

What are the costs and benefits of returning to work on-site and what are employees saying?

The COVID-19 pandemic turned the workplace upside down, with significant share of the American workforce becoming temporarily remote.

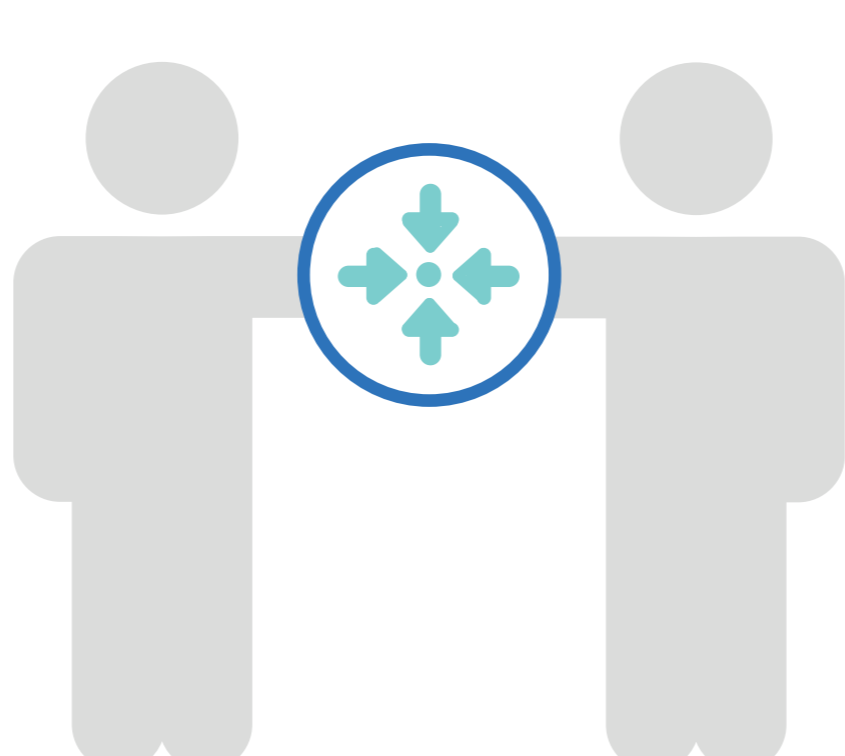
Companies are facing important decisions on whether to make the shift to remote work permanent or have employees return to the office.



Returning to on-site work may mean a work life balance with better work boundaries.

70%

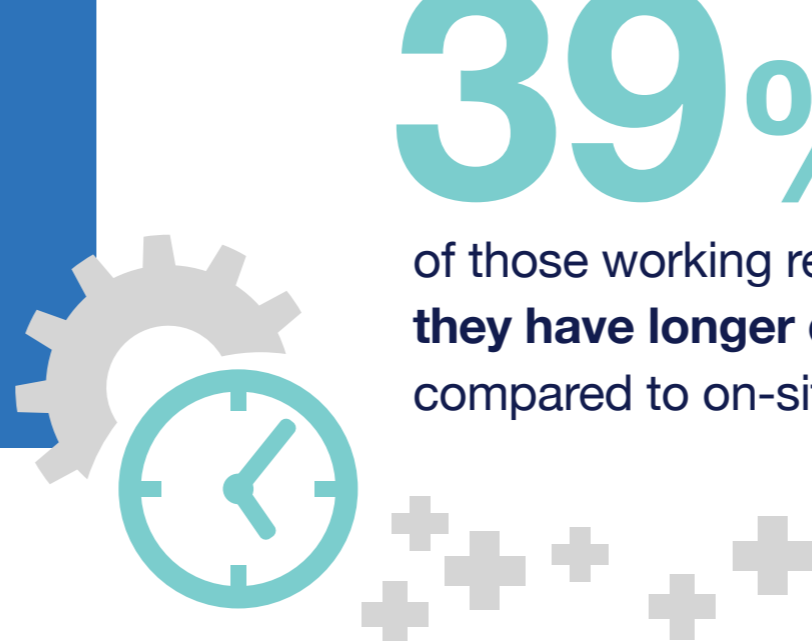
of on-site workers say they have a **strong connection with their teammates** (compared to 64% of remote workers).



