

How much do we really want to work from home?



COGITO

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The Covid crisis has undoubtedly changed the way we work and from where, forever.

In September 2020 Cogito surveyed 203 professionals across the UK to understand what the impact of Covid-19 has been on working practices nationally, their sentiment towards these changes and what they perceive as their ideal balance between home and office working.





Who Contributed

An overview of our respondents



Demographics of Respondents



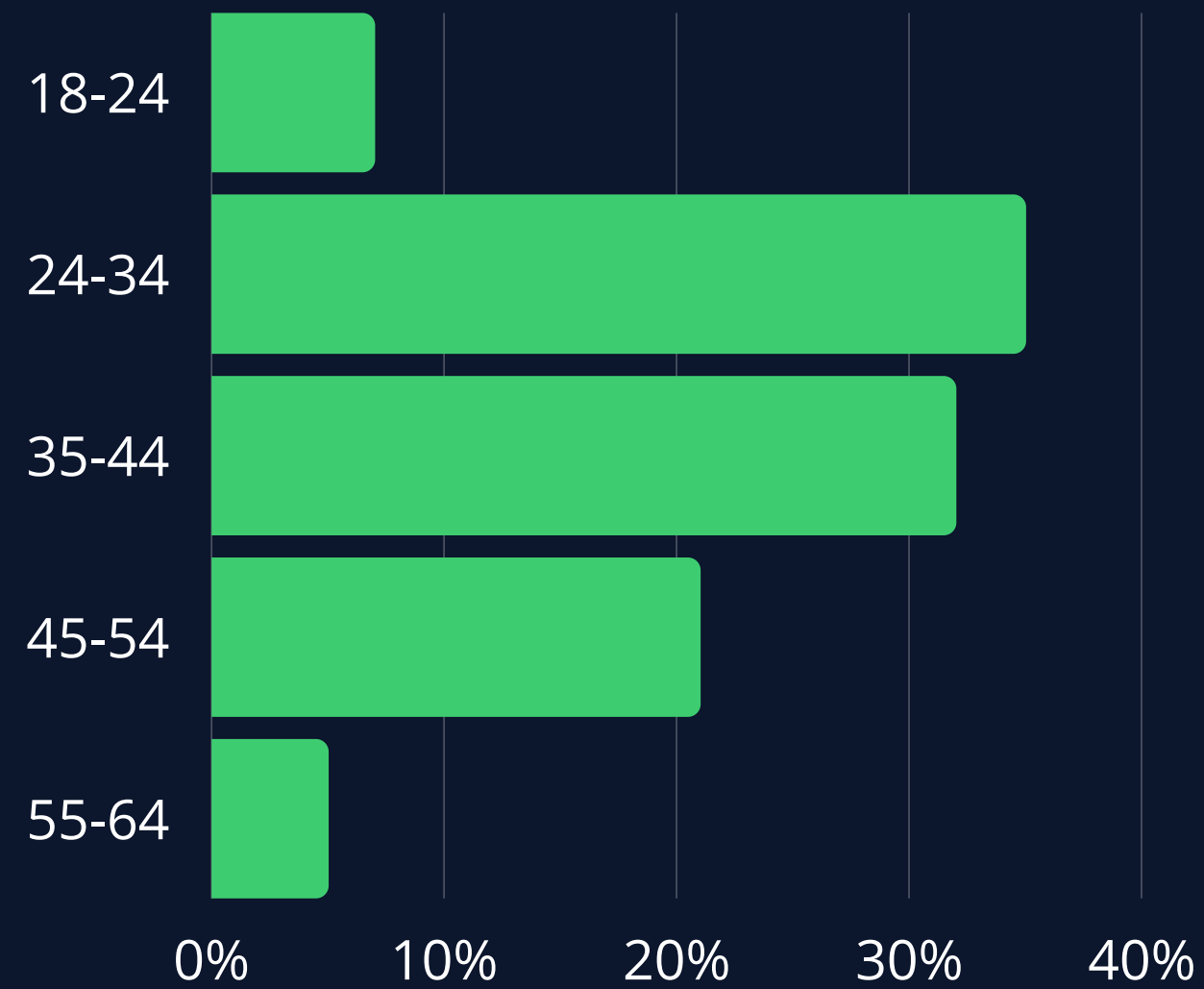
Respondents were:

- Primarily aged 24-44
- Roughly evenly split between Males & Females (48% Male, 52% Female)
- Predominantly employed within Telecommunications, Technology, Internet or Electronics Industries
- Mainly employed full time both before and during the Covid Crisis

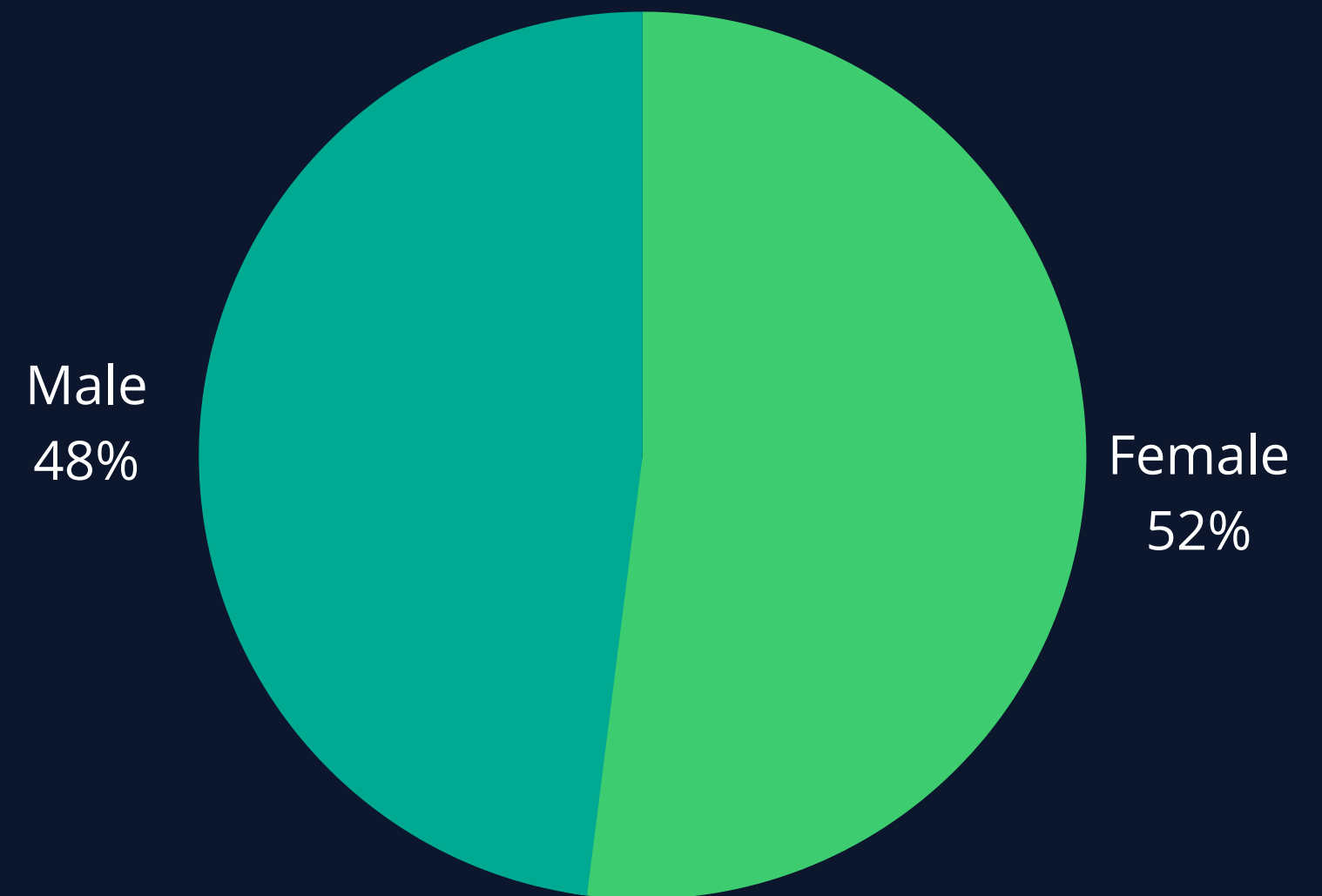
203 Professionals in the UK responded.....



