

Report summary:

CURRENT WORK MODEL IN COMPANIES AND **THE WORK-LIFE FIT SYSTEM**

Research carried out by:



Remote, stationary, or hybrid?



The **remote working model** is available in ¼ companies (25%), and the **hybrid model** in less than one in five (18%). The **stationary model** is available in almost all companies (99%).



In most companies (64%), the percentage of white-collar workers working in a stationary model reaches 91-100%. Most often (73%), in companies that offer the remote model, the percentage of people working in this mode is between 11 and 30%. Also in most companies (72%) where a hybrid model is available, the percentage of white-collar workers working in this model remains in the range of 11-30%.



In most companies (82%), work takes place in constant and repetitive hours (e.g. from 8 AM to 4 PM). In some companies (19%) there is a fixed working time, but the starting hours are flexible (e.g. start between 8 and 10).

Determining time and model of work



Employees of most companies (61%) have a predetermined working time, while in 30% of companies the possibility of choosing the work time depends on the position.



In every second company (51%), all employees have a predetermined work model. In other companies, the possibility of choosing the model (e.g. remote, stationary, or hybrid work) depends on the position (39%), and only in every tenth company (10%) every employee can choose the work model.



Almost all companies include clearly defined work responsibilities (94%).

Settling working time



In most companies (67%), employees are always accounted for how many hours they actually devote to their tasks during work. However, there are also companies (31%) that use this type of settlement only sometimes.



In every second company (51%), every employee has a predetermined work model. Almost half (48%) consider it to be more fair to settle work in terms of the effects. Whereas, 44% of people consider the time in which the work was performed as a fairer solution.

Employee amenities



In some companies (44%) there are amenities for employees raising underage children. In such companies, these amenities usually take the form of **flexible working hours** (47%), **special packages for children** (42%), or **additional leave days** (36%).



Implementing private goals is facilitated in 37% of companies, but the same number of companies (37%) does not support it in any way. The existing support usually consist in **co-financing courses and training** (51%), providing the **possibility of remote work** (49%), employee loans (31%), or the possibility of regulating working time (29%).

Handling private matters



Handling private matters during work is allowed in half of the companies (49%) only in special situations.



The personal attitude of respondents to dealing with private matters at work is „rather positive“ relatively often (38%), but for 42% it is rather or definitely negative. The reason for assessing it negatively consists mainly in not believing that duties at work can be performed in a reliable manner when dealing with private matters (67%).

Work–Life Fit System



Only one in three (33%) people declares that they know the term Work–Life Fit. Such respondents understand it as the balance between work and private life (35%), organizing time spent on work and private life (30%), or organizing work taking into account the employee's needs (22%).

Attitude towards the Work–Life Fit system



Half of the respondents are against implementing the Work–Life Fit system in their company. Less than one in five (17%) would like to implement the Work–Life Fit work system, and 9% believe that such a work model is already in place at their company.



Those criticizing the system raise primarily the issue of **impeding control over employee productivity (49%) as well as employees being satisfied with the existing solutions (36%)**. It can be noticed that these arguments are raised more often than the lack of adequate equipment for providing employees with a high standard of work (21%) or the high costs of such solutions (21%). Almost every fourth person (24%) also mentioned that the Work–Life Fit system is impossible to implement due to the work specifics of a given industry.



Supporters of the Work–Life Fit system estimate that it would take their company 2–3 years (67%) or more than 3 years (29%) to implement proper solutions to work in this model.



The benefits noticed by those in favour of the Work–Life Fit system are diverse: **more rested workers (62%), more productive workers (48%), fewer work conflicts (48%), and office savings (38%)**.

The current model of work of the respondents



84% of respondents work full-time, 10% work under a contract of mandate, and 6% run a sole proprietorship. **Two-thirds of the respondents work exclusively on a stationary basis, about one in four in hybrid mode (27%), and only 7% work completely remotely.**



Of those working at least partially outside the office, nearly three quarters perform work at home (72%), one in four outside (26%), and one in five in cafes.



The vast majority of them declare that **the company provides them with proper solutions for remote work** – concerning both equipment (72%) as well as solutions facilitating work management and communication (77%). However, one in four employees working in this mode indicates that the employer does not provide equipment (24%), or solutions for managing work and communication (18%).



Three out of five respondents work in constant and repetitive working hours. Flexible starting time but fixed hours apply to one in four respondents (23%), while flexible start and end hours are declared by 13%. The preferred working hours are different: almost half (46%) of employees are in favour of fixed and repetitive hours, and one in four prefer flexible start and end hours. A similar percentage to the current prefers to work with flexible starting hours and a fixed time (24%).



Three out of five respondents declare that the employer allows them to change the work framework – 33% of them take advantage of this solution, while the remaining 26% do not see such a need. 17% do not have such a possibility, despite the fact that the nature of their work allows it. One in four respondents cannot use such an option due to the nature of their work (24%).



Every third employee is accounted for how much time they spend on performing work (34%), 41% are accounted for this only sometimes, and every fourth respondent – never.



