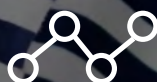


TRENDICATORS SURVEY REPORT

THE REMOTE WORKFORCE

How do their
attitudes and perceptions
compare?



TRENDICATORS
HR Research & Insights by Engage2Excel™

How does working remotely, or telework, impact the perceptions that influence engagement?

Teleworking has grown 115% in the past decade, according to the Society for Human Resources. However, in 2017, a number of large employers made headlines by abandoning their telework initiatives, citing the desire to improve communication, collaboration and teamwork. This move was surprising to many for two reasons:

- Nearly three-quarters of millennials express a desire to have more opportunities to work remotely¹.
- Employers can save \$11,000 per half-time telecommuter².

Do employees who work remotely feel less recognized, exhibit lower engagement levels or experience less attention from their manager? To find out, we conducted a regression analysis on our 2018 survey of 5,000 employees nationwide. The results presented on the following pages may surprise you.

1. 2017 Deloitte Millennial Survey
2. Global Workplace Analytics

Trendicators is the research division of Engage2Excel, a leading provider of employee recognition, engagement survey and talent acquisition solutions. Trendicators provides original research, along with reports on insights and best practices from industry leaders and experts.

Survey Demographics

Number of Respondents: 5,000

Countries Represented: United States

Industries Represented: All major industries

Respondent Demographics: U.S. adult workers in all job types with proportionate representation of gender, age group and racial/ethnic origin

Margin of Error: 95% confidence level +/- 1.5%

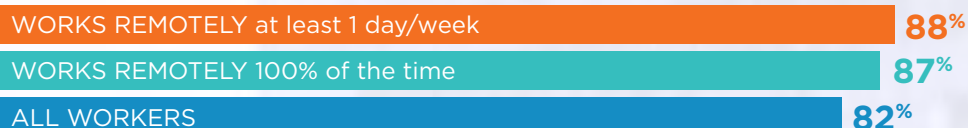
Telework and working remotely are often used synonymously. In this report, we analyze survey responses from individuals who work remotely at least one day a week and those who work remotely 100% of the time, compared with all workers.

Working remotely at least one day a week fosters a greater sense of recognition.

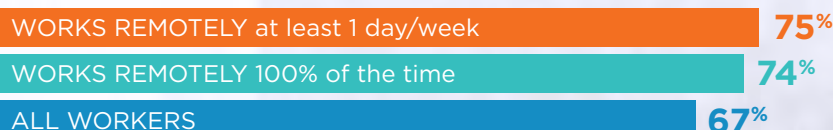
My manager provides me with recognition and praise for doing good work.



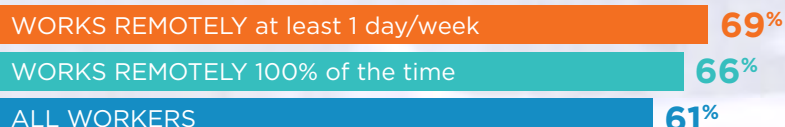
My manager treats me with dignity and respect.



My organization recognizes productive people.



Senior management shows concern for the well-being and morale of employees.



Overall, remote workers are more engaged than the average worker, with one exception.

I am proud to tell people I work for my organization.	76%	76%	71%
I would recommend my organization as a great place to work.	74%	70%	67%
My organization motivates people to work hard and to put in extra effort when needed.	74%	71%	65%
Considering everything, I am satisfied with my organization as a place to work.	78%	76%	84%
	WORKS REMOTELY at least 1 day/week	WORKS REMOTELY 100% of the time	ALL WORKERS

While remote workers respond with higher favorability scores on key engagement questions, they score slightly lower on their satisfaction with their organization as a place to work.



Remote workers have stronger ties with managers for career development.

The most significant differences in perception exist on the topic of investment made by a manager in an employee's growth and development. Employees who work remotely at least one day a week registered favorability scores that were 13% higher than those of all other employees, including those who work remotely 100% of the time and all workers.

My manager has made a personal investment in my growth and development.

66%

**WORKS
REMOTELY**
at least 1
day/week

53%

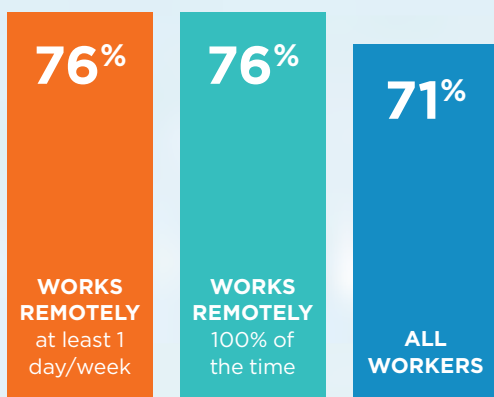
**WORKS
REMOTELY**
100% of
the time

53%

**ALL
WORKERS**

Surprisingly, remote workers have a slightly stronger belief in their organization's future.

I believe that my organization has an outstanding future.



In times of low unemployment, belief in the future of one's organization is important. It is interesting that all employees who work remotely held slightly stronger beliefs in the future of their organization.

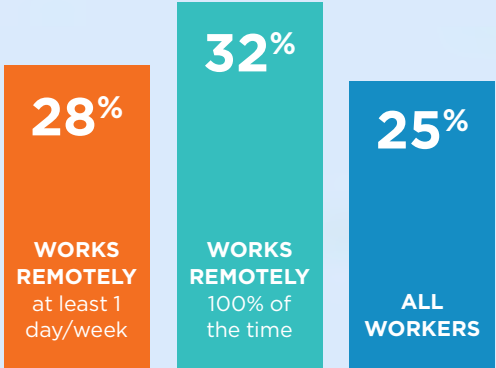


Job security and pay are important for all workers and highest among the remote workforce.

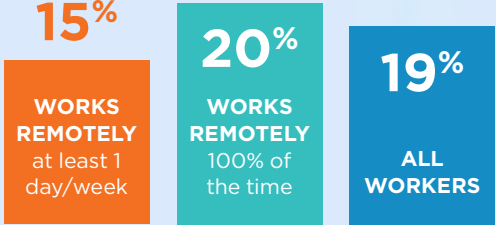
What do employees want most?

Our survey revealed that job security, as well as equitable pay and compensation, topped the list of what all employees want most. Those who work remotely 100% of the time scored higher in these two items than the two other groups.

JOB SECURITY



EQUITABLE PAY & COMPENSATION



Engage2Excel helps organizations create unique candidate and employee experiences from pre-hire to retirement. We understand what employees really want, because we look at the entire employee lifecycle through a scientific lens. We conduct original surveys, validate best practices from our client base of 2,700+ organizations and rely on over three decades of groundbreaking research by our chief scientific officer, Jack Wiley, Ph.D.

Engage2Excel's industry-leading solutions for recruitment, employee recognition and engagement surveys are tailored to each client's unique business objectives and are designed to help clients increase competitive advantage and improve bottom-line results.

To learn more, visit engage2excel.com.

The logo for Engage2Excel, featuring the word "Engage" in orange, a large "2" in orange, and the word "Excel" in orange with a trademark symbol (TM) to its upper right.