

THE RESULTS ARE IN: What the Data Really Says About Hybrid Work

Hybrid work policies remain a point of discussion—even debate—among many C-suites. Executives voice genuine concerns about the impact on hiring, employee productivity, and more. However, these points of view aren't necessarily rooted in the latest data. We know a lot more about hybrid work's impact than we did in 2020, but it often gets lost in the noise. While hybrid work policies won't be "one size fits all" for every workplace, it is important to operate from a single set of facts. See the data below to separate hype and reality.

Hybrid the **No. 1 Impact** on Hiring

#1

Flexibility is the top factor when choosing a job, above compensation

83%

of recruiters say remote work has improved the quality of the applicants they attract

Employees Willing to **Trade Compensation for Flexibility**

8%

The average pay decrease employees are willing to take for flexible work arrangements

59%

of employers say they would pay up to 20% more for workers to come to the office 4–5 days a week

Hybrid Shown to **Boost Productivity**, Impact of Remote Work Mixed

8%

Employees were 8% more efficient working from home in 2021 compared to working from the office before COVID

1%

Increase in productivity during a randomized trial of hybrid work at Trip.com, despite expectations that it would reduce productivity

No Connection Between Hybrid and **Company Financial Performance**

1 in 3

Only one third of executives who have instituted full return-to-office believe that the mandates have "even a slight positive impact on productivity"

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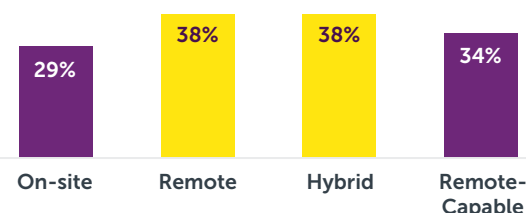
Return-to-office mandates had no statistical impact on financial performance or stock prices of S&P 500 companies

Hybrid a Significant **Retention and Engagement Driver**

#2

Flexibility is the second most important reason why employees stay in a job

Remote and hybrid workers report the highest levels of engagement, more so than employees in on-site roles, either by role necessity or employer mandate



Organizations Report **Minimal Impact on Equity**

57%

of non-remote-capable employees say they are "not at all" bothered that other workers are allowed to work from home some days

Staff Mental Health Far More Impacted by **Interactions** than Work Arrangements

A 2024 survey found that fully in-person staff had the highest incidences of anxiety, depression, and loneliness, with fully remote staff experiencing the second highest incidences. Hybrid staff experienced comparatively lower rates.

Prevalence of Loneliness and Risk for Anxiety, Depression by Work Arrangement, 2024