The respondents differ in terms of their assessment concerning which settlement system is fairer: 34% prefer evaluating work effects, and 42% working time, one in four does not have an opinion on this issue (24%).



More than half of the respondents (58%) agree with the statement that their working time coincides with the time they are most productive, and only 16% disagree with this. Every fourth employee agrees with the statement that they are tired because of their current work time frame (28%), but almost half (45%) disagrees with it.



Only one in five respondents (21%) confirms that it is difficult for them to find balance between their private and professional life; more than half (56%) have a different opinion. 44% of employees do not want to work from the office all the time, and one in four prefer this form of work (27%).



More than three quarters of the respondents state that their responsibilities at work are clearly defined (28% of them definitely yes), and only 9% say the contrary.



The most important factor that would make employees decide to change their current job is the lack of financial satisfaction, indicated as the most important by 42% of respondents. The following indicated factors are poor relations with colleagues (17% of indications in the first place) and lack of development opportunities (12%).

Impact of professional duties on other life activities



Nearly one in three respondents declares that professional duties made it difficult to change their place of residence (30%). The main reasons for this were places of work that were not flexible (47%) as well as financial issues (41%).



Professional responsibilities made it difficult for 29% of respondents to take up or continue studies. The most important reasons for this are: lack of flexible working time (45%) or place of work that is not flexible (42%). Financial issues were also important (for 36% of those who declared difficulties in terms of studies).



Difficulties in terms of starting a family or parenting are reported by every fourth respondent (24%). The reasons for these difficulties are: work places that are not flexible (44%), financial issues (39%), or lack of flexible working time (36%).



Work made it difficult to develop hobbies for every third respondent (36%), due to the lack of flexible time (47%) or workplace (38%), as well as financial matters (34%).

Private matters during working hours



Half of the respondents admit that, during work, they handle private matters requiring a lot of involvement, 29% of which do so with the consent of the employer. At the same time, 29% don't do it, even though their employer doesn't mind. One in five respondents declares not devoting working time to private matters, because the employer does not agree/does not provide such an opportunity (21%). Of the people who handle their private matters during work, only 15% believe that this has a negative impact on the quality of their work, and as many as 71% have a different opinion.



Three out of four respondents admit that they had to take a special day off to deal with their private matters, despite the fact that they could do it during work: 52% do it occasionally, and 23% often, one in four respondents declares to never taking a day off for this purpose.

Office and out of office work



Employees do not have a clear opinion on which type of work is more effective: 20% believe that it is working from the office, 18% outside of the office, and 24% that both types of work have the same efficiency. Those believing that working from the office is more effective list the following as the reasons for such an assessment: easier access to all necessary materials (67%), easier contact with colleagues (65%), fewer distractions (58%), as well as proper equipment that they do not have outside the office (45%).

Overtime



A similar percentage of respondents indicated that they had to stay at work even though they had already completed all of their tasks (37%), as those who could leave in such a situation (40%). 22% say they've never been in a situation like that.



Most often, the respondents receive overtime in a financial form (43%), while 37% receive it in the form of free time. Every fourth employee declares not working over the standard working time (26%). Almost half of the respondents (46%) admit that at their workplace, the employer determines the form of remunerating overtime.

Work benefits



When asked about possible benefits at work that would support childcare and/or their private goals, the respondents most often mentioned: **holiday subsidies (42%)**, **flexible working time (39%)**, **additional leave days (34%)**, **shopping vouchers (34%)**, or the possibility of regulating working time (30%).

Work-life fit concept



More respondents know the Work-Life Balance (29%) idea than the Work-Life Fit (18%) idea. **Respondents who are familiar with both ideas more often indicate Life-Work Fit as the one better for them (39% compared to 21% who prefer Work-Life Balance).** One in five cannot choose one or the other (22% rating 3 on a five-point scale), and 8% say that none of the ideas corresponds to them.

Answering the question which of these models better suits the description of an employee's current relation between professional and private life, the respondents indicated Work-Life Fit (27%) as well as Work-Life Balance (27%), while 29% replied that both models fit their situation equally.



Those in favour of the Work-Life Fit concept list the following as its main advantages: **enabling the introduction of balance between professional and private life (51%** indicating Work-Life Fit as more suitable for them), **working more efficiently when not feeling pressure from superiors (48%)**, **proving the employer's trust towards the employees (42%).**



The respondents who did not choose Work-Life Fit state that it would not be suitable for them because they **prefer to work according to a strictly established plan (39%** of those who did not choose Work-Life Fit) **and are used to the current work model and do not want to change it (35%).** One in three believes that this will introduce chaos between private and professional life (32%) and one in four fears that the company will not provide the proper tools/solutions for this type of work (26%).



As the most important solution to be implemented by the organization in terms of Work-Life Fit, employees indicated primarily **flexible working time (1/3 indicated this feature as the first)**, **clear and specified goals for employees (24% in 1st place)**, flexible workplace (18%), and work culture (16%).



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