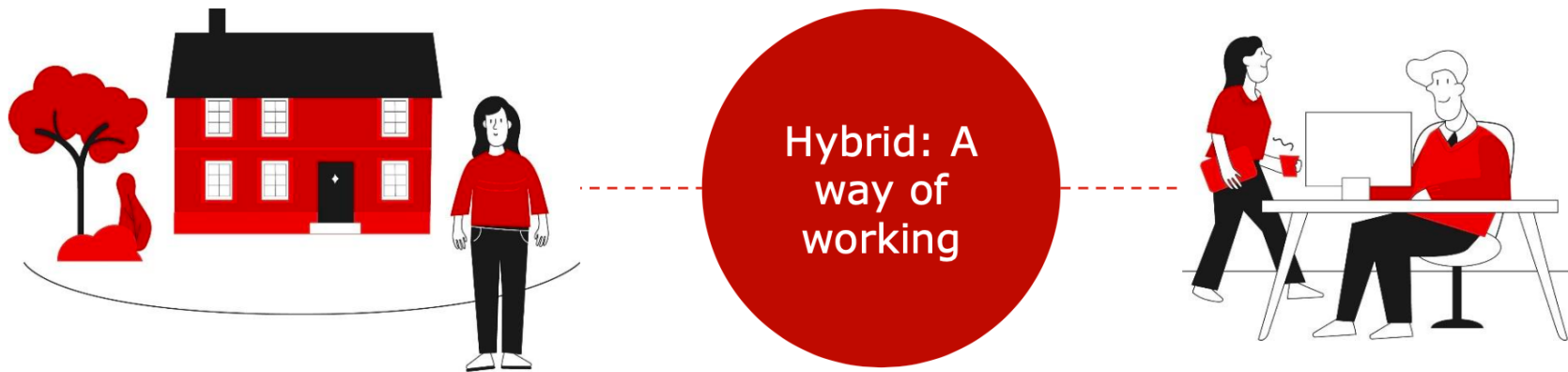




FLEKSIBLE ARBEIDSPlassER



Storebrand: Dilemmaer, ikke regler





Storebrand Tuesday

- Learn the joy of meeting people again
- Bringing buzz into the business (and the office)



Happy Friday

- Not to get more people into the Friday office, but to make the Friday office a nice place to be



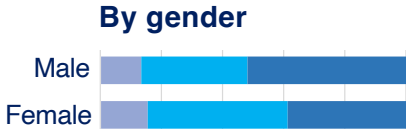
The Monday

- Panta rhei...
- Monday is also a day!



Bruk av kontoret (925 respondenter)

By gender



By country



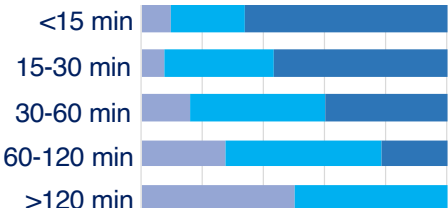
By role



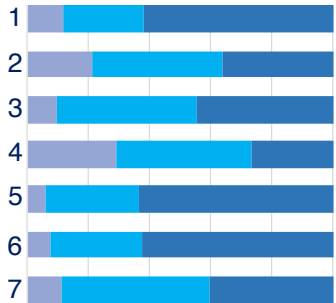
By age



By commute time



By department



Legend 1-2 days 2-3 days 4-5 days

All six factors have statistically significant correlations with the current work arrangement

Conclusion

- Office presence correlates with six selected factors
- Males are more present onsite than female (NB! more male managers)
- Norwegians are more present onsite than Swedes, perhaps related to commute time (Oslo is smaller than Stockholm)
- Younger people are more present than older people
- Office presence in different departments varies, managers are more present than non-managers



