

YouGov Survey Results
Sample Size - 516 HR decision makers
 Fieldwork: 11th - 19th October 2018

Total	Organization size			Work industry (MAIN)												
	Small (less than 50 employees)	Medium (50 to 249 employees)	Large (250+ employees)	Manufacturing	Construction	Retail	Finance and Accounting	Hospitality and leisure	Legal	IT & telecoms	Media/marketing/advertising/PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other

Does the business have a policy that allows employees to work from home?

Base: HR decision makers	516	286	115	115	77	26	36	57	35	21	62	17	27	30	21	19	88
Yes, it does	55%	50%	59%	64%	45%	62%	36%	67%	31%	57%	79%	76%	67%	33%	52%	53%	57%
No, it doesn't	41%	46%	40%	31%	52%	31%	61%	32%	63%	38%	18%	24%	63%	38%	47%	42%	
Don't know	3%	4%	1%	4%	3%	8%	3%	2%	6%	5%	3%	-	7%	3%	10%	-	1%

You previously said that your business has a policy that allows employees to work from home...In general, to what extent would you say your business encourages or discourages employees to work from home?

Base: HR decision makers whose company allows employees to work from home	286	144	68	74	35	16	13	38	11	12	49	13	18	10	11	10	50
Encourages a lot	21%	23%	9%	27%	11%	19%	31%	13%	9%	8%	29%	23%	44%	10%	36%	10%	20%
Encourages a little	49%	44%	54%	53%	49%	44%	69%	45%	36%	67%	47%	54%	33%	60%	55%	70%	46%
Discourages a little	23%	23%	28%	18%	37%	25%	-	34%	36%	25%	20%	23%	17%	10%	-	10%	20%
Discourages a lot	4%	4%	7%	1%	-	13%	-	5%	18%	-	4%	-	-	-	-	10%	6%
Don't know	4%	6%	1%	1%	3%	-	-	3%	-	-	-	-	6%	20%	9%	-	8%
Net: Encourages	70%	67%	63%	80%	60%	63%	100%	58%	45%	75%	76%	77%	78%	70%	91%	80%	66%
Net: Discourages	27%	27%	35%	19%	37%	38%	-	39%	55%	25%	24%	23%	17%	10%	-	20%	26%

In general, do you think that employees at your business work to a higher standard or lower standard when working from home, or do you think it is about the same?

Base: HR decision makers	286	144	68	74	35	16	13	38	11	12	49	13	18	10	11	10	50
A much higher standard	7%	5%	4%	15%	9%	6%	23%	5%	9%	-	8%	8%	6%	10%	-	10%	6%
A slightly higher standard	20%	22%	19%	18%	9%	25%	38%	21%	27%	-	29%	15%	33%	20%	18%	10%	16%
About the same	49%	51%	46%	49%	43%	25%	31%	47%	36%	92%	53%	54%	50%	60%	64%	50%	48%
A slightly lower standard	17%	16%	22%	16%	29%	31%	8%	18%	27%	8%	8%	23%	11%	-	9%	10%	24%
A much lower standard	3%	2%	6%	1%	6%	-	-	5%	-	-	-	-	-	-	-	20%	4%
Don't know	3%	4%	3%	1%	6%	13%	-	3%	-	-	2%	-	-	10%	9%	-	2%
Net: Higher	28%	27%	24%	32%	17%	31%	62%	26%	36%	-	37%	23%	39%	30%	18%	20%	22%
Net: Lower	20%	18%	28%	18%	34%	31%	8%	24%	27%	8%	8%	23%	11%	-	9%	30%	28%

In general, do you think that employees in businesses that allow staff to work from home work to a higher standard or lower standard when working from home, or do you think it is about the same?