Age



Gender



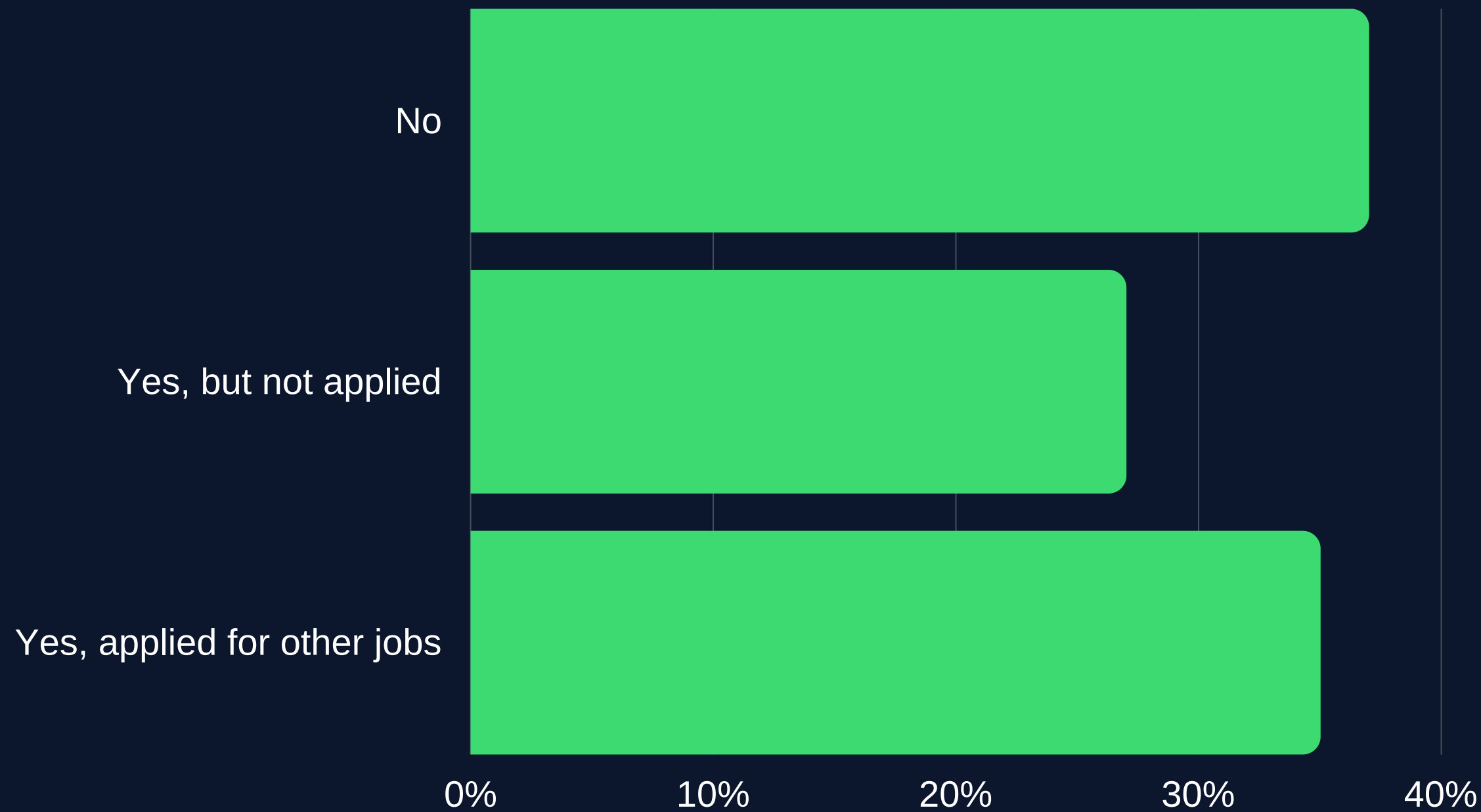
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Working practices pre, during and post the Covid Pandemic



Have you been actively job hunting during the Pandemic?

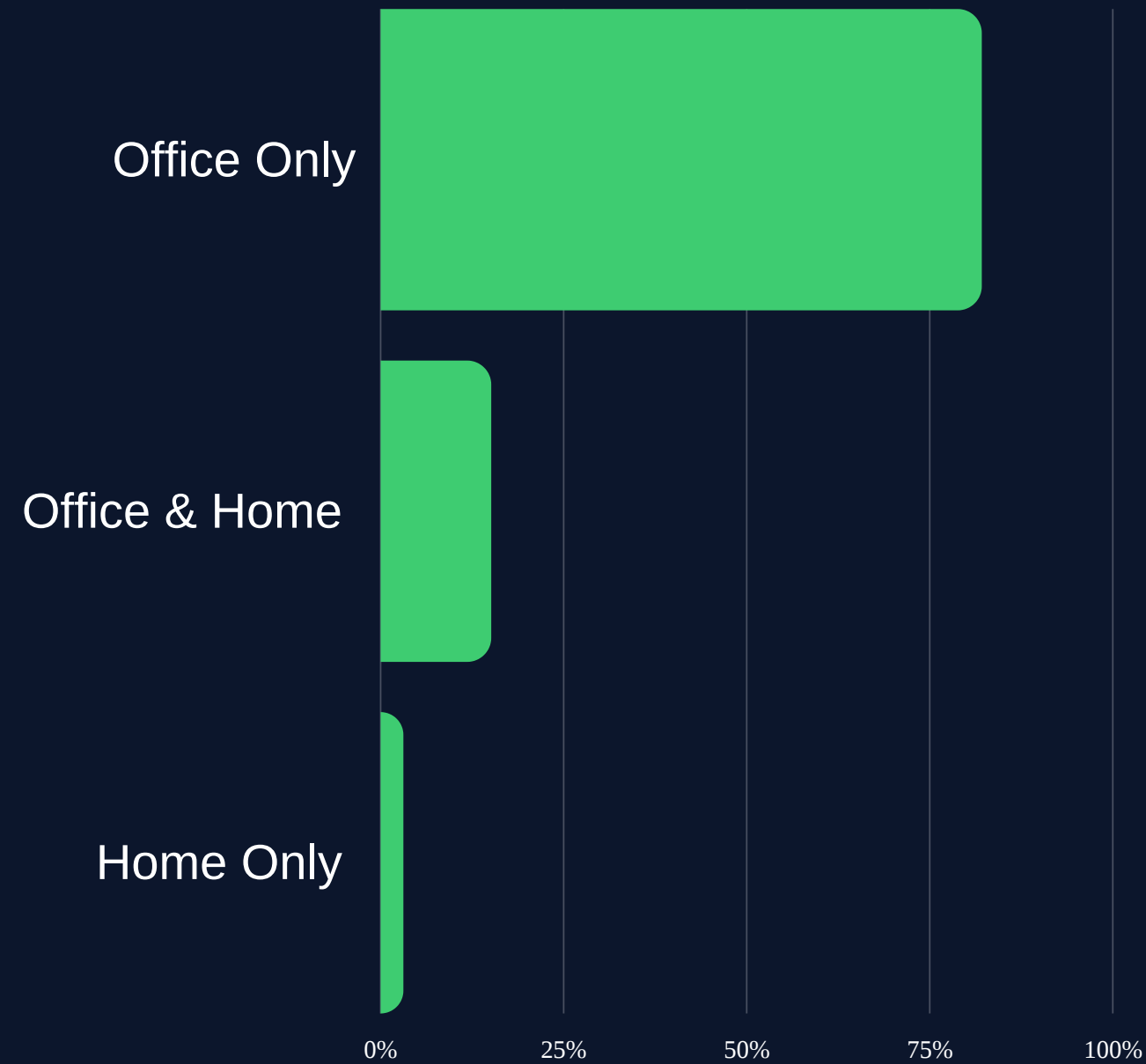


There has been a large amount of discussion as to the changes in the appetite for active job seeking amongst employed workers during the pandemic.