Folk er fornøyd med arbeidsrytmen

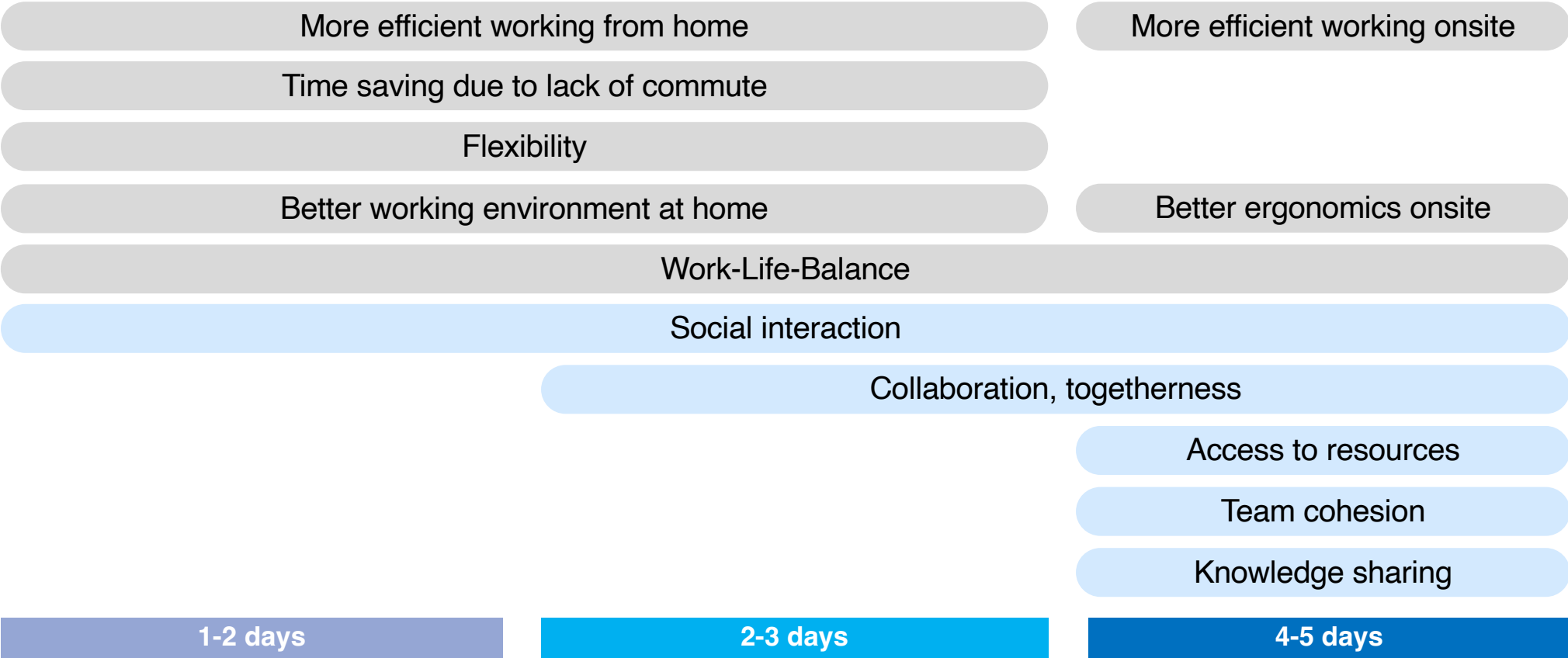
Desired work arrangement	Flex		1%	4%	4%	1%
	4-5 d			2%	31%	
	2-3 d		2%	26%	7%	
	1-2 d	1%	9%	7%	1%	
	<1 day		1%			
	0 days	1%				
		0 days	<1 day	1-2 days	2-3 days	4-5 days
	1%	3%	13%	38%	44%	1%
		Current work arrangement				

Those who desire a different arrangement typically desire to have more flexibility (9%) or fewer onsite days (16%)
 Onsite presence correlates with the commute distance

- The same arguments for most work arrangements such as: productivity, balance in life, being able to focus, flexibility
- Those who work more from home mention: noise in the office, teams meetings, and saving time for travel.
- Those who are more in the office focus on the value of the social environment and sharing competence



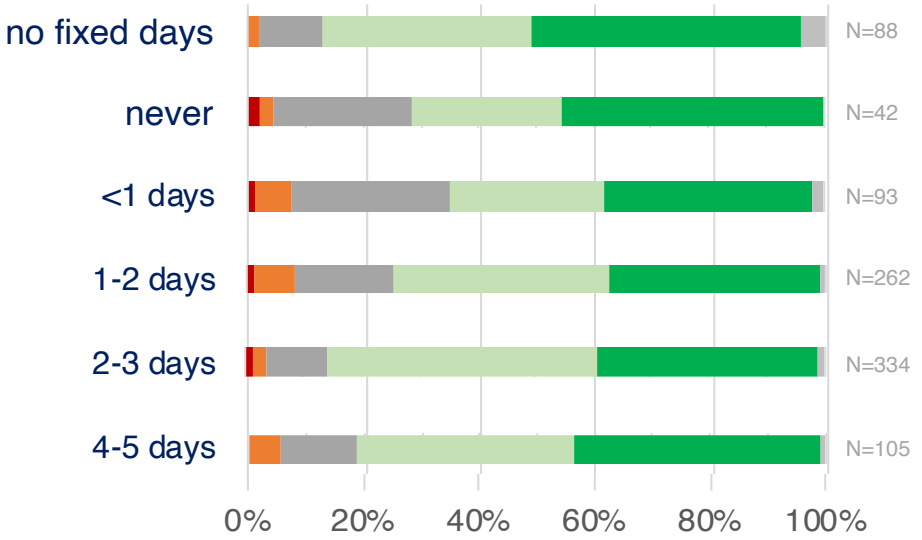
Hva ligger bak enkeltpersonens valg?



