

2023/2024 Hybrid, In-Office & Remote: General Productivity Comparison



Data Science Team

January 2025





2023



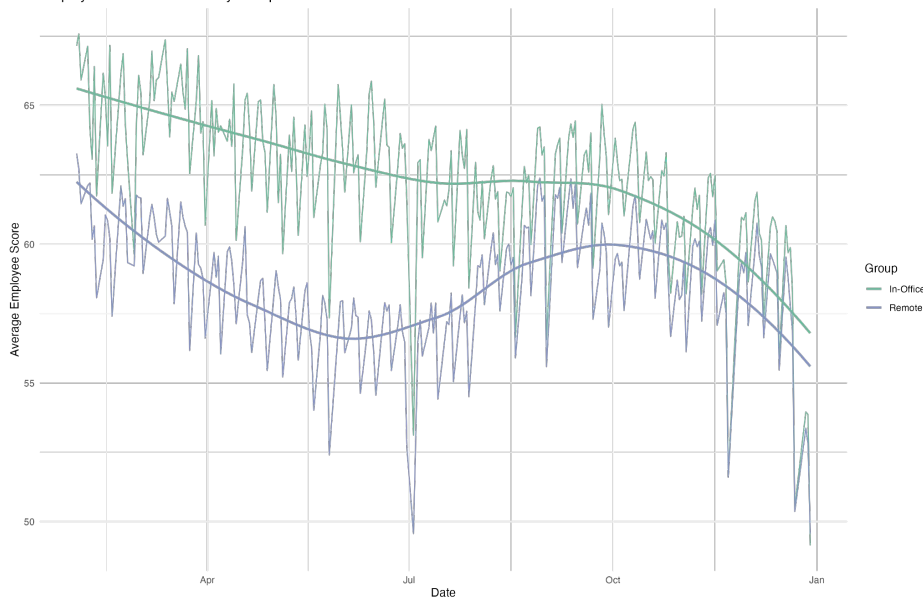


In-Office vs Remote vs Hybrid

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

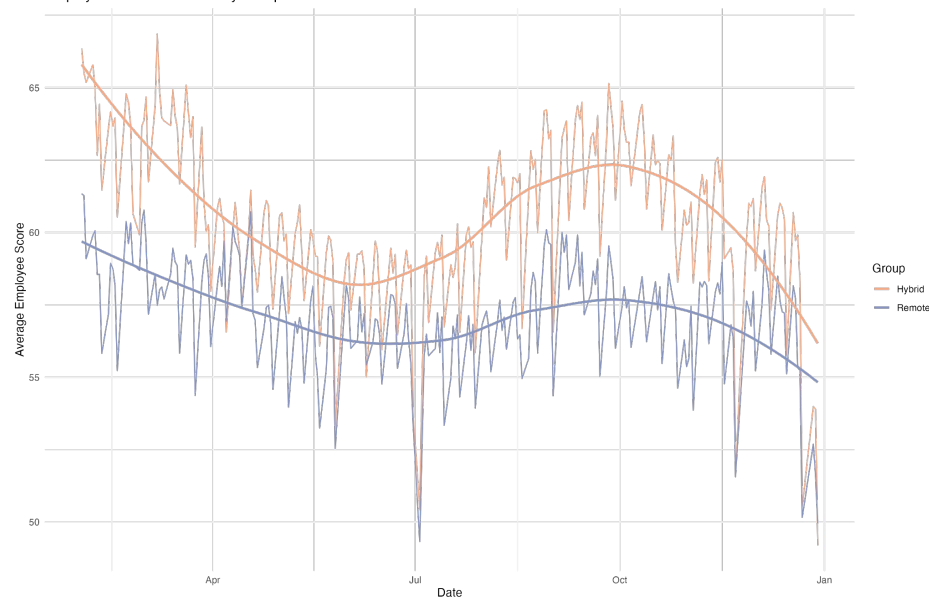


Employee Score Over Time by Group



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.





