

Remote and Hybrid Employee Engagement

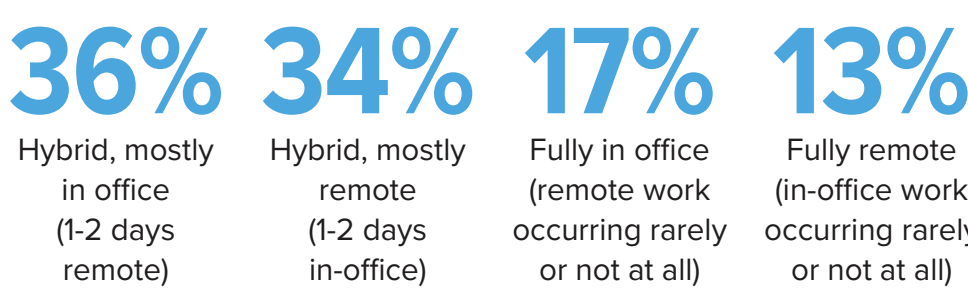
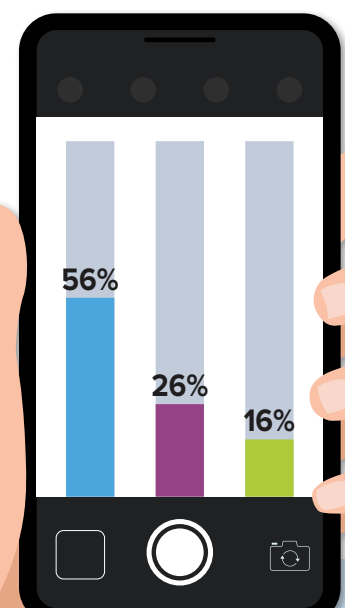


In the ever-changing world of work, the debate around remote, hybrid, and in-office work continues. When the pandemic forced a shift to remote work, employee engagement became a top priority for organizations to ensure productivity and success. As time passed, some organizations reverted to their old in-office ways, while others embraced the new way of doing things. Regardless, employee engagement remains an important concern for everyone.

It got us wondering: What do our members see regarding remote/hybrid work settings and employee engagement?

Here's your Quick Pulse Snapshot

An HCI survey of 316 HR professionals found 83% of members reported remote/hybrid work as the typical work setting for employees in their organizations.