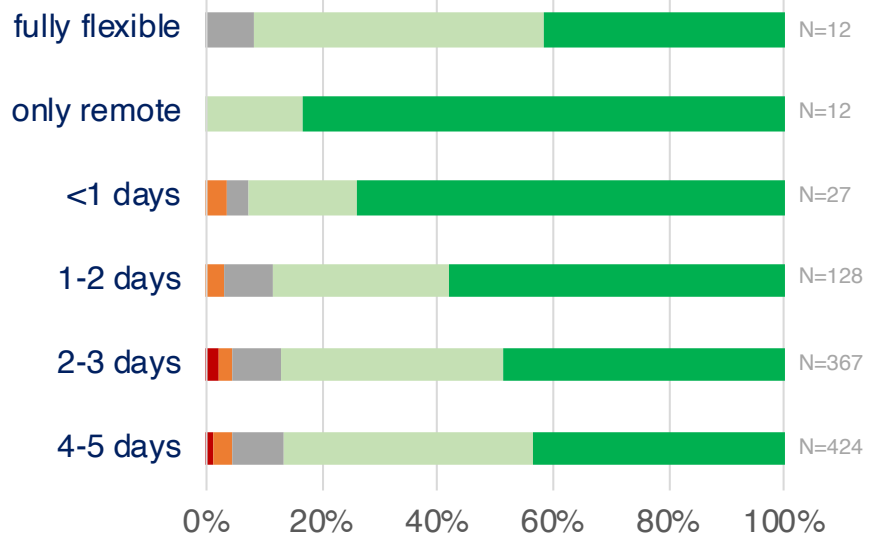


Fungere det for team?

Satisfaction with team/group hybrid mode



For comparison – individual satisfaction

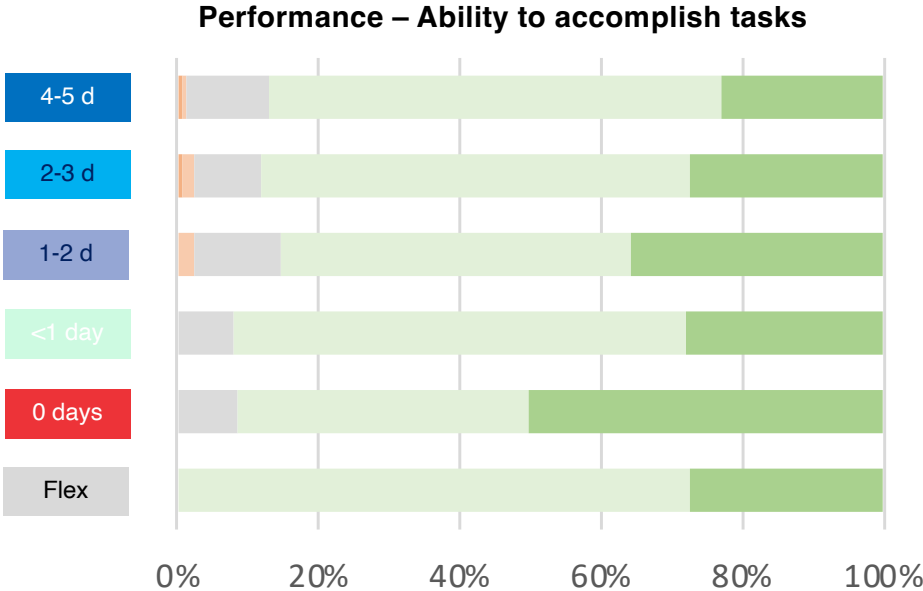


The more one works remotely, the more satisfied they are with the individual work rhythm

Legend: Very dissatisfied (red), Dissatisfied (orange), Neither, nor (grey), Satisfied (light green), Very satisfied (dark green)



Blir ytelsen påvirket?