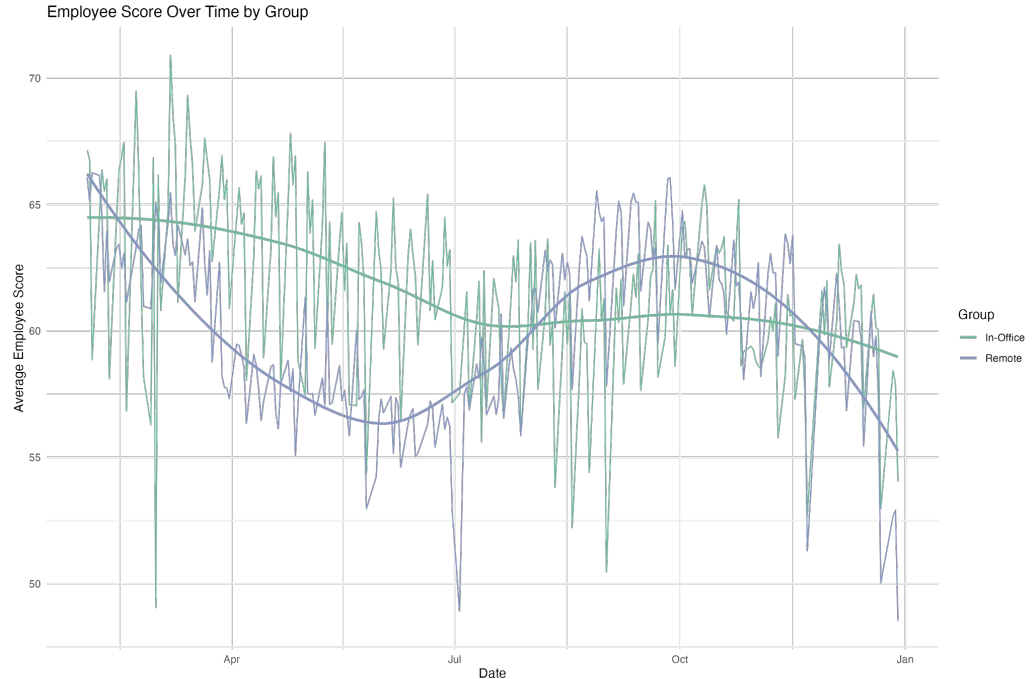
Hybrid Only Employees



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.





2024





2024 In-Office vs Remote

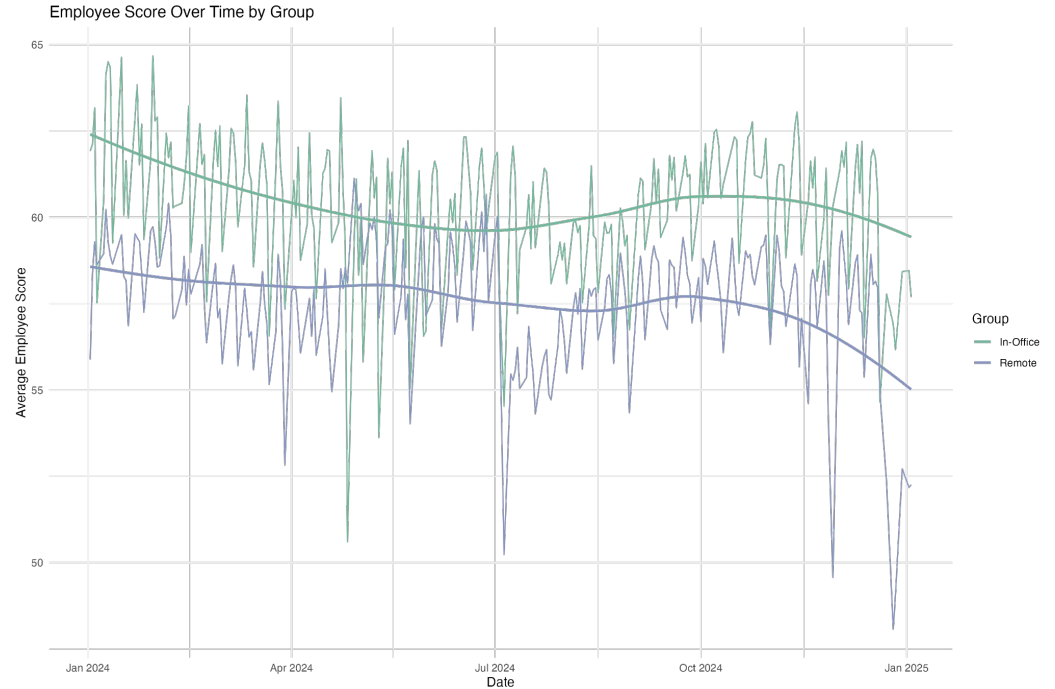
Employees 6799
Domains: 63
Date Range: January 2, 2024 - January 3, 2025