Our respondents indicated that there was a roughly equal split between those actively seeking a new role, passively 'keeping their eyes open' and those not searching in any sense.

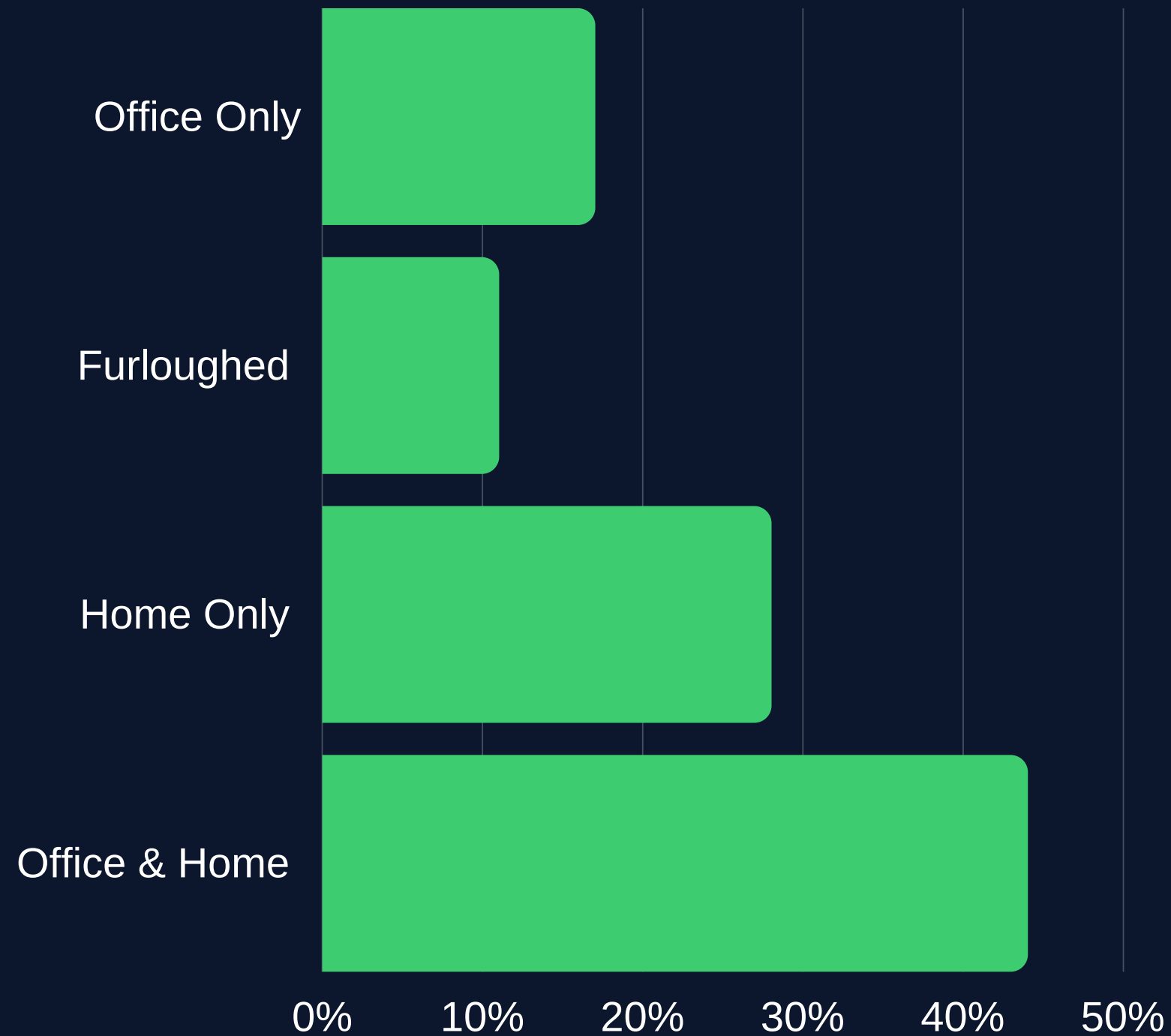


Where did you work from before Covid?



Our respondents indicated that before the pandemic, the vast majority (82%) worked exclusively from their employers offices, with a small number indicating that they worked from home on a regular basis.

Where did you mainly work from during from March to August?

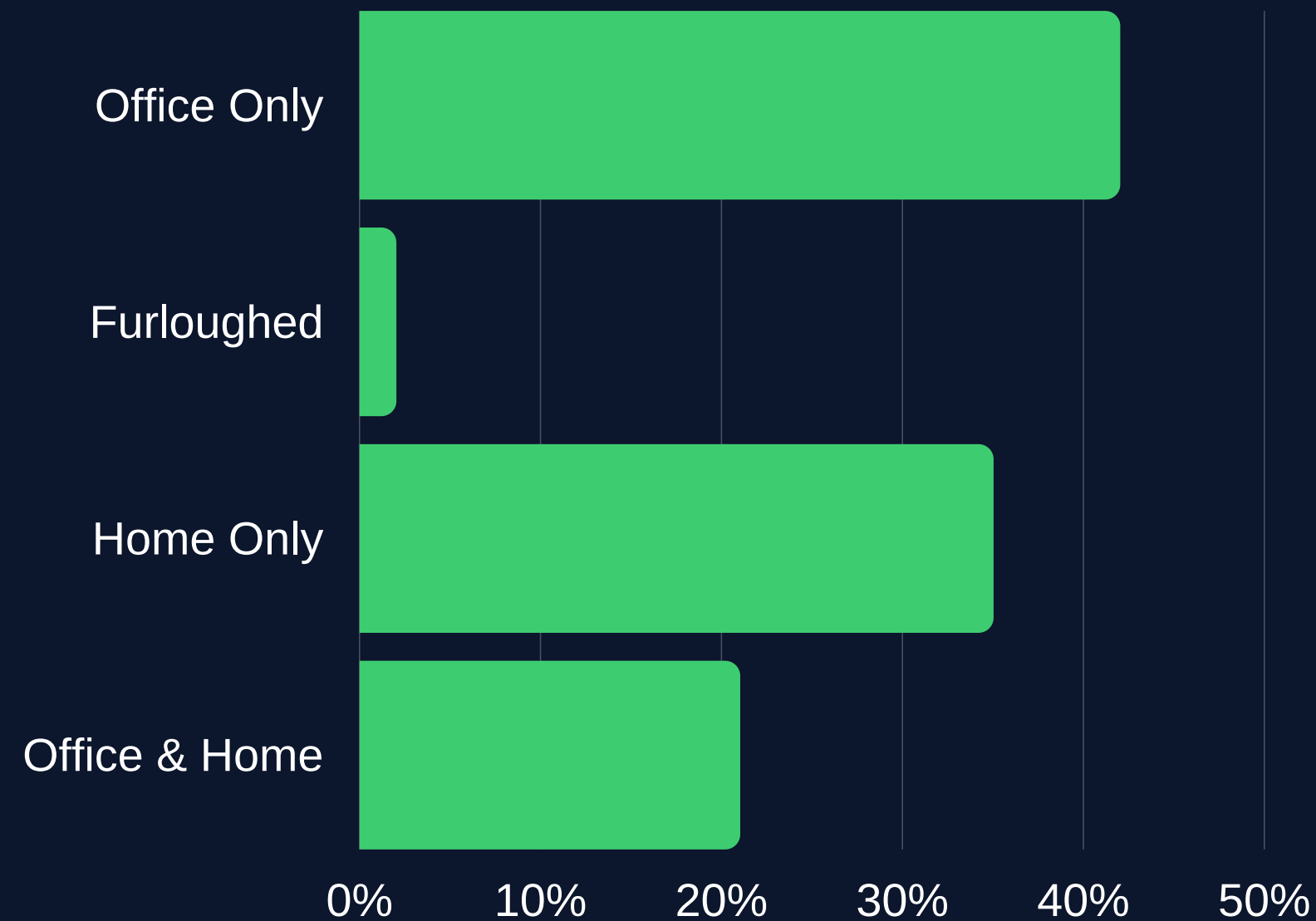


There was a rise in respondents working from home after the start of the Pandemic, with 72% either working exclusively from home, or split between their home and office.

