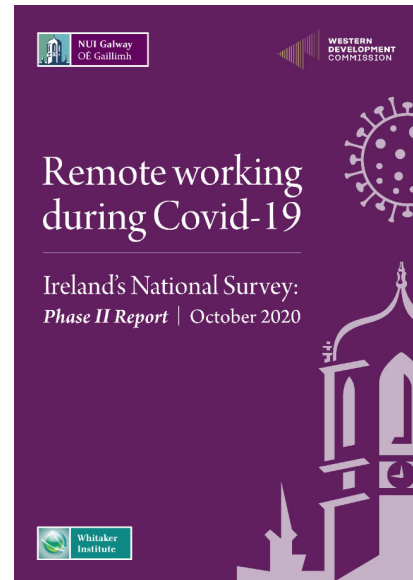
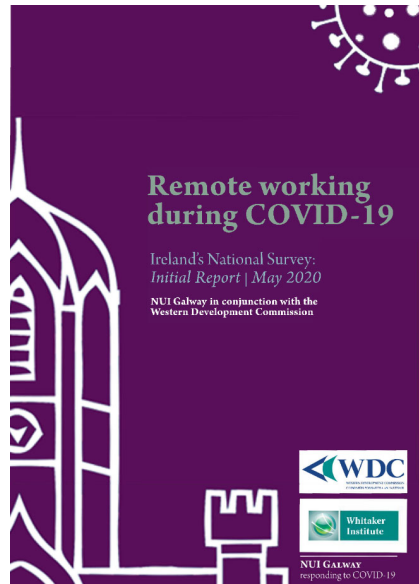


Is the Future of Work Remote? Challenges, Opportunities & Future Directions

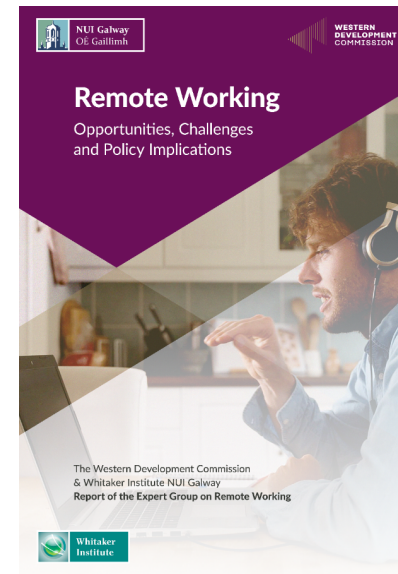
Professor Alma McCarthy
J.E. Cairnes School of Business & Economics
NUI Galway, Ireland





Research Reports

available on Whitaker Institute
NUI Galway website



19/04/2021

www.whitakerinstitute.ie/projects/



NATIONAL REMOTE WORKING STUDY

THEN...

PHASE I - APRIL 2020

7,241

respondents



87%
working
remotely

11%
mix onsite
and remote

2%
fully onsite/
not working

NOW...

6 MONTHS ON

PHASE II - OCTOBER 2020

5,639

respondents



68%
working
remotely

24%
mix onsite
and remote

8%
fully onsite/
not working



PHASE II OCTOBER 2020

TOP 3

ADVANTAGES OF REMOTE WORKING

1. no traffic and no commute



2. greater flexibility as to how I manage the working day

3. reduced costs of going to work and commuting



BIGGEST PROBLEMS OF REMOTE WORKING

1. loneliness/isolation



2. staying motivated



3. physical workspace





CIPD & KBS UL Employer survey (March 2021)

- 51% of businesses plan to maintain a model that involves WFH post-pandemic
- 77% said they intend to adopt a blend of remote and on-site working in the long-term
- Nearly 75% reported that productivity either increased or remained steady once RW became the norm



Is the Future of Work Remote: Opportunities, Challenges and Future Directions

- Future? Hybrid / blended / flex / distributed / anywhere work force
- One size does not fit all employees – how manage differences?
- Focus on what activities are best done remote and not solely what roles
- Significant management/leadership mind-set change needed – trust and task-based approach
 - Conflation of RW with performance management issues
- Impact on well-being – general and workplace – engagement: exhaustion balance
- Impact on equality
- Managing connectivity and collaboration & impact on innovation
- RW does provide greater flexibility opportunities BUT challenging to manage effectively

Third National Remote Working Survey now live!

www.whitakerinstitute.ie

The banner features a dark blue background with a stylized white silhouette of a building on the right. In the top left corner, there are two logos: the NUI Galway logo (a building icon) and the text 'NUI Galway OÉ Gaillimh'. To the right of these is the text 'Whitaker Institute for Innovation and Societal Change'. Further right is the Western Development Commission logo, which consists of a series of vertical lines of varying heights forming a triangle, with the text 'WESTERN DEVELOPMENT COMMISSION' to its right. The main text of the banner is 'Remote Working' in a large, white, serif font, followed by 'Ireland's National Survey' in a smaller, white, serif font, and 'Phase III' in a large, teal, serif font. The text is centered horizontally.



19/04/2021