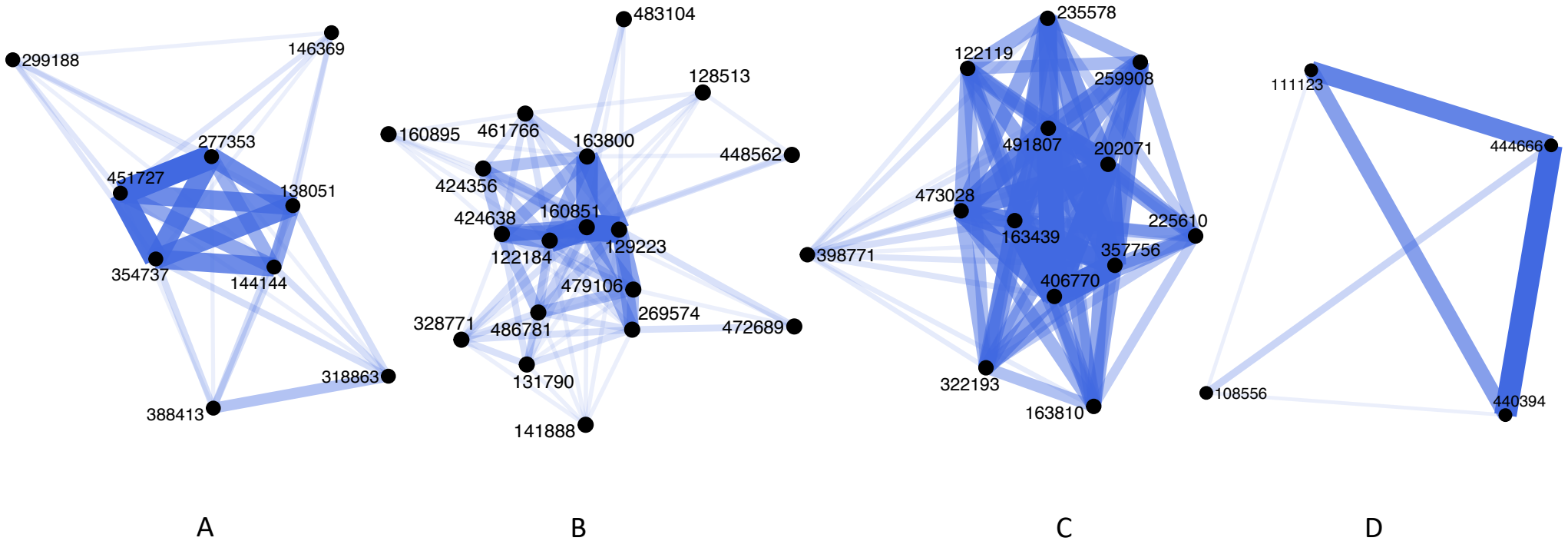


Work rhythm and office presence do not determine work performance

Legend Very dissatisfied Dissatisfied Neither, nor Satisfied Very satisfied



Hvordan ser det ut i teamene? (Telenor)



Mean attendance rate does not portray co-presence or ensure collaboration

Hvorfor kommer folk på kontoret

Comfortable workplace

Better (free) food, waffles, barista coffee

Company-paid sport activities, gym

Warmth, paid electricity

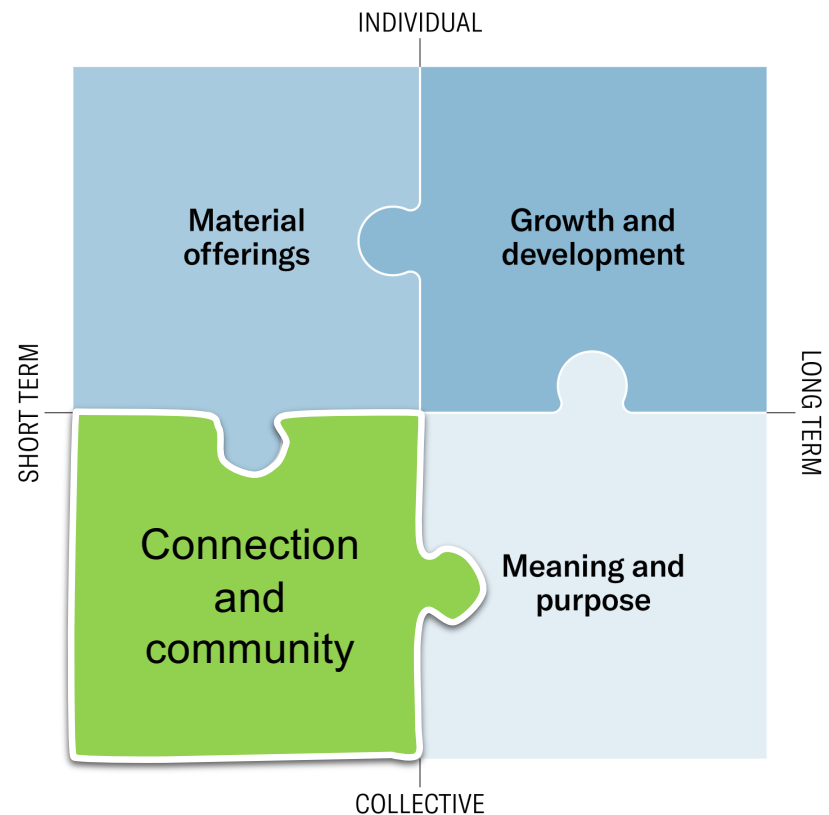
Support for commute (paid parking, subsidies commute)

Socialization with friends and colleagues

Sence of belonging, community feeling

Social events

Spontaneous discussions



Spotify, Ericsson, Telenor, Knowit, Storebrand, Sparebank 1 utv

Invester i områder som blir brukt





Takk for oppmerksomheten!

Linked 



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