A smaller number (11%) indicated that they had been furloughed throughout the period.



Where are you currently working from?

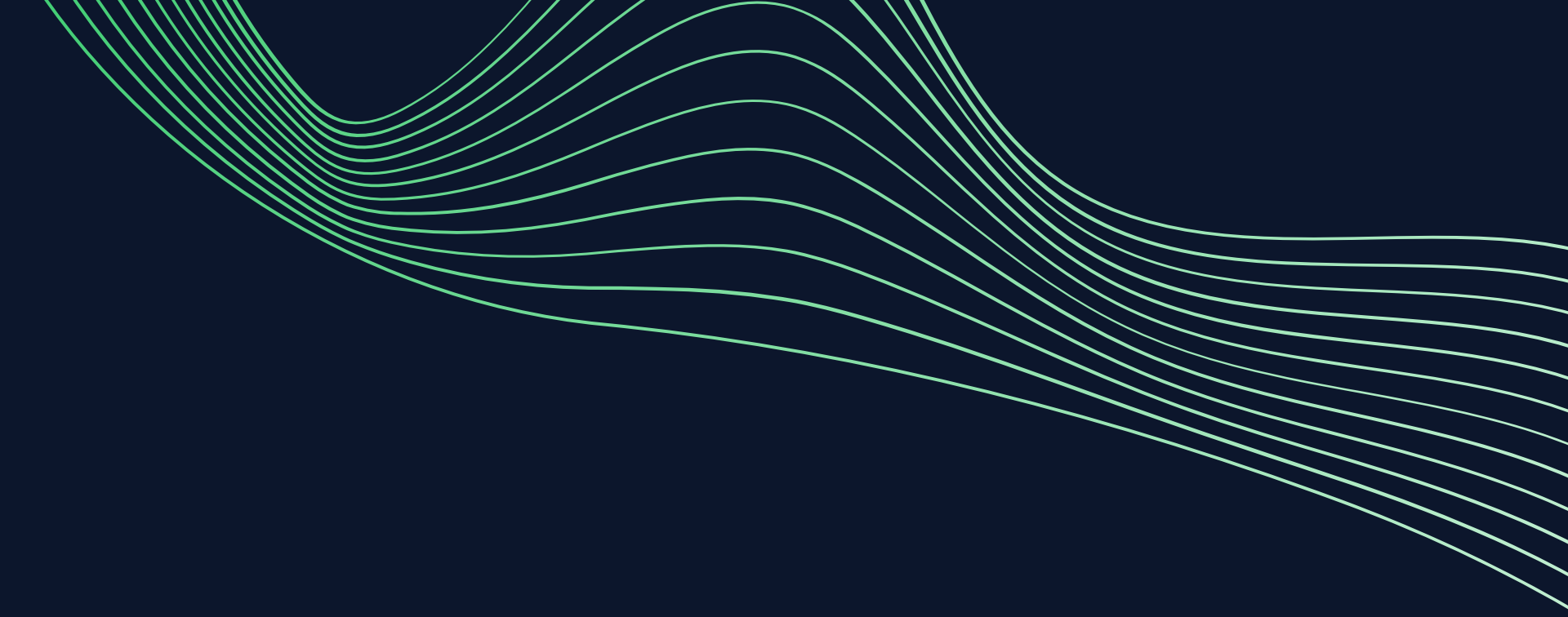


As we hopefully move out of the pandemic there appears to be a shift to more office only working, however the figure of people only working from home has also increased but not as significantly.

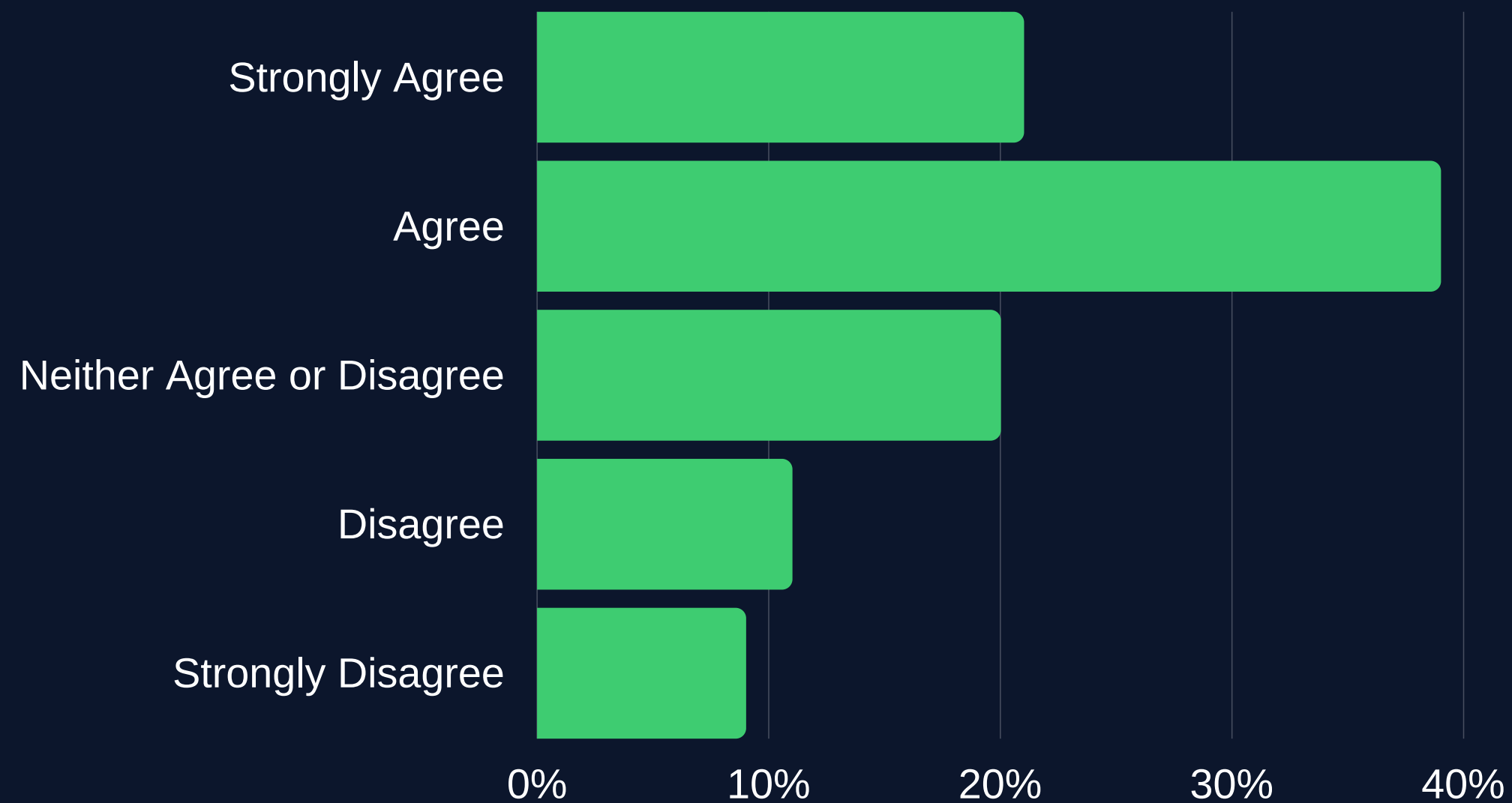
It also appears a large number of those furloughed have returned to work which may be driving the increase in office working.