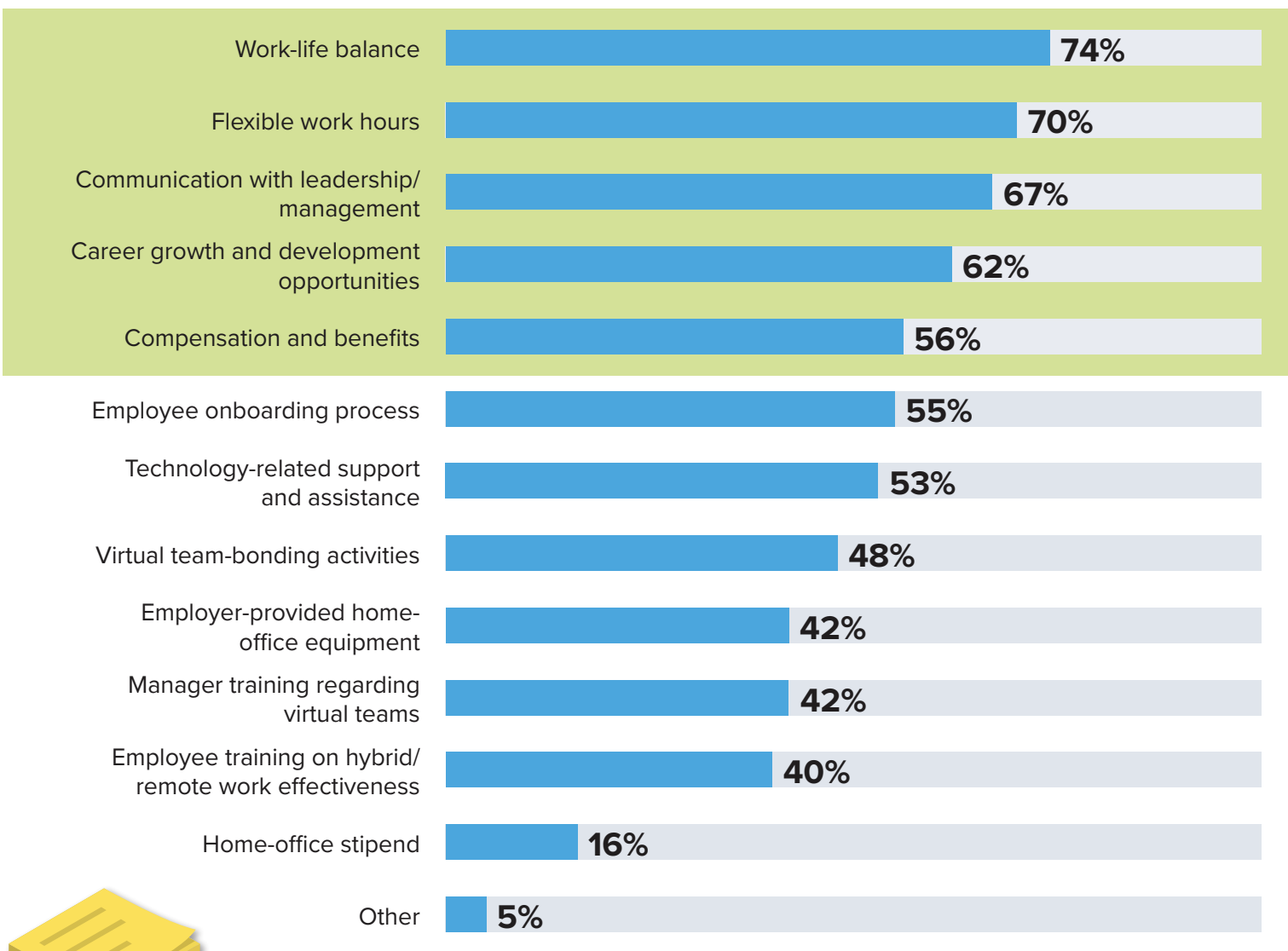


Of those 83% who reported remote/hybrid work as their typical work setting, over half (56%) said that their employee engagement levels remained the same when compared to last year.

■ Stayed same ■ Higher or much higher ■ Lower or much lower

Overall, members in remote/hybrid work organizations reported that the top five factors driving employee engagement in their organization were work-life balance (74%), flexible work hours (70%), communication with leadership/management (67%), career growth and development opportunities (62%), and compensation and benefits (56%).

To what extent do you feel each of the factors below are impacting employee engagement within your organization?

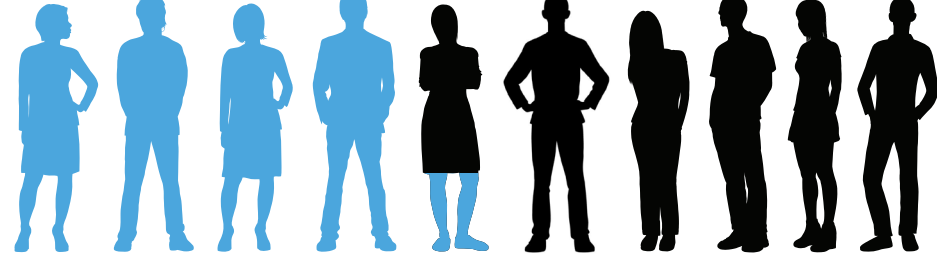


When looking outside their organizations, members were closely split on whether their employee engagement is higher or lower than their industry peers.

When compared to your industry peers, how would you rate the levels of employee engagement within your organization?

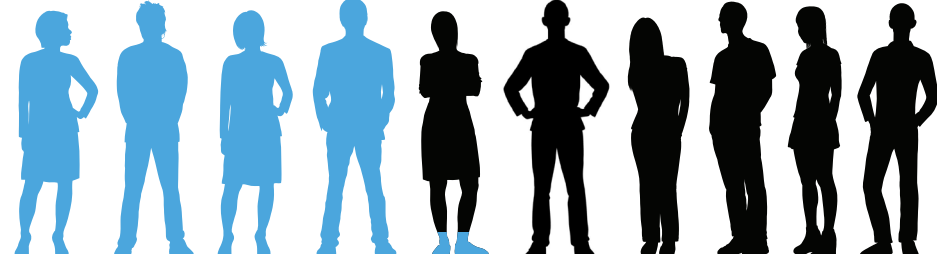
43%

of members in remote/hybrid organizations reported levels of employee engagement to be about the same



41%

of members in remote/hybrid organizations reported levels of employee engagement to be higher or much higher



