



American Staffing Association

ASA Workforce Monitor – Winter 2024

Remote Work vs. In-Office vs. Hybrid: Worker Preferences

Background and Methodology

Methodology

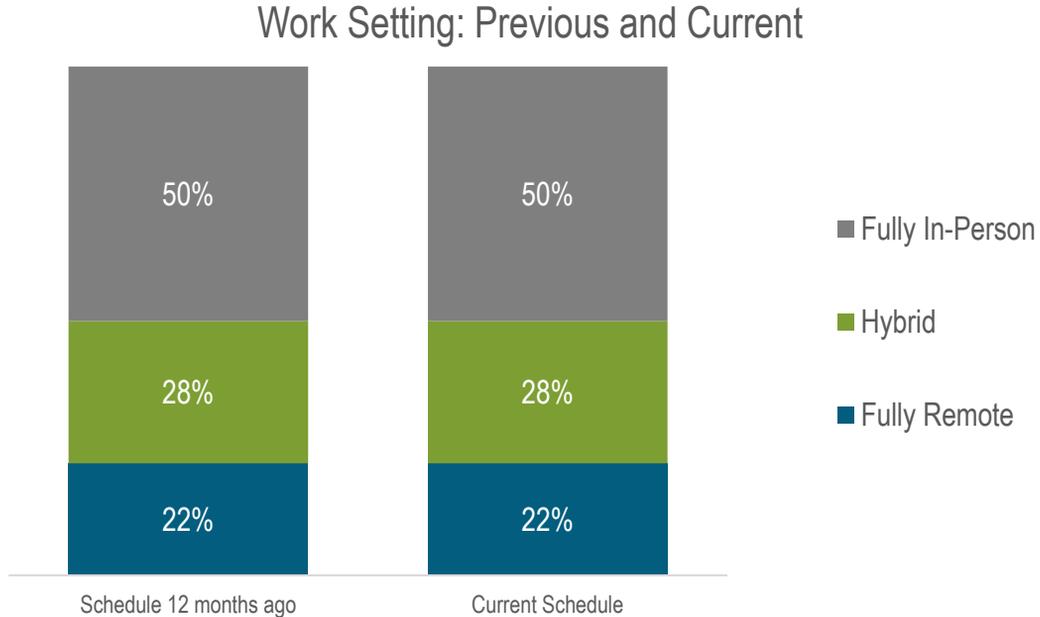
This survey was conducted online within the U.S. by The Harris Poll on behalf of ASA from January 5-9, 2024, among a total of 2,094 U.S. adults age 18 and older of whom 1,294 were employed.

The sampling precision of Harris online polls is measured by using a Bayesian credible interval. For this study, the sample data is accurate to within +/- 2.7 percentage points using a 95% confidence level. Contact ASA with further questions about the methodology.

Note when reading tables

Circles on data points represent a statistical significance

Half of U.S. Workers Work 100% In-Person



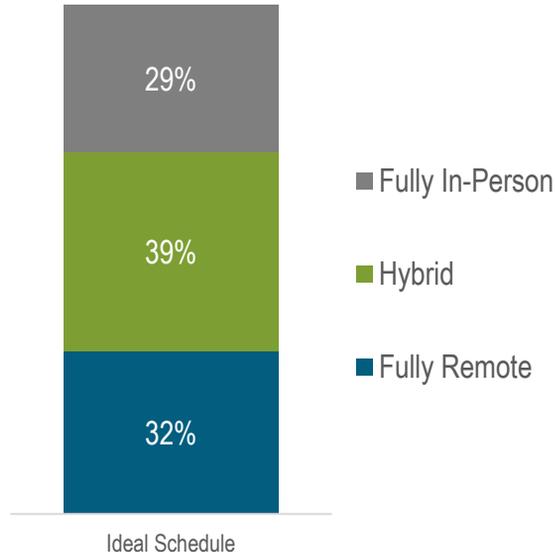
Base: employed; n= 1,294

Q: 12 months ago, how frequently did you work in-person at your company's location?

Q: Currently, how frequently do you work in-person at your company's location?

7 in 10 U.S. Adults Would Prefer Hybrid or Remote Arrangement

Work Setting: Ideal



Baby Boomers More Likely to Prefer Remote Work

Ideal Work Arrangement by Generation

Column %	Gen Z (n=336)	Millennials (n=588)	Gen X (n=513)	Baby Boomers (n=577)
Fully in-person	35%	30%	27%	25%
Hybrid	39%	39%	40%	38%
Fully remote	26%	31%	33%	37%

Oval indicates significant difference. Only items with significant differences shown.



