Employees want flexible working needs to be met: Survey

Workers in S’pore would like bosses to listen, adjust work arrangements to suit their needs

Koh Ee Boo
Senior Correspondent

Whether it is work from home arrangements or in the office – and how many or how many days – S’pore workers would like employers to listen, communicate and address their needs.

Some workers in their mid-30s to mid-40s said they felt that companies did not listen to them or treat them as if they were no longer as productive as older workers. Anecdotal evidence from charities and researchers also showed that employees felt they were not as productive as older workers.

Research showed that workers who worked from home felt more productive than those who worked in the office. Workers who worked from home were more likely to feel their work was valued and appreciated.

Survey snapshot of workers’ attitudes on work arrangements

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<th>Which workplace arrangement do you feel should be the new norm for workplaces in Singapore?</th>
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<tbody>
<tr>
<td>Working from home every day</td>
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<tr>
<td>Have children in the household</td>
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<tr>
<td>Have aged parents or long-term illness</td>
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<tr>
<td>Have both children and aged parents in the household</td>
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<th>Most respondents now feel that workers should be allowed to work from home for 1-3 days a week</th>
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<td>Easy access to office welfare systems</td>
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<tr>
<td>Easy existing policies to change work pattern</td>
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<td>No more need to align with colleagues on projects</td>
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<tr>
<td>Could have more flexibility in terms of work hours</td>
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<tr>
<td>Less money and time spent on commuting</td>
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<td>More satisfied with the work environment</td>
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<th>Top three actions employers should take to ease the transition back to working in office/hybrid work model</th>
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<td>Workers gained new skills, changed their work aspirations amid Covid-19</td>
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<tr>
<td>Companies prepared to offer flexi-work option to their staff</td>
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Sun-Aim Tan
Business Correspondent

It is not surprising that people want to normalise flexi-work arrangements, especially since the pandemic has been an extended period of working from home.

The survey found that nearly all workers want the option of working from home even after the pandemic ends. This is because the pandemic has forced many workers to work from home due to the need to comply with social distancing measures.

In the post-pandemic world, flexi-work arrangements will become the norm. Companies need to prepare for this transition by offering flexi-work options to their employees.

The survey also found that flexi-work arrangements are not only beneficial for the employees but also for the companies. Companies that offer flexi-work arrangements have higher employee satisfaction and retention rates.

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