Question: Are employees more productive in-office or remote?

In terms of in-office employee performance, data from January through March showed that these employees have a consistent lead in productivity when in-office compared to remote, averaging scores in the low 60s. Despite a slight seasonal dip in productivity in December, likely attributable to the holiday season, in-office workers managed to sustain performance levels in the mid to high 50s, indicating a relatively stable output sphere within the office setting throughout the fiscal year.

With respect to remote work, while productivity working remotely generally lagged behind their in-office productivity, maintaining average productivity scores in the high 50s, it's noteworthy that remote productivity exhibited a spike in mid-March, where their performance rose to par with in-office levels in the low 60s, before reverting back to the norm. End-of-year performance for remote work experienced a steeper decline than that of in-office work, with scores falling to the high 40s and low 50s, which suggests a more significant impact from seasonal festivities on remote work productivity.





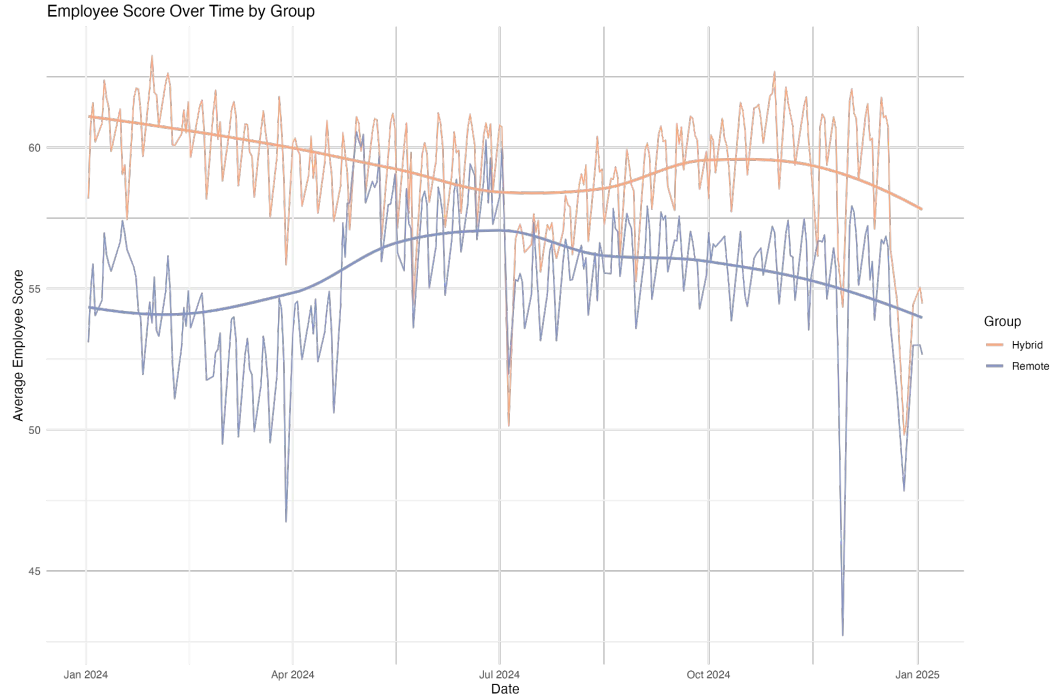
2024 Hybrid vs Remote



Question: Are hybrid employees more productive than remote only employees?

