

2023 Hybrid, In-Office & Remote: General Productivity Comparison



Data Science Team

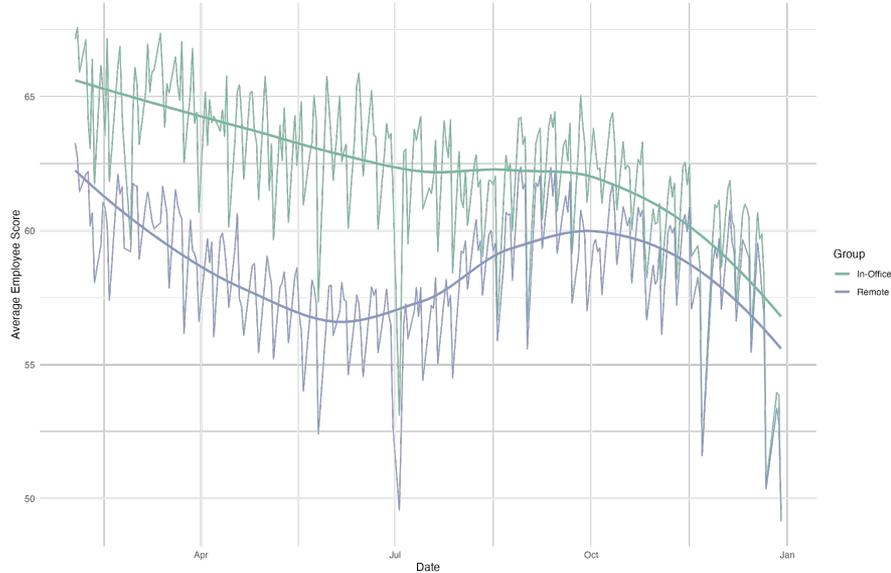
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Hybrid vs In-Office vs Remote

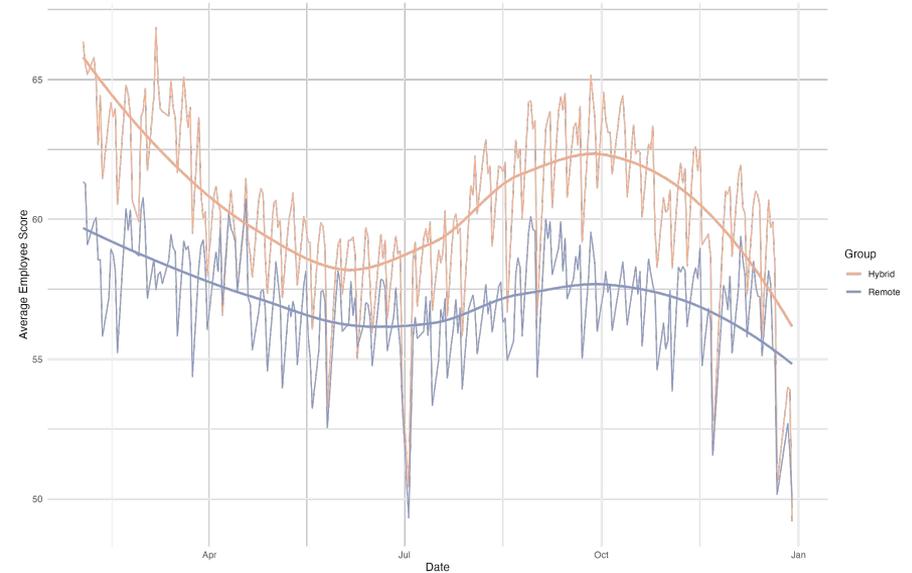
Employees 3059
Domains: 49
Date Range: February 01, 2023 - December 31, 2023

Employee Score Over Time by Group



In general, employees working in-office tend to be more productive than when working remote. Productivity whether in-office or remote track similarly towards the latter half of the year. Additionally when working remote, workers show a decrease in productivity in the early to midpoint of the year, while in-office work appears more stable.

Employee Score Over Time by Group



When comparing hybrid employees to remote-only employees, hybrid employees tend to be more productive than remote-only employees. Productivity for both groups follow similar seasonal trends throughout the year.