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Employer Communications



My employer has sought my views on an increased return to the office

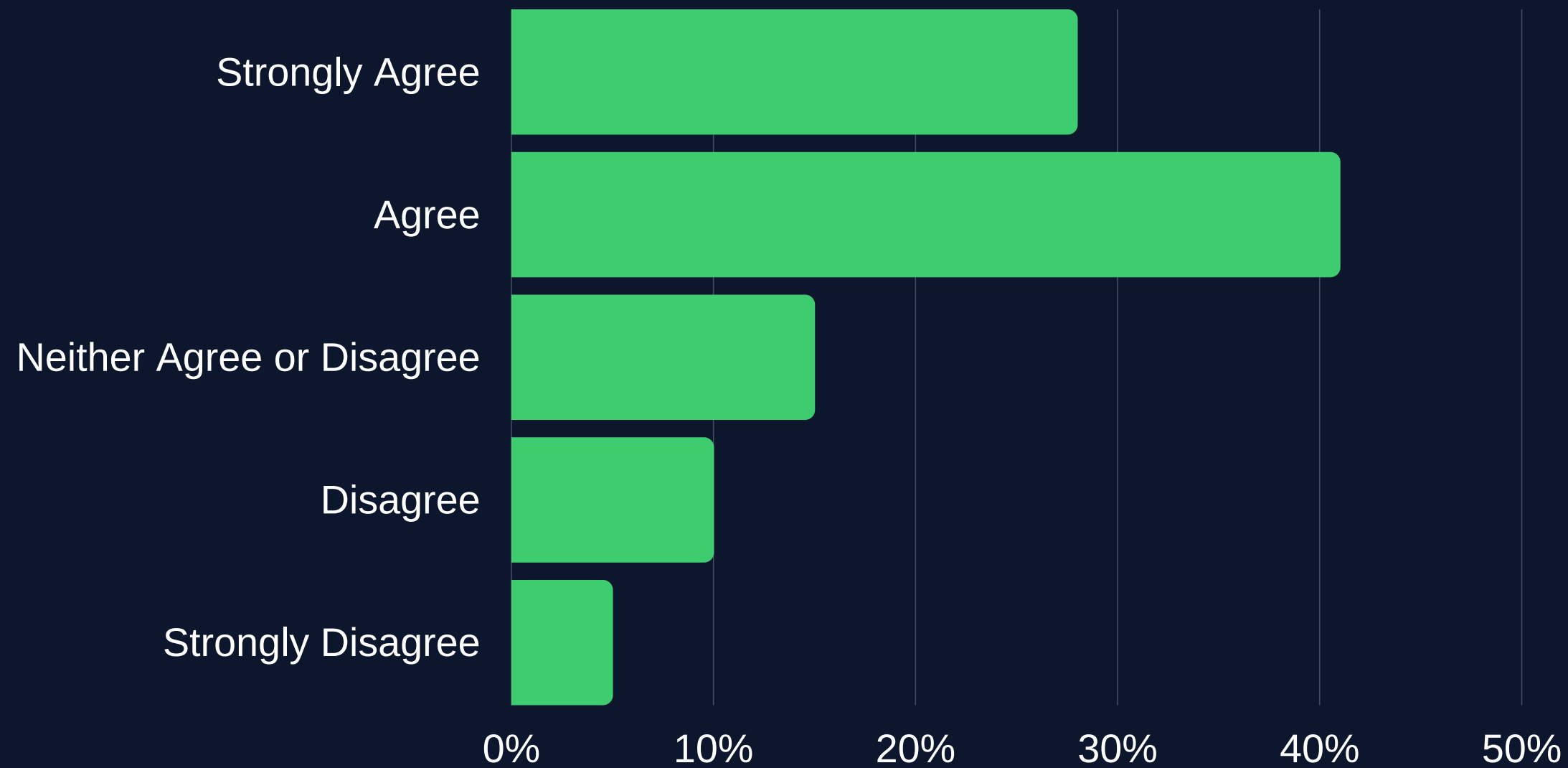


Respondents indicated that most employers had sought the views of the employees with 60% indicating that they felt their employers consulted them on working practices following the pandemic.

However nearly 20% indicated that they had very little communication from their employers on if, how, where and when they would return to the office.

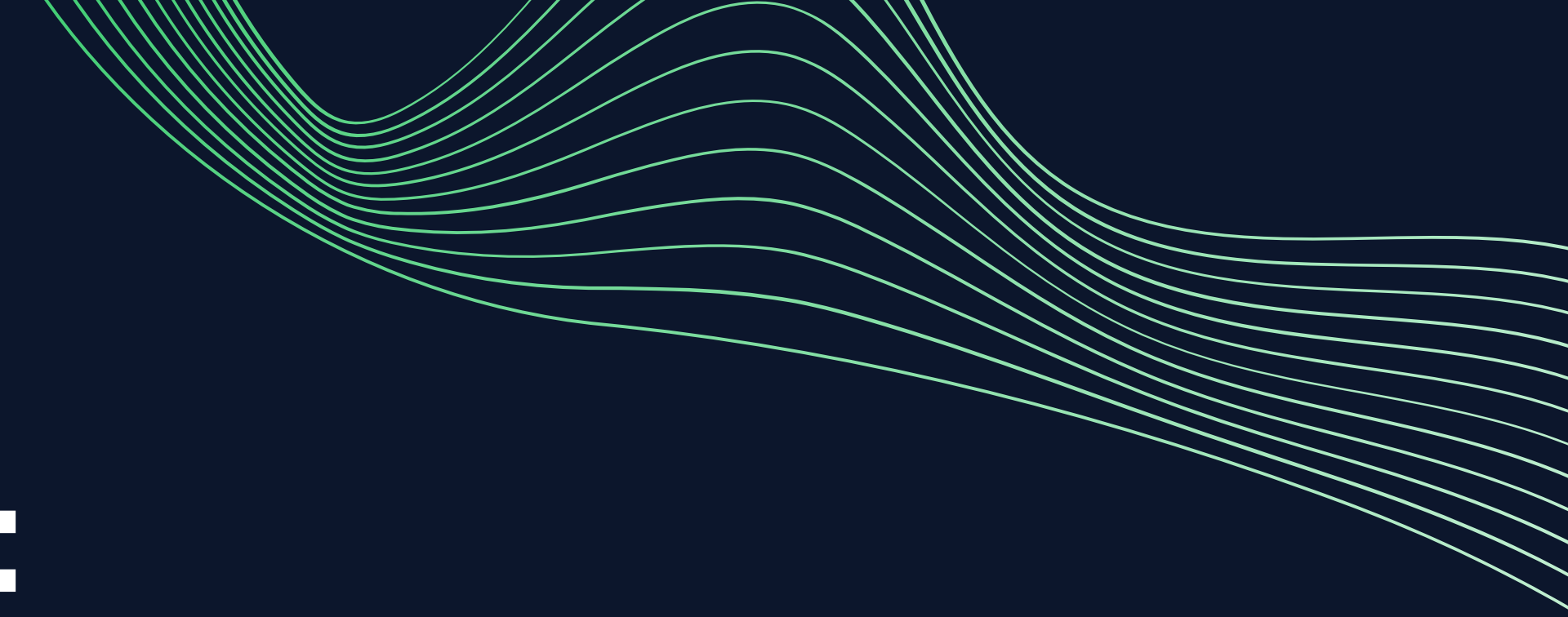


My employer has been keeping me regularly informed about the plans for a return to the office



Communication is undoubtedly an essential element to a successful return to office working. Nearly 70% of those surveyed indicated that their employers had been regularly informing them of plans to return to the office.