Throughout the year, hybrid work arrangements have consistently shown superior productivity when compared to remote work, with scores predominantly in the low 60s range, with a notable high of 63.25 in late January. The productivity under hybrid models experienced a typical rise in the early part of the year, followed by a convergence with remote work productivity as summer approached, which may suggest a seasonal influence, potentially due to the onset of better weather and longer days that can boost morale and productivity in the initial months of the year.

Reflecting on remote workers, productivity scores were marginally lower, hovering in the low to mid-50s range. The closest convergence with hybrid worker productivity occurred in late April, possibly indicating a seasonal adjustment as employees settle into their remote routines after the new year's initial surge. The year-end data revealed a significant uptick in productivity for both work modalities, preempted by a notable peak in hybrid worker productivity in late October. This suggests a concerted push for year-end goals before a shared decline in December, likely due to the holiday season, where productivity fell to an annual low of around 50 for both work arrangements, affirming the influence of holiday schedules and end-of-year downshifts on workplace output.





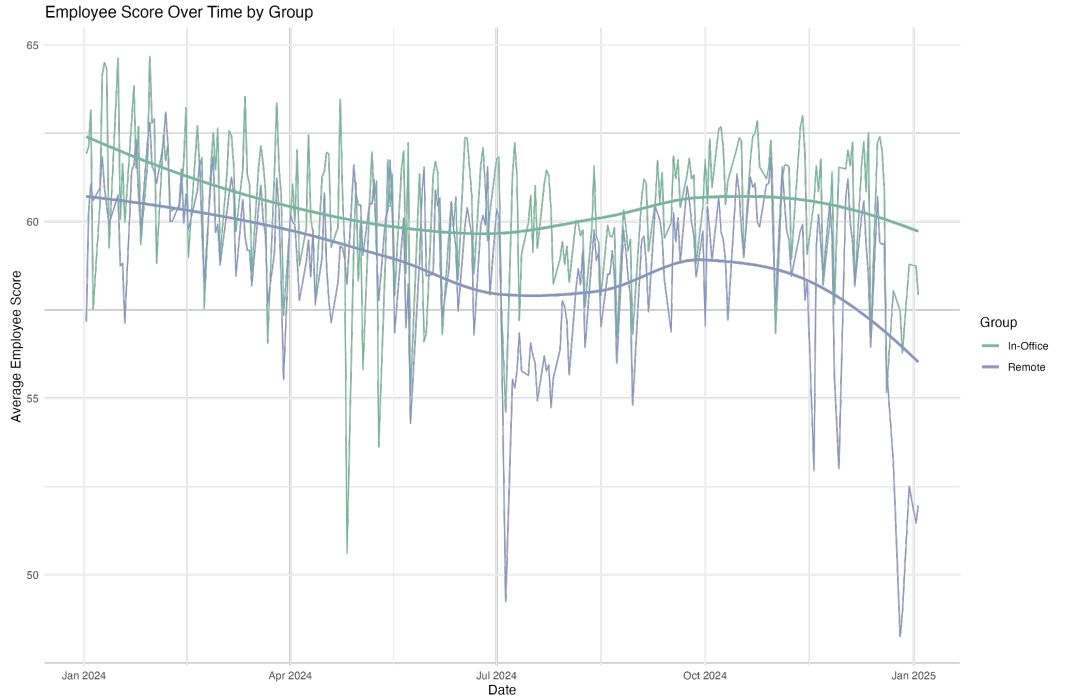
2024 Hybrid Only Employees



Question: Are hybrid employees more productive in-office or more productive when remote?