Those With Children Under 18 in Household More Likely to Prefer Hybrid Work

Ideal Work Arrangement by Children Under 18 in Household

Column %	Children Under 18 in HH (n=664)	No Children Under 18 in HH (n=1430)
Fully in-person	26%	30%
Hybrid	46%	35%
Fully remote	28%	35%

Oval indicates significant difference. Only items with significant differences shown.

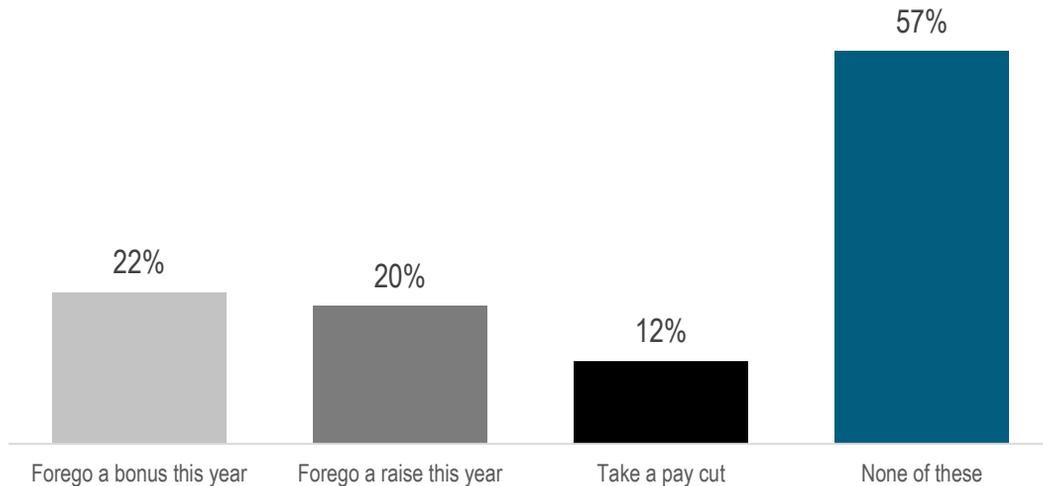


Base: varies

Q: Regardless of whether you are currently employed, what would be your ideal remote/in-person schedule?

Majority of Hybrid or In-Person Workers Would Not Forego Raise or Bonus or Take Pay Cut to Work 100% Remotely

Would Accept Concession in Exchange for Remote Schedule

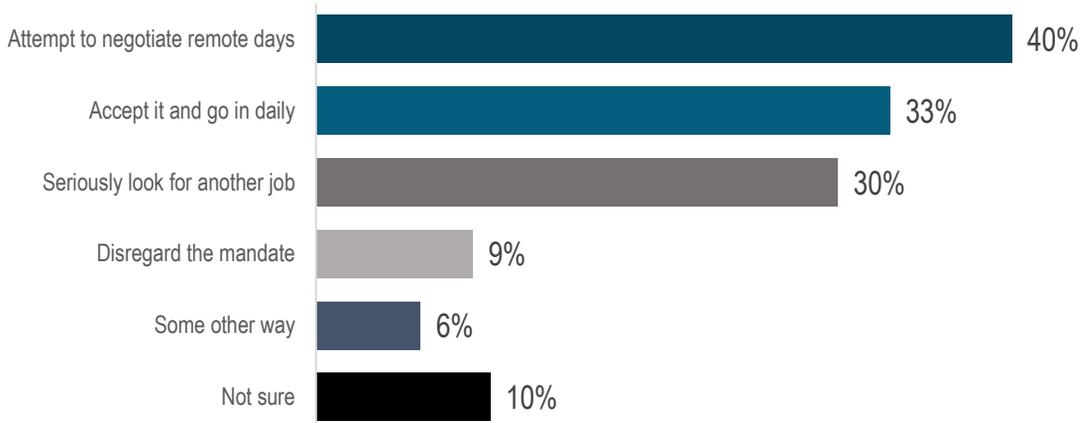


Base: employed and not 100% remote; n=1,002

Q: Which of the following would you be willing to do in exchange for being able to work remotely full time? Please select all that apply.

