

# Work From Home (WFH) and Work From Office (WFO) Policy SURVEY 2022

From both a personal and work perspective, the past two years of Covid-19 have been extremely challenging for everyone. In 2022, many organizations are still deciding what is best for them regarding the policy for WFH or WFO. At the same time, employees and potential employees have their own opinions and preferences based on their experiences during Covid-19. And with this in mind we conducted a survey to understand current WFH-WFO policies from the perspective of employees and employers. The infographic summarizes the findings from the survey.

## DEMOGRAPHIC

### EMPLOYEES

**190+** respondents from **23** industry sector

**54%** female **51%** 25-34 years old **92%** jabodetabek location

### EMPLOYERS

**45+** respondents from **19** industry sector

**56%** female **48%** 45-48 years old **90%** jabodetabek location

### FORMAL POLICY

**73%** of Employees and **56%** of Employers, said that their organization has a formal policy for WFO and/or WFH at the current time.



### FULL WFH POLICY

**30%** of Employees and **35%** of Employers said most staff are permitted full WFH.

### FULL WFO POLICY

**23%** of Employees and **29%** of Employers state that 100% WFO is required.

### MORE PRODUCTIVE

**45%** of Employees believed that WFH or hybrid working arrangement is more productive and only **15%** think it is less productive.

### WHO IMPLEMENTS THE POLICY?

**25%** of Employers stated that hybrid policy in their organization allows management to decide when the staff should WFH & WFO and **21%** of Employees said it so. Meanwhile, **21%** of Employees and **19%** of Employers also stated that staff have the discretion when to WFH & WFO.

### BUILD IT & THEY WILL COME

**42%** of Employers advised they had re-designed or planned to re-design the office space to encourage WFO and **23%\*** intended to reduce their office space.

\* Not all Employers answered this question



### FLEX IS BEST

**54%** of Employees thought that complete flexibility is a good option for WFO/WFH. However, for Employers, complete flexibility and hybrid model (on average 3 days per week WFO) are equally good options for WFH/WFO (**35%** each).

## KEY TAKEAWAYS

What will the future of work look like? The pandemic has changed the way we work. Everyone has experienced WFO/WFH arrangements and the related positives and negatives. To maximize efficiency and effectiveness, in addition to input from employees, organizations should carefully consider factors such as location of employees, their functions and tasks, and reliability of technology when creating a post-pandemic policy for work. And, of course, this must also consider the needs and expectations of customers.