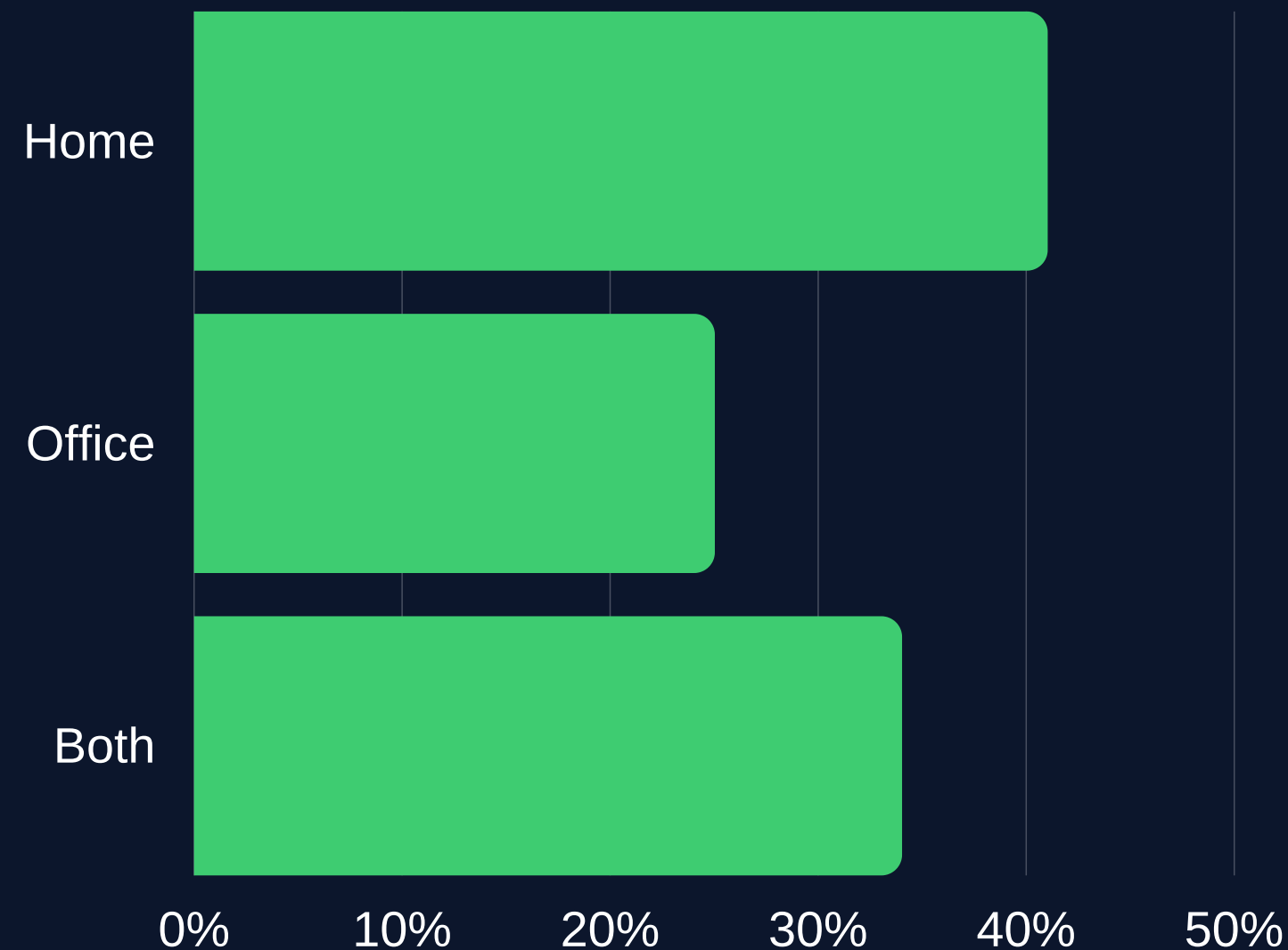
To a lesser extent there was also a significant proportion of respondents who felt that their employers communicated very little about their plans to return to the office.



**14 The Future:
Home working,
Office working,
or a mix?**



On balance in the future do you want to work from home or the office?

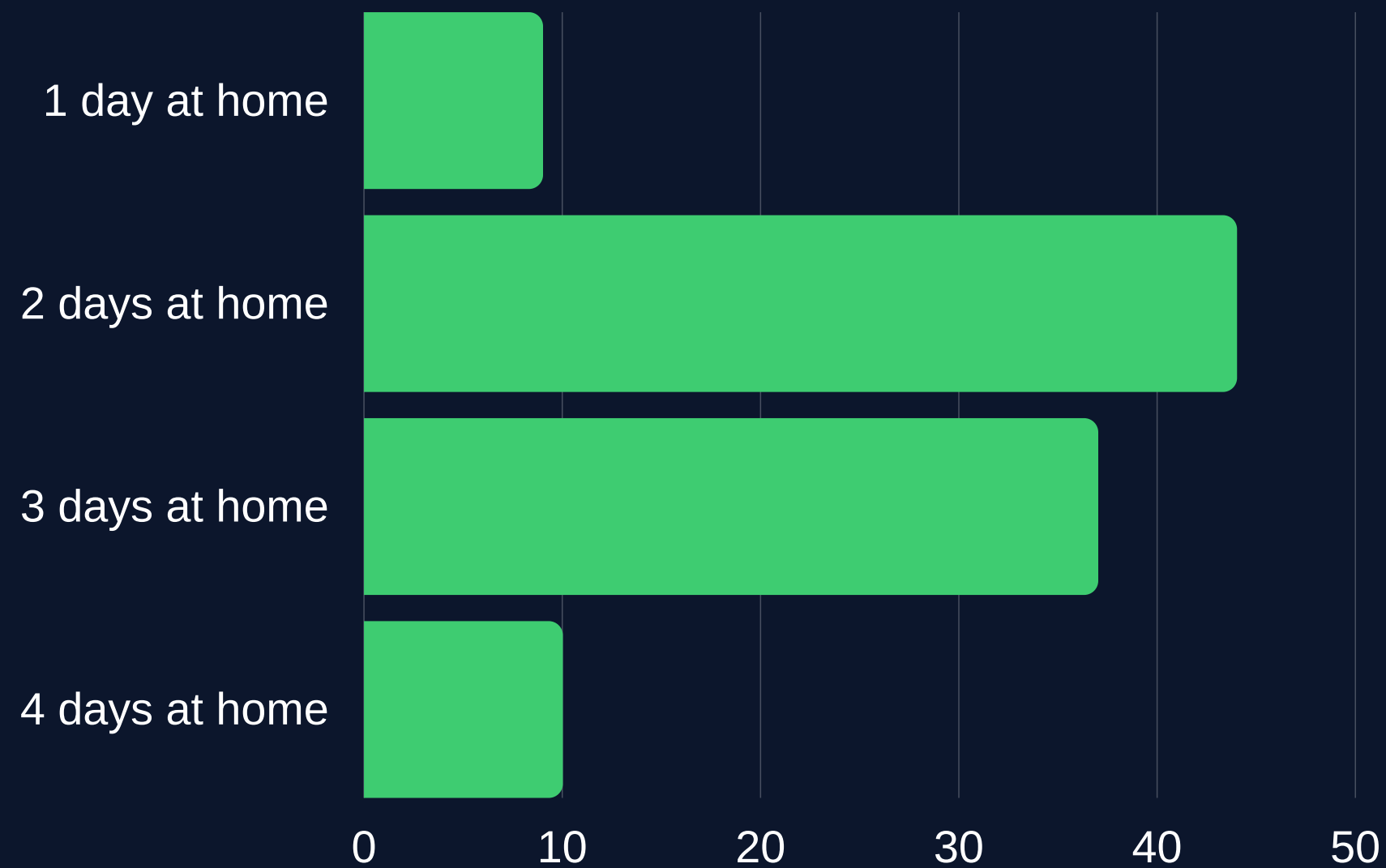


Compared to the nearly 80% of individuals working from an office pre-pandemic, the appetite for home working suggests that this will change in the future.