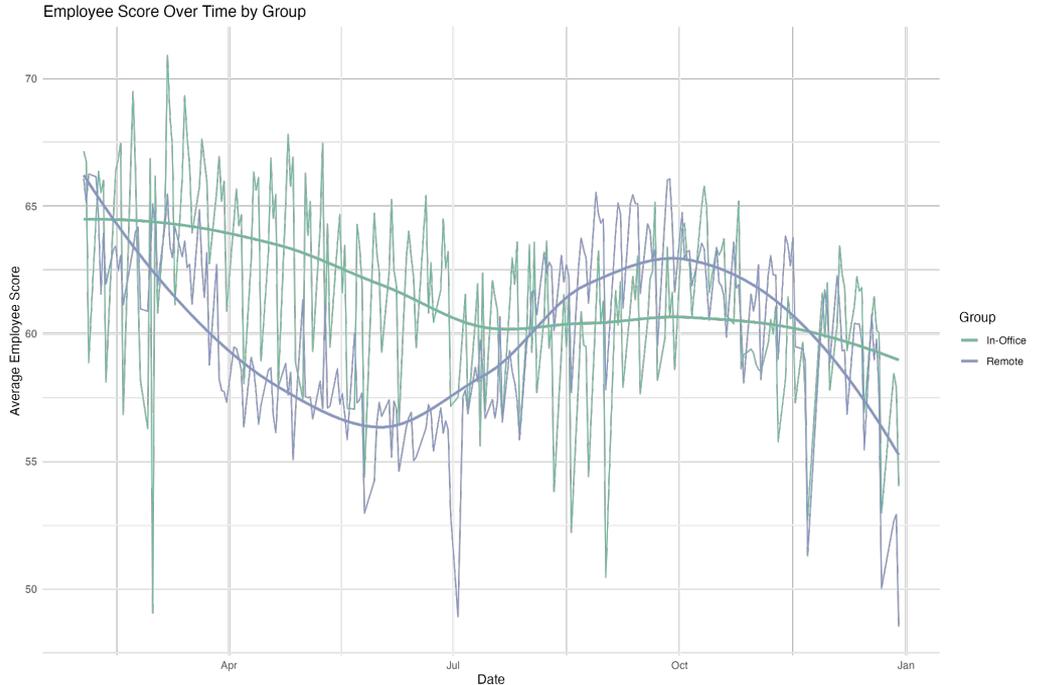


Hybrid Only Employees

Hybrid worker productivity differs by location. Hybrid workers are more productive when they work in-office than when they work remotely.

In general, Hybrid workers are more productive than remote workers. However, when Hybrid workers are working remotely, their productivity drops significantly, especially in the first half of 2023. This pattern changes towards the latter half of the year where remote and in-office productivity are indistinguishable from one another. Surprisingly, hybrid employees seem to be most productive when working remotely late August - early November.

A possible explanation is, remote-only employees often develop routines and strategies to stay focused and engaged when working outside of a traditional office environment. They may be more comfortable setting their own schedules and managing their time effectively which requires a certain level of autonomy conscientiousness, which includes being diligent and organized.



Hybrid vs In-Office vs Remote

1. Performance Scores

- Hybrid employees generally have higher average performance scores compared to remote employees throughout the observed dates. In-office scores hover around the mid-60s to low 50s, while remote employees typically score in the high 50s to low 50s, occasionally dipping into the high 40s.
- The difference in scores between hybrid and remote employees varies, with hybrid employees often scoring between 5 to 10 points higher on average.

2. Trends Over Time

- There are fluctuations in average performance scores for both groups over the observed period. However, hybrid employees consistently outperform remote employees.
- There appear to be some dips in scores for both groups independently of the work arrangement, suggesting possible external factors affecting performance, or perhaps cyclic weekly patterns (ex. Mondays and Fridays tend to be the least productive days of the workweek when compared to Tuesday - Thursday).

3. Potential Points of Concern

- On several specific dates, such as February 24, March 31, and June 30, the performance scores for both hybrid and remote employees drop significantly, which could indicate systemic or external factors affecting productivity or work quality.
- There is a noticeable drop for both groups prior on the day prior to the 4th of July, with scores for hybrid employees falling to 36, and for remote employees to 37, which is substantially lower than previous scores.

4. Recommendation

- Explore measures to support remote employees and close the performance gap between them and their hybrid counterparts. Additionally, hybrid employees should be coached on how to maintain similar productivity levels when working remote as in-office. This could include better communication tools and more structured check-ins.

