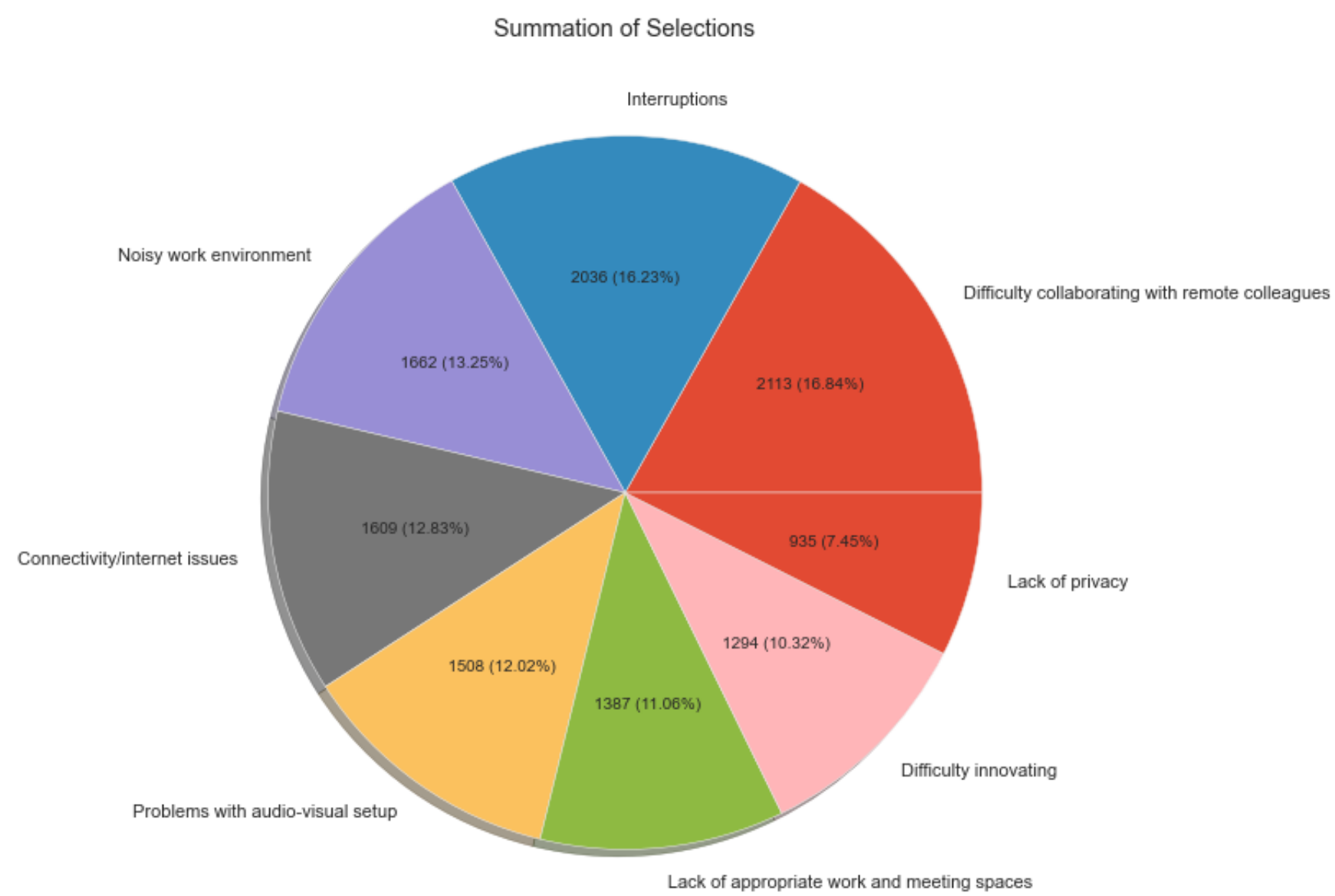
Insight 5: What are the biggest barriers to overcome if remote work becomes the norm in the future?



Barriers of WFH (2020)



Improvements towards Barriers of WFH (2021)



### Problems of Hybrid Working Arrangements (2021)

- In 2020, majority of the employees felt that a lack of motivation, difficulty collaborating remotely and feeling isolated/left out, were the biggest factors that will be a barrier for them to WFH.
- In the 2021 survey, it seems that these barriers remained the same for majority of the employees (38%), while for the other bulk of the employees (21%), the factors were not a barrier for them. It is also interesting to see that 18% of the respondents felt that the barriers of WFH has improved for them, showing that there are possible methods available to improve such barriers, and should further researched upon if WFH were to be implemented within the organisation.
- For companies who are intending to implement Hybrid working arrangements in the future, they would have to address the problems of difficulties collaborating with remote colleagues, Interruptions, noisy work environment issues. More investments could be done for these companies in their IT infrastructure to allow those on-site to better communicate and present their ideas to those off-site. Additionally, a redesign of the office space could be needed to minimise disruptions within the office when employees are having virtual meetings.