Nearly 75% of respondents have indicated they would like to work from home for at least some of the time.

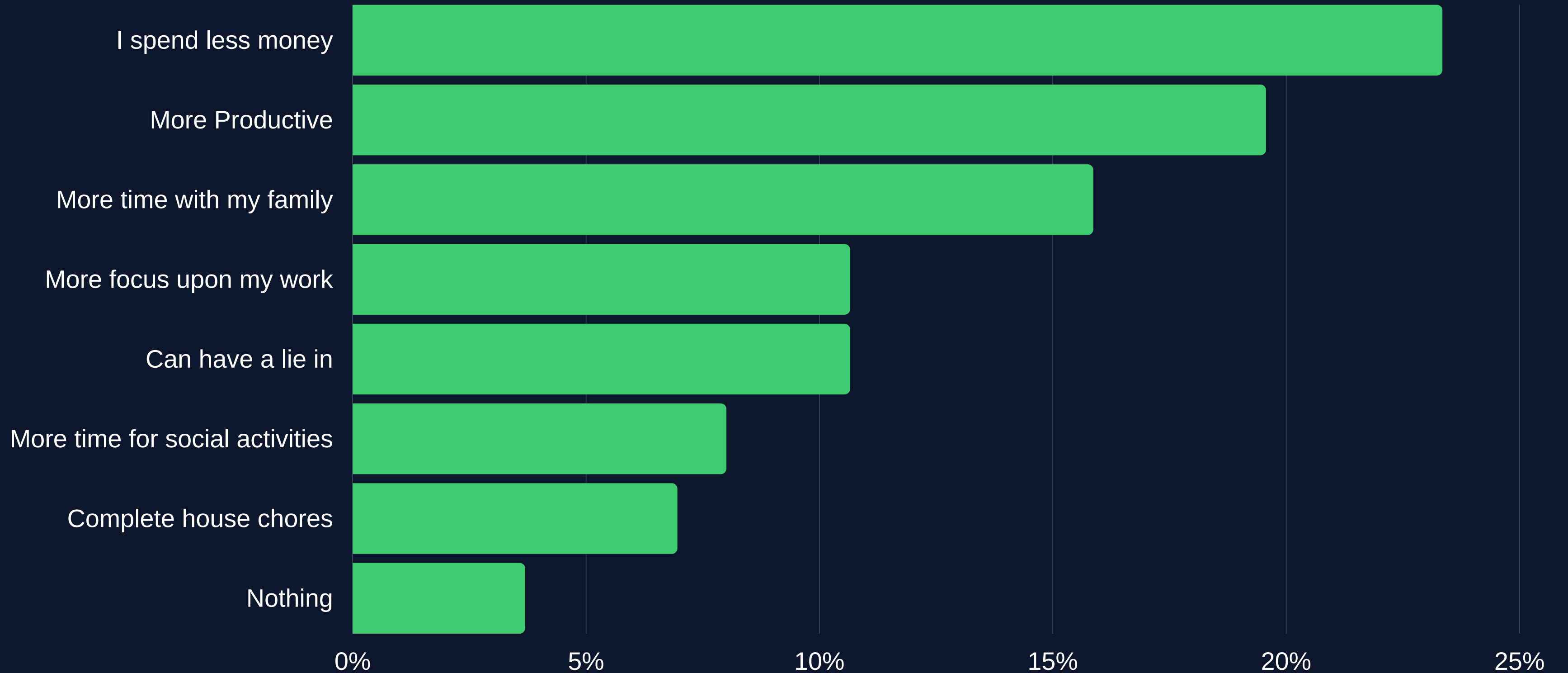


In terms of working from the home and office which balance is the most attractive to you?

