

Out of Sight, but Not Out of Mind: Managing Remote Workers

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**LEADING THROUGH
WORKPLACE HURDLES**

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Why Do We Care?

Employee Disengagement ...

- Only 32% of employees were engaged in their work in 2022
- 18% were actively disengaged
- Remaining 50% were neither



Source: www.gallup.com/workplace/468233/employee-engagement-needs-rebound-2023.aspx?version+print

Employee Disengagement ...

- Decline in engagement for workers that are hybrid or fully remote
- Largest decline in engagement for employees in on-site jobs that could be performed remotely
- But ... Increase in “quiet quitting” by fully remote workers

Source: www.gallup.com/workplace/468233/employee-engagement-needs-rebound-2023.aspx?version+print

According to studies ...

- 30% of remote employees work for companies that are fully remote
- 75% of companies will have some employees working remotely full-time
- Just under 50% of employees that work remotely do so full-time
- 65% of people want to work remotely full-time



Employee Beliefs ...

- 86% of professionals think working remotely reduces stress
- 77% of employees would be happier if they had an option to work from home
 - Full-time remote workers report being happy in their job 22% more than non-remote workers
- 54% of employees report they would leave their job for a job that offers flexible options
 - Remote workers are 13% more likely to stay in their current job than on-site workers

Millennials ...

Option to work from home is a priority!

Which means ...

Employers seeking to attract millennials need to consider remote work options.

Going to the office on your own initiative



Going to the office because it's mandatory



Let's Be Clear ...

We are not advocating for employers to implement remote work models, but ...

It's here to stay, so you need to be ready!

Accommodation



Recruiting

**BAN THE
BOX**



Employees in Other States?



Data Security



Workers' Comp



FMLA



Wage and Hour Issues



Managing Performance



Have a Plan! You Can't Make It Up As You Go!

- Check with Insurance Carriers
- Coordinate with IT
- Timekeeping System
- Remote Work Policies/Agreements
- Update Employment Manuals to Cover Other States
- Training ... especially Managers

QUESTIONS?

Thank You!

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