In-office productivity demonstrates robust performance with notable peaks and troughs aligned with seasonal shifts and holiday intervals. There's a noticeable peak in mid-February, followed by a gradual decline and a dip in April, possibly reflecting an early spring impact, a substantive rebound in June and July, and a discernible slump towards December's end. These fluctuations may reflect the impact of seasonal motivation changes and holiday distractions on in-office work dynamics.

Remote worker productivity, while generally trailing slightly behind in-office levels, shows a trend towards narrowing this gap over time, with occasional superior performance days, for instance in late January and at various points in March. There's a peak in early February, followed by a modest decrease, and a less volatile yet declining pattern through May. The dip in remote productivity during the December holidays is particularly pronounced. This might suggest that remote working strategies are evolving effectively, albeit still influenced by seasonality and end-of-year holiday disruptions.

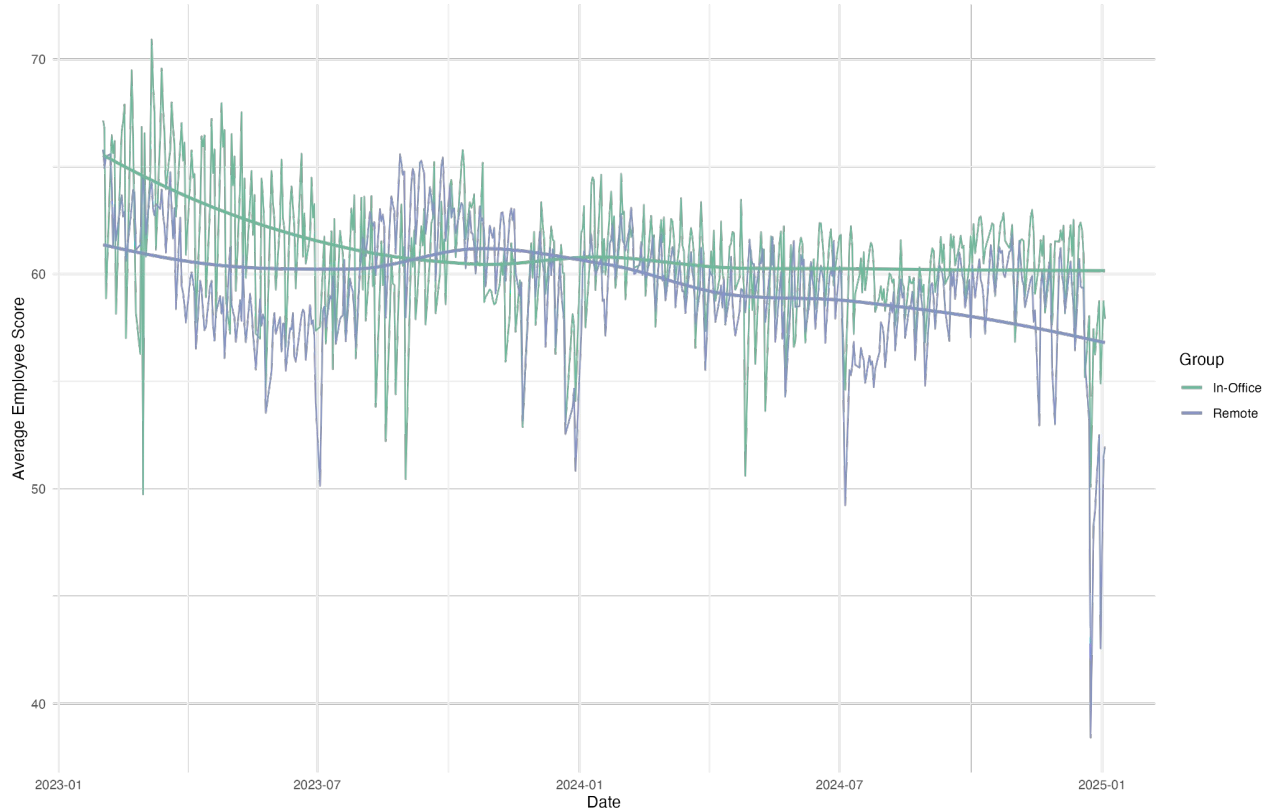




2023 - 2024 Hybrid Only Employees



Employee Score Over Time by Group



Expanding the timeframe to include 2023 and 2024 shows that productivity on in office vs. remote days for hybrid employees is about the same.

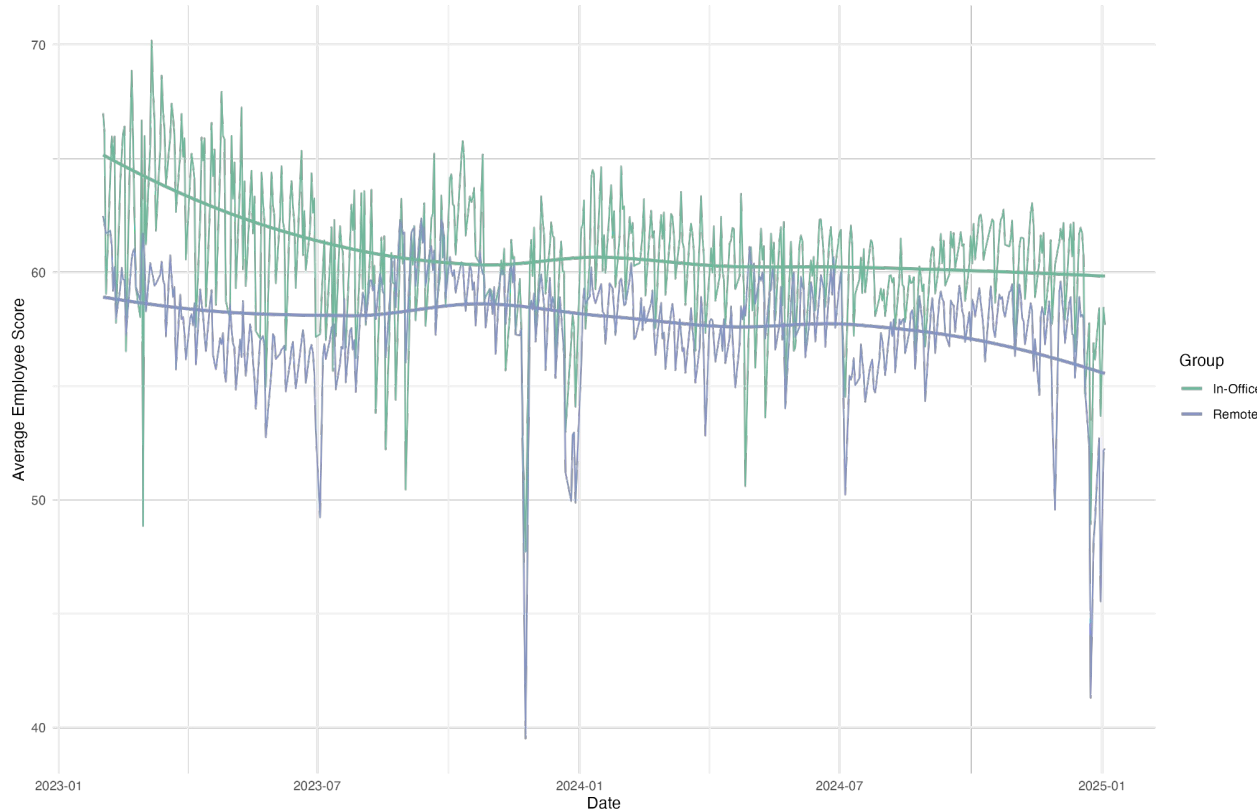




2023 - 2024 Hybrid & Remote Only Employees



Employee Score Over Time by Group



Expanding the timeframe to include 2023 and 2024 shows that when including remote employees, in-office days are more productive. Remote only employees tend to pull down the productivity scored when compared to hybrid workers.