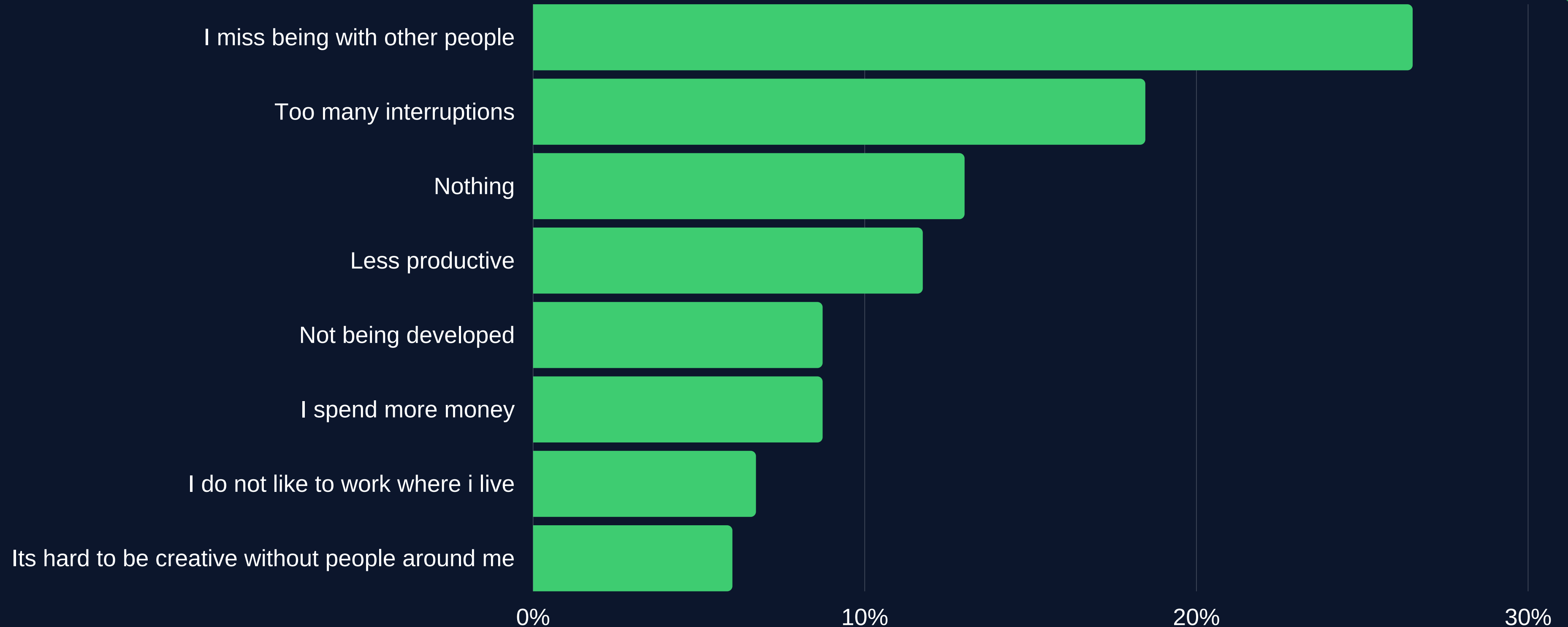


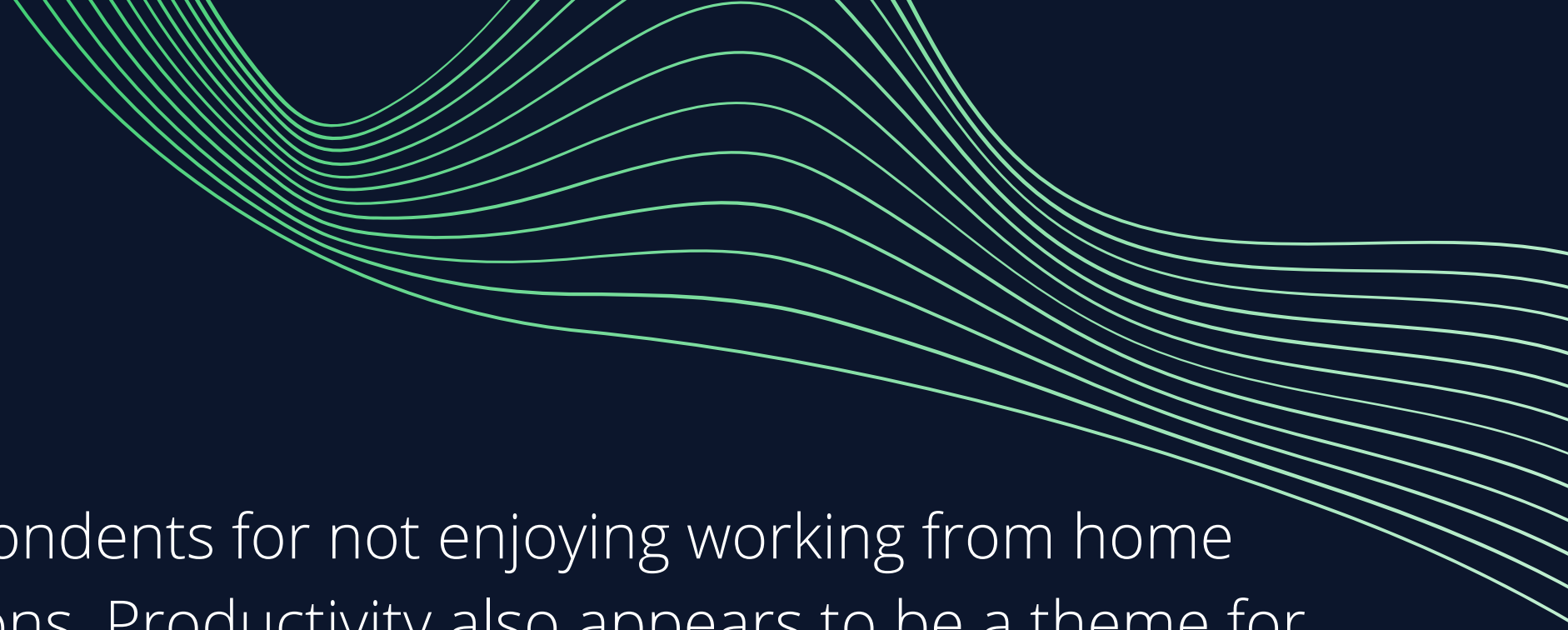
More specifically, of those that wanted a split between home and office working, there is a trend towards a desire for working 2-3 days a week from the home.

What do you like about working from home?



What do you NOT like about working from home?





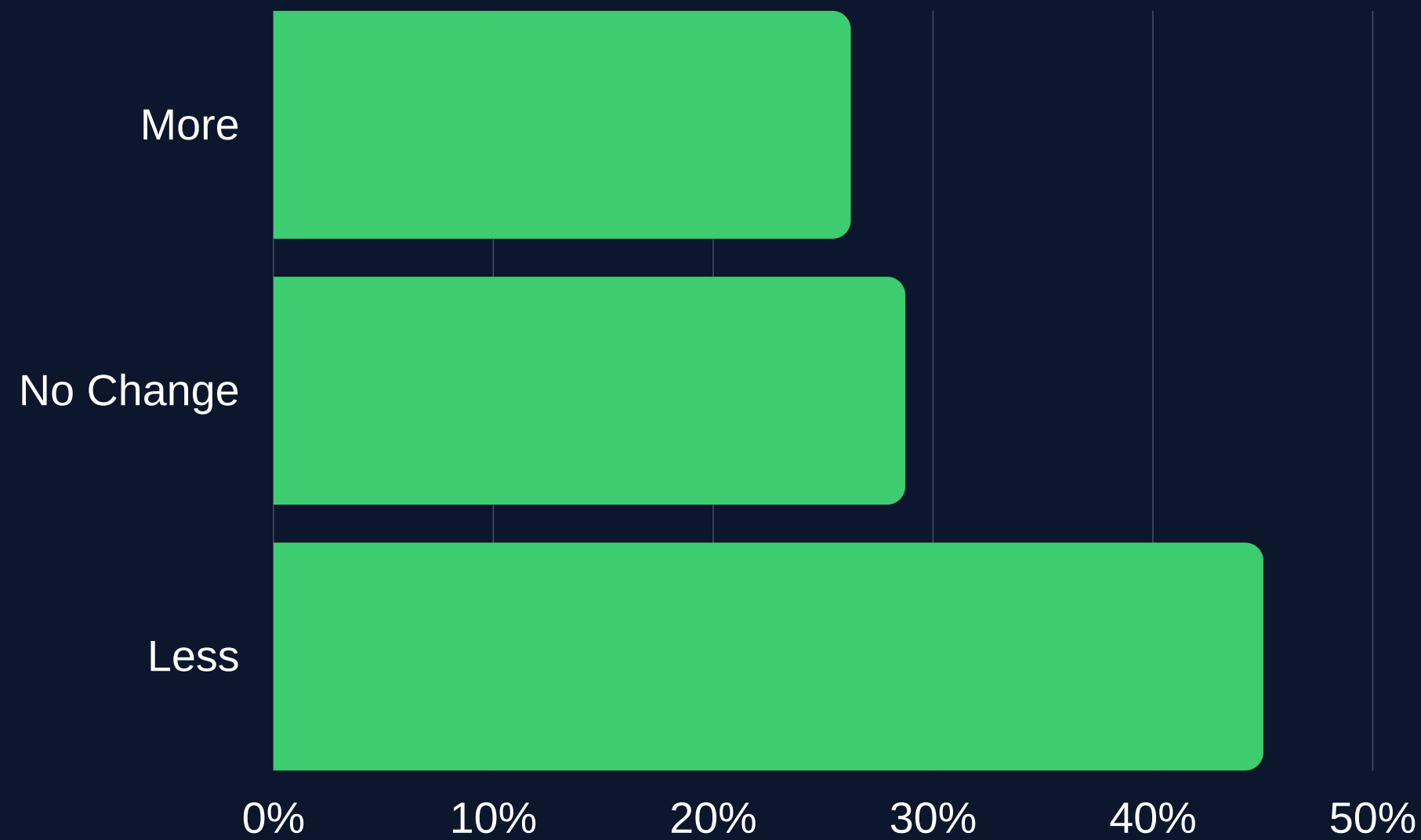
Social interaction is a key reason cited by respondents for not enjoying working from home followed by an increased frequency of interruptions. Productivity also appears to be a theme for both the Likes & Dislikes cited by the respondents, with an increase in productivity being cited as a 'Like' and being less productive being cited as a 'Dislike'.

Interestingly the side effect of spending less money whilst working from home appears to be a key element that is driving the trend towards an increased desire for home working.

With 'I spend less money' being the most cited element of home working that respondents like, employer may consider how this might impact upon salary levels in the future.



Do you feel that working from home makes a job More or Less secure?



Of those surveyed, there is a perception that roles are becoming less secure as there is a transition towards working from home. This could be as a result of a perceived decline in social ties to their organisation as a result of less face time with management and consequently being easier to exit from the organisation.

Summary

Following the changes to working practices brought about due to the pandemic, there has been a consistent move away from almost exclusive office based working, towards increased home working which has continued even as we move out of the initial response to Covid. Respondents have indicated that generally, the transition to a home / office mix has been positively received, with an ideal split of 2/3 days per week from home.

Although the transition towards home working has generally received a warm reception, there does seem to be a mounting concern around the impact that the change in working practices will have on job security. As social interaction is one of the key positive elements of office working cited by respondents, this may be because of a decrease in their perceived social ties to their organisation.

As with any large scale organisational change, the success of a transition towards home working has relied upon effective communication and consultation by employers to their employees. However, only 70% of those surveyed indicated that their employers had been regularly informing them of plans to return to the office and only 60% indicating that they felt their employers consulted them on working practices following the pandemic.



Contact Us

If you would like to discuss this report or would like to understand more about the underlying data and trends to help your company translate insight into action contact Cogito.

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