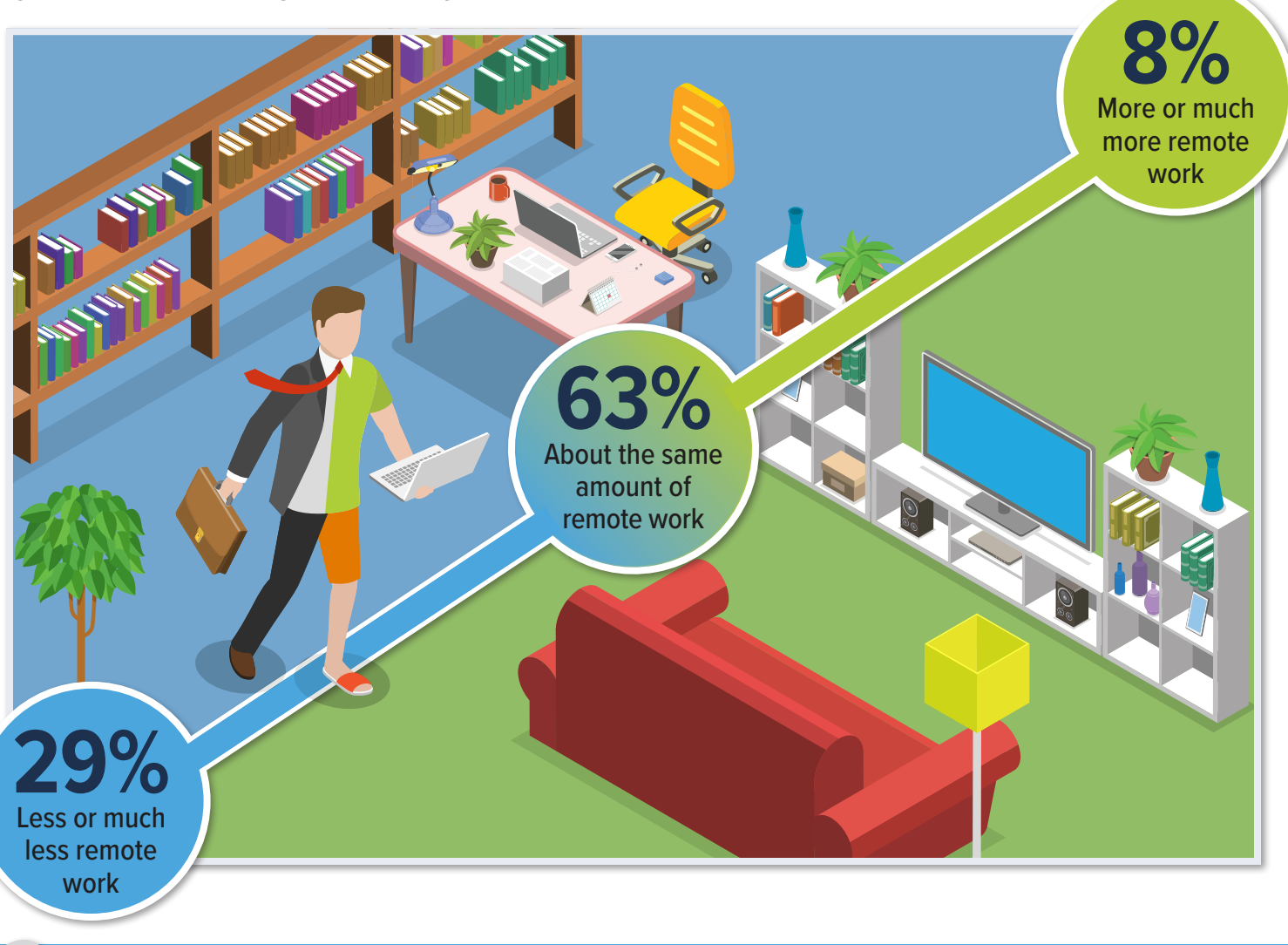
14%

of members in remote/hybrid organizations reported levels of employee engagement to be lower or much lower



Looking ahead to the future of work, 63% of members said they anticipate there to be about the same amount of remote work in the next few years while 29% said there would be less or much less remote work and 8% of members said they thought there would be more or much more remote work in the future.

In the next few years, how much change do you anticipate in the typical work setting for employees?



According to our members, what works for some people might not work for others in remote and hybrid work settings. No matter what type of work setting your organization has, keeping employees engaged is vital. There is no one-size-fits-all model, but by investing in strategies that promote engagement, provide support, and encourage communication, companies can create a positive and productive work environment, even in a virtual landscape.