48%

of on-site workers say they have a **strong connection with other colleagues** (compared to 42% of remote workers).

Employees admit they are clocking more hours when remote versus in the office.



39%

of those working remotely are more likely to say they have longer days due to COVID compared to on-site workers (21%).

Working on-site sets employees up for job success and professional growth – whether real or perceived.



When it comes to hiring and awarding promotions,

57%

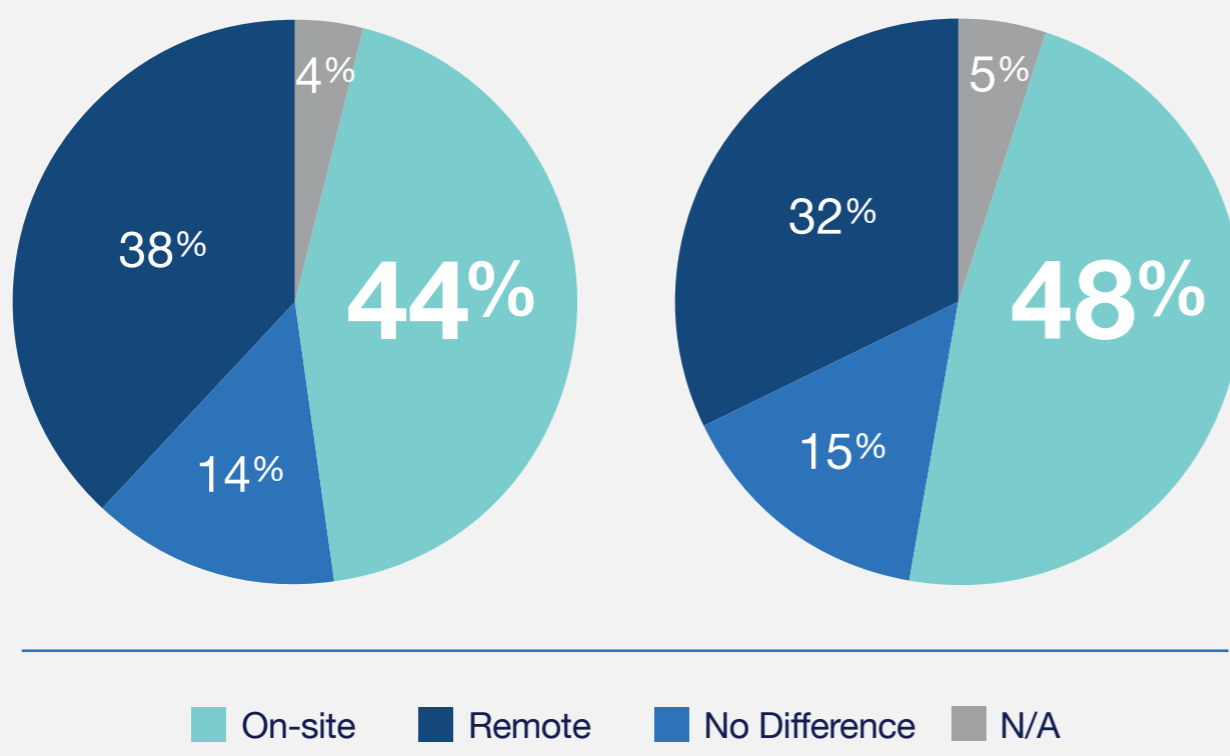
of employees think that their Managers prefer on-site employees over remote workers, vs

59%

of Managers say that they **actually do prefer on-site employees.**

Nearly half of employees say that

“productive” and “undistracted” are more likely to be traits describing on-site workers and not remote workers.

