Leadership and employees both crave flexibility

When asked what their ideal working-location policies are, both leadership and employee-level respondents said they’d like to be spending 60% of their time in the office. In contrast, leadership respondents are slightly more likely than their employee-level counterparts to prefer spending 40% of their time in the office and 20% at home. Employee-level respondents, on the other hand, are more inclined to want to stay at home altogether, with 30% saying they’d like to work remotely 60% of the time.

Consequences of non-compliance

Policies that are not fully followed or implemented lead to significant consequences, both for leadership and employee-level respondents. 81% of HR decision-makers and 73% of employees admit to not complying with their organizations’ working location policies. Of those, 40% of HR decision-makers and 25% of leadership respondents expect that non-compliance will lead to reduced productivity. About one in three HR decision-makers (33%) and leadership respondents (30%) say they believe that non-compliance will lead to a drop in employee morale. On the other hand, 71% of HR decision-makers and 62% of leadership respondents expect that non-compliance will create tension between leadership and employees.

Shifting power dynamics

While policies may not fully meet employee preferences, most executives and employees believe their organization will make an effort to do so. When asked about the current economic climate, the majority of employees (60%) believe it will lead to increased flexibility, while 56% of HR decision-makers agree. When it comes to the next economic downturn, 53% of employees believe it will make organizations less likely to change jobs, while 62% of HR decision-makers agree.

Leadership must wield power wisely

As new working location policies continue to be introduced, leaders must consider the potential impacts on employee engagement and productivity. They must also be mindful of the power dynamics that are emerging, as employees are increasingly in a position to dictate their working conditions. In order to maintain a productive and engaged workforce, leaders must be prepared to adjust policies and procedures to meet the changing needs of their employees.