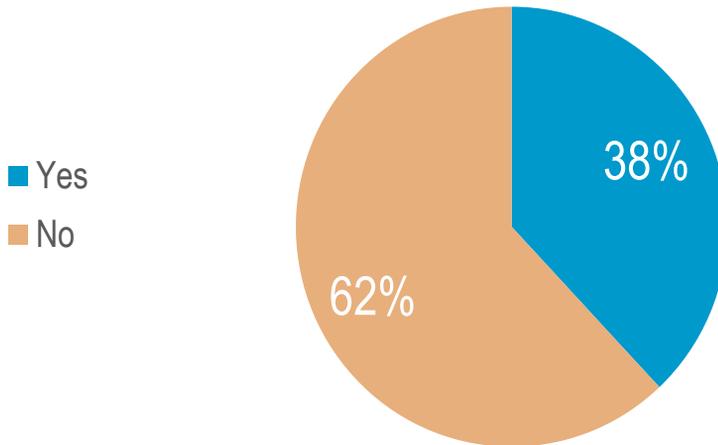
4 in 10 Remote/Hybrid Workers Would Seek to Negotiate Remote Days if Return to Office Was Mandated

Remote/Hybrid Worker Response to Return to Office Policy



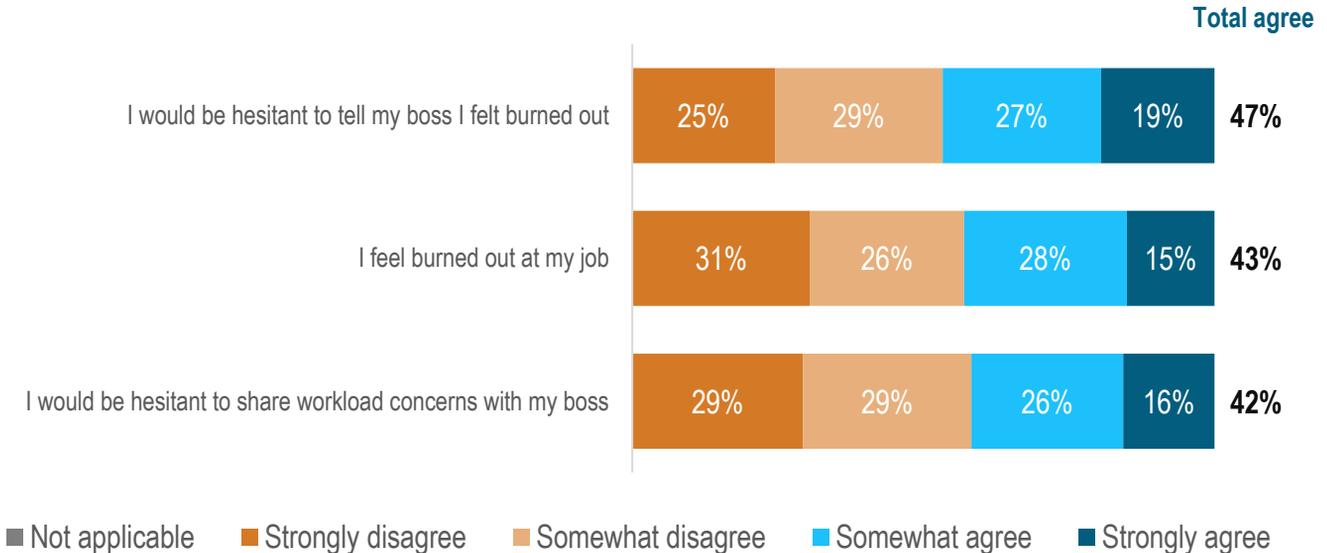
Almost Four in 10 Remote Workers Say Return to Office Would Require Them to Move

Return to 100% In-Person Work Would Require Me to Move



43% of U.S. Workers Feel Burned Out

How much do you agree with the following:



Younger Generations More Likely to Feel Burned Out at Work

“Total Agree” by Generation

Column %	Gen Z (n=232)	Millennials (n=421)	Gen X (n=390)	Baby Boomers (n=212)
I would be hesitant to tell my boss I felt burned out	52%	45%	45%	47%
I feel burned out at my job	54%	44%	45%	26%
I would be hesitant to share workload concerns with my boss	51%	40%	42%	35%

Oval indicates significant difference. Only items with significant differences shown.



Those With Lower Household Income More Likely to Feel Burned Out at Their Job

“Total Agree” by Household Income

Column %	Less than \$50k (n=314)	\$50k-\$74.9k (n=218)	\$75k-\$99.9k (n=177)	\$100k+ (n=532)
I would be hesitant to tell my boss I felt burned out	50%	49%	51%	43%
I feel burned out at my job	50%	51%	46%	37%
I would be hesitant to share workload concerns with my boss	47%	48%	43%	37%

Oval indicates significant difference. Only items with significant differences shown.