Base: HR decision makers whose company doesn't allow employees to work from home	213	131	46	36	40	8	22	18	22	8	11	4	7	19	8	9	37
A much higher standard	3%	2%	-	8%	-	-	-	11%	5%	-	9%	-	-	5%	-	-	3%
A slightly higher standard	15%	16%	7%	22%	18%	-	23%	11%	23%	38%	18%	25%	-	16%	13%	11%	5%
About the same	36%	34%	50%	25%	30%	63%	45%	44%	41%	25%	36%	50%	14%	42%	25%	22%	32%
A slightly lower standard	23%	24%	24%	22%	40%	25%	5%	17%	9%	13%	27%	25%	29%	11%	25%	44%	30%
A much lower standard	7%	5%	7%	17%	8%	-	5%	17%	-	25%	-	-	14%	5%	13%	11%	5%
Don't know	15%	19%	13%	6%	5%	13%	23%	-	23%	-	9%	-	43%	21%	25%	11%	24%
Net: Higher	18%	18%	7%	31%	18%	-	23%	22%	27%	38%	27%	25%	-	21%	13%	11%	8%
Net: Lower	31%	28%	30%	39%	48%	25%	9%	33%	9%	38%	27%	25%	43%	16%	38%	56%	35%

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Company annual turnover						Omnibus Decision Maker									
First year of trading	Less than £1 million (NET)	£1 million - £9.9 million (NET)	£10 million or more (NET)	Don't know	Prefer not to answer	Marketing activities (e.g. advertising, direct marketing, PR)	Business development/ sales	Company credit/ charge cards	Finance/ accounting	Company mobile phones	Company pension scheme	HR (e.g. personnel, learning and development, recruitment)	IT/ Telecoms	Procurement/ purchasing	Electricity/ gas supply

Does the business have a policy that allows employees to work from home?

Base: HR decision makers	7	97	208	146	30	28	302	359	223	285	243	226	516	257	315	205
Yes, it does	71%	43%	54%	68%	37%	61%	57%	58%	57%	56%	57%	58%	55%	55%	53%	53%
No, it doesn't	29%	54%	43%	29%	53%	39%	39%	40%	40%	41%	40%	39%	41%	42%	43%	43%
Don't know	-	3%	3%	3%	10%	-	3%	3%	3%	3%	3%	3%	3%	4%	4%	4%

You previously said that your business has a policy that allows employees to work from home...In general, to what extent would you say your business encourages or discourages employees to work from home?

Base: HR decision makers whose company allows employees to work from home	5	42	112	99	11	17	173	207	127	160	139	131	286	141	166	108
Encourages a lot	80%	26%	19%	15%	27%	29%	27%	24%	27%	24%	24%	27%	21%	26%	25%	26%
Encourages a little	20%	52%	48%	55%	45%	24%	45%	45%	46%	48%	50%	47%	49%	48%	47%	46%
Discourages a little	-	19%	23%	24%	18%	29%	20%	23%	20%	22%	20%	21%	23%	19%	20%	19%
Discourages a lot	-	-	5%	5%	-	6%	4%	4%	3%	3%	4%	2%	4%	4%	5%	6%
Don't know	-	2%	4%	1%	9%	12%	4%	4%	4%	3%	3%	3%	4%	4%	3%	4%
Net: Encourages	100%	79%	67%	70%	73%	53%	72%	69%	72%	73%	73%	73%	70%	74%	72%	72%
Net: Discourages	-	19%	29%	29%	18%	35%	24%	27%	24%	25%	24%	24%	27%	23%	25%	24%

In general, do you think that employees at your business work to a higher standard or lower standard when working from home, or do you think it is about the same?

Base: HR decision makers	5	42	112	99	11	17	173	207	127	160	139	131	286	141	166	108
A much higher standard	20%	7%	4%	9%	18%	12%	10%	9%	12%	9%	10%	11%	7%	11%	8%	14%
A slightly higher standard	40%	31%	22%	14%	9%	16%	23%	21%	23%	22%	23%	19%	20%	23%	22%	19%
About the same	40%	45%	50%	51%	45%	47%	46%	50%	43%	44%	45%	44%	49%	46%	45%	40%
A slightly lower standard	-	17%	19%	18%	18%	12%	16%	14%	17%	19%	17%	21%	17%	15%	18%	20%
A much lower standard	-	-	2%	5%	-	6%	2%	3%	2%	3%	2%	2%	3%	2%	4%	4%
Don't know	-	-	4%	3%	9%	6%	3%	3%	2%	3%	2%	2%	3%	2%	2%	3%
Net: Higher	60%	38%	26%	23%	27%	29%	33%	30%	35%	31%	33%	31%	28%	35%	31%	33%
Net: Lower	-	17%	21%	23%	18%	18%	19%	17%	20%	22%	19%	24%	20%	17%	22%	24%

In general, do you think that employees in businesses that allow staff to work from home work to a higher standard or lower standard when working from home, or do you think it is about the same?

