

ANTAL & ENLOYD

On the way back to offices - current trend or distant future?

PL & HU market trends overview

5 most important trends on labour market

POLISH

- 1 Specialists may return to the office, but on their terms
- 2 Less activity, but greater openness
- 3 Growing importance of employment contracts
- 4 Employees come to a company but leave due to poor management
- 5 The average monthly salary of specialists and managers increased by 3% compared to last year

HUNGARIAN

- 1 Specialists may return to the office, but on their terms
- 2 More complex, multi-stage selection processes
- 3 Rising benefits expectations
- 4 Flexibility, innovation, and creativity are key factors that enable successful adaptation and long-term growth
- 5 The average monthly salary of specialists and managers increased by 23% compared to last year

Why do employers care about the office?

1 Communication and cooperation

Working in an office facilitates fast and effective communication and collaboration between employees. Direct contact enables problems to be resolved immediately and projects to be implemented more efficiently.

2 Supervision and control

Some employers find that they can better monitor employees' progress and manage their work when they are present in the office. This also enables them to identify and resolve performance and quality issues more quickly.

3 Organisational culture and commitment

Having an office presence helps employees to blend into the company culture, which can lead to greater commitment and loyalty to the organisation.

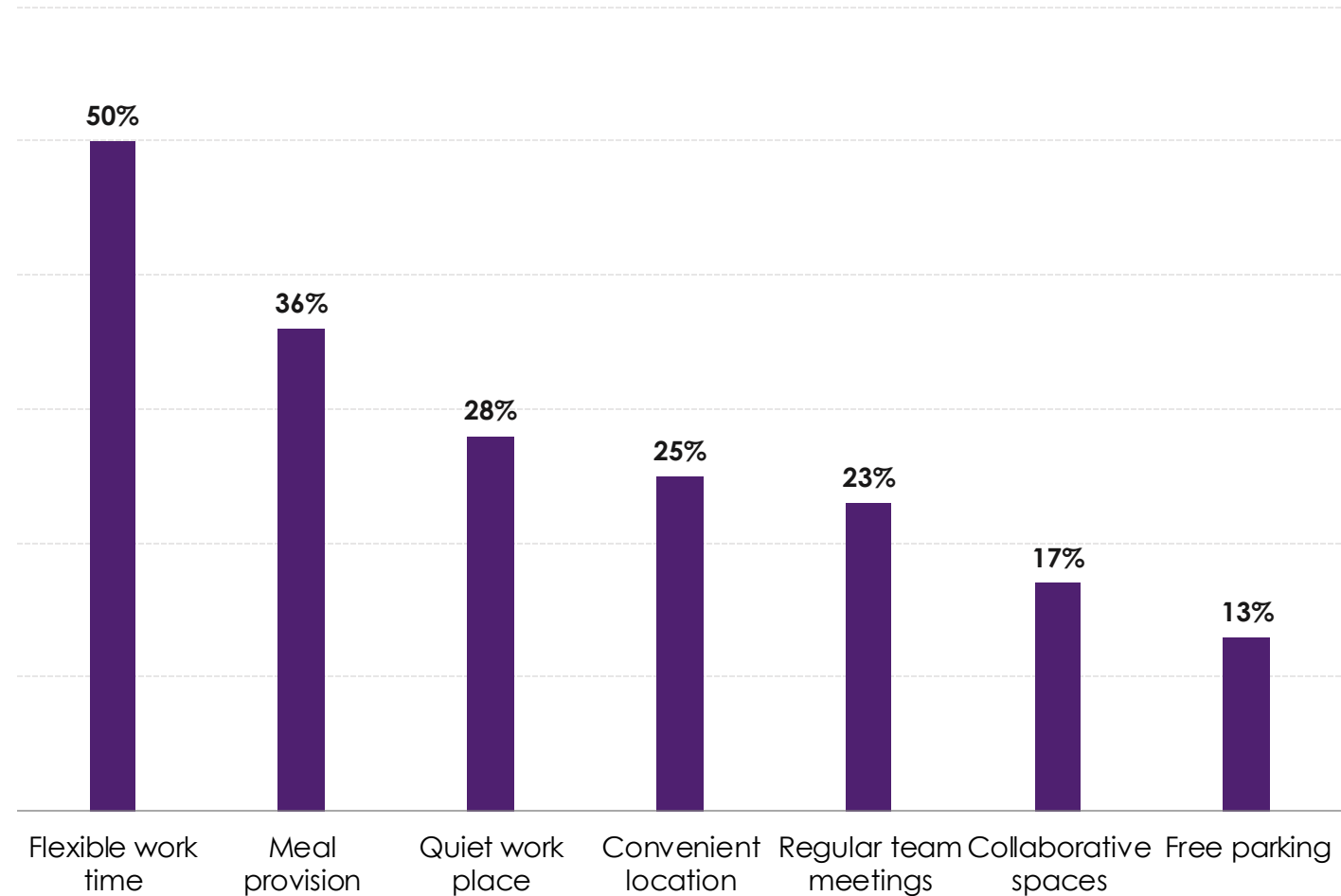
4 Infrastructure and resources

In the office, employees have access to the company's infrastructure and resources, such as equipment, technology, meeting rooms and other facilities that may be necessary to perform their tasks effectively.

50%

of respondents believe that reducing remote working time in favour of working in the office is most encouraged by flexible working hours, which allow people to come into the office for half days or for selected meetings, adapting the schedule to individual needs

What will encourage employees to return to their offices?