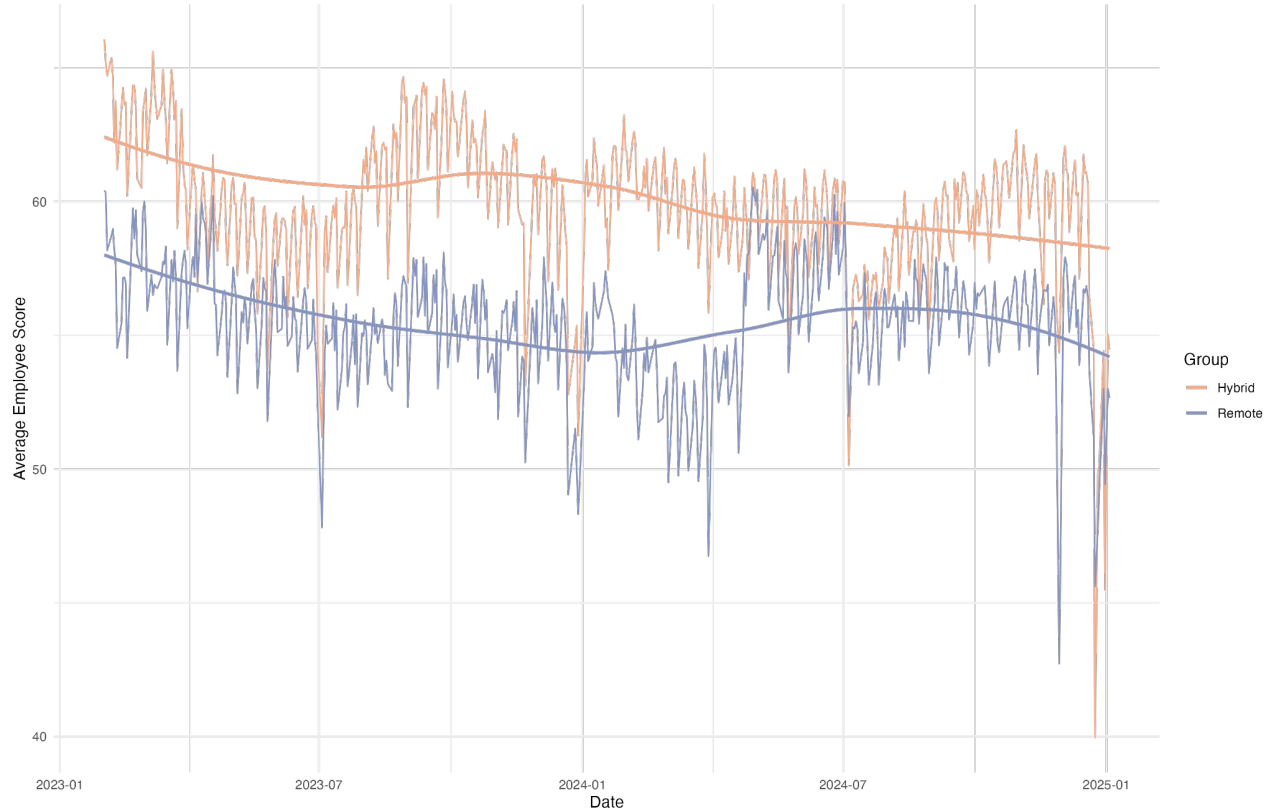




2023 - 2024 Hybrid vs Remote Only Employees



Employee Score Over Time by Group



Expanding the timeframe to include 2023 and 2024 shows that hybrid workers are consistently more productive than remote only workers.