Base: HR decision makers whose company doesn't allow employees to work from home	2	52	89	43	16	11	119	142	90	116	96	89	213	107	137	89
A much higher standard	-	-	2%	5%	13%	-	2%	1%	3%	3%	2%	2%	3%	1%	4%	2%
A slightly higher standard	50%	10%	17%	12%	19%	27%	16%	18%	12%	13%	15%	12%	15%	14%	12%	15%
About the same	50%	37%	37%	37%	38%	18%	35%	34%	39%	36%	38%	38%	36%	37%	37%	38%
A slightly lower standard	-	23%	24%	30%	13%	18%	21%	22%	17%	17%	20%	18%	23%	20%	22%	13%
A much lower standard	-	8%	6%	12%	-	9%	8%	8%	9%	8%	8%	10%	7%	9%	7%	9%
Don't know	-	23%	15%	5%	19%	27%	18%	17%	20%	22%	18%	19%	15%	19%	18%	22%
Net: Higher	50%	10%	19%	16%	31%	27%	18%	19%	16%	16%	17%	15%	18%	15%	16%	17%
Net: Lower	-	31%	29%	42%	13%	27%	29%	30%	26%	25%	28%	28%	31%	29%	29%	22%

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Fieldwork: 11th - 19th October 2018

Company age					
Up to 5 years	Over 5 years up to 10 years	Over 10 years up to 20 years	Over 20 years up to 35 years	Over 35 years	Don't know

Does the business have a policy that allows employees to work from home?

Base: HR decision makers	48	66	124	130	141	7
Yes, it does	58%	64%	61%	52%	48%	57%
No, it doesn't	40%	32%	37%	42%	49%	43%
Don't know	2%	5%	2%	5%	3%	-

You previously said that your business has a policy that allows employees to work from home...In general, to what extent would you say your business encourages or discourages employees to work from home?

Base: HR decision makers whose company allows employees to work from home	28	42	76	68	68	4
Encourages a lot	36%	29%	17%	19%	15%	25%
Encourages a little	50%	48%	51%	44%	51%	50%
Discourages a little	14%	19%	20%	28%	26%	25%
Discourages a lot	-	2%	7%	6%	3%	-
Don't know	-	2%	5%	3%	4%	-
Net: Encourages	86%	76%	68%	63%	66%	75%
Net: Discourages	14%	21%	26%	34%	29%	25%

In general, do you think that employees at your business work to a higher standard or lower standard when working from home, or do you think it is about the same?

Base: HR decision makers	28	42	76	68	68	4
A much higher standard	7%	5%	5%	13%	4%	25%
A slightly higher standard	32%	26%	22%	21%	10%	-
About the same	46%	43%	53%	43%	56%	50%
A slightly lower standard	14%	19%	12%	24%	18%	25%
A much lower standard	-	2%	3%	-	7%	-
Don't know	-	5%	5%	-	4%	-
Net: Higher	39%	31%	28%	34%	15%	25%
Net: Lower	14%	21%	14%	24%	25%	25%

In general, do you think that employees in businesses that allow staff to work from home work to a higher standard or lower standard when working from home, or do you think it is about the same?

Base: HR decision makers whose company doesn't allow employees to work from home	19	21	46	55	69	3
A much higher standard	5%	-	4%	-	4%	-
A slightly higher standard	16%	14%	15%	16%	12%	67%
About the same	26%	38%	33%	42%	38%	-
A slightly lower standard	37%	19%	33%	15%	23%	-
A much lower standard	-	5%	7%	11%	7%	-
Don't know	16%	24%	9%	16%	16%	33%
Net: Higher	21%	14%	20%	16%	16%	67%
Net: Lower	37%	24%	39%	25%	30%	-