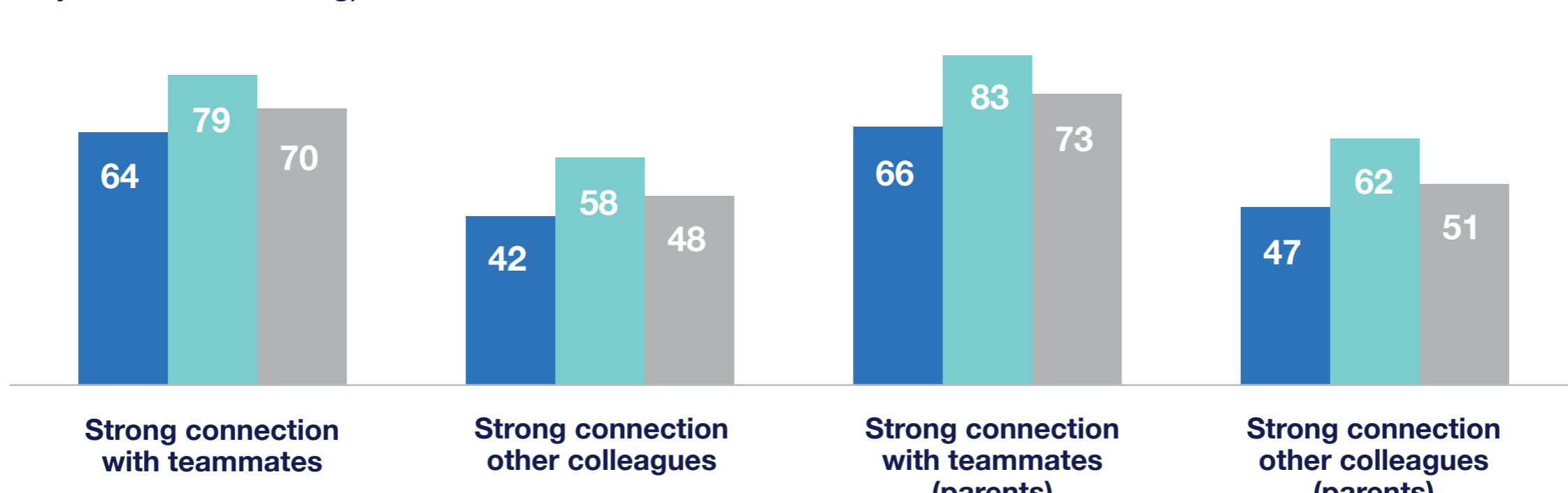


“Hybrid” option: working part on-site and part remote may help ease the transition from the pandemic work environment .

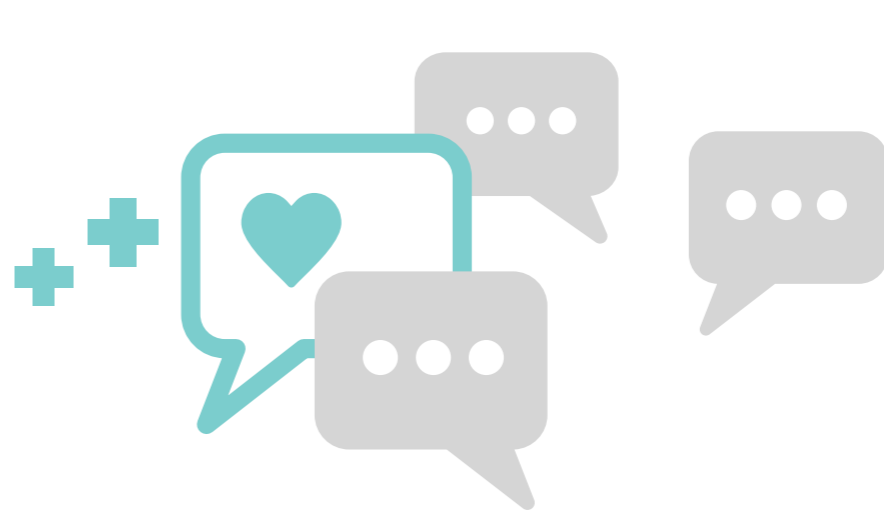
Social connection and collaboration

Strength of perceived connection, among total and parents of children age <18 (% selected very/somewhat strong)

Remote Hybrid On-site



Parents of children <18 benefit from the strongest social connections when hybrid (remote and on-site).



Manager and career dynamics

72%

of hybrid workers say they receive constructive feedback about their work.

57%

of on-site workers say they receive constructive feedback about their work.



64%

of remote workers say they receive constructive feedback about their work.

The survey results reveal that on the whole, employees working on-site enjoy crucial advantages over their remote counterparts, particularly in terms of perceived amount of social interaction, work boundaries, and career opportunities.

Post-pandemic, there may be demand for companies to weave these perks into the new “normal” of work.

Download the full report at ADPRI.org