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MEDIA RELEASE

EMPLOYEE DISCONNECTION PRESENTS A MAJOR CHALLENGE IN HYBRID WORKPLACES, SAYS AUSTRALIAN HR INSTITUTE

August 15, 2022 – New research by the Australian HR Institute (AHRI) shows that hybrid work is here to stay, with nearly 80% of the 1177 Australian HR professionals surveyed planning to either retain (53%) or increase (25%) hybrid working arrangements over the next two years.

The survey, conducted in July 2022, also found that around half of employers believe hybrid working has had a positive impact on productivity, with only 7% stating it has negatively impacted employees' output.

Hybrid arrangements have also brought about better work-life balance for workers, with 67% of HR professionals calling it out as one of main benefits for their employees.

However, as we design hybrid work models for the future, it's clear that employers will need to keep connection front of mind, as 65% of HR professionals think employees are feeling disconnected from their colleagues as a result of hybrid working arrangements.

Sarah McCann-Bartlett, AHRI's Chief Executive Officer, said the results indicate that organisations need to invest time and resources into redesigning work, processes and workspaces for the hybrid environment.

“Most organisations are thinking about hybrid work only in terms of location, but there are other factors that need to be considered. Hybrid work models need to be designed with connection in mind. And those connections need to be meaningful.”

AHRI's research also found that 40% of organisations felt hybrid working has resulted in collaboration challenges.

“To design more effective and collaborative cultures, leaders need to think about the work and roles themselves, and determine which environments are best suited for certain tasks. Leaders also need to support and empower employees to collaborate more intentionally,” said McCann-Bartlett.



McCann-Bartlett said synchronised and unsynchronised work schedules, mentoring or buddy schemes and cross-functional teams are some tactics employers can adopt to promote collaboration and connectedness between colleagues.

AHRI's survey showed that organisations are already thinking about how to improve the hybrid experience, with 43% of employers intending to provide training to line managers on how to manage remote or hybrid working and 37% having already done so.

In addition, 34% of organisations intend to invest in more, or better, technology to support hybrid working while 35% plan to introduce new organisational policies to help managers support staff to work from home.

“Hybrid working is difficult to get right and employers are still learning what works for their business and employees. But like any major change, it’s important to test new ways of working, look at the outcomes and feedback, and make adjustments,” said McCann-Bartlett.

For more information visit: <https://www.ahri.com.au>

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About the Australian HR Institute

The Australian HR Institute (AHRI) is the national association representing human resource and people management professionals with 16,000 members from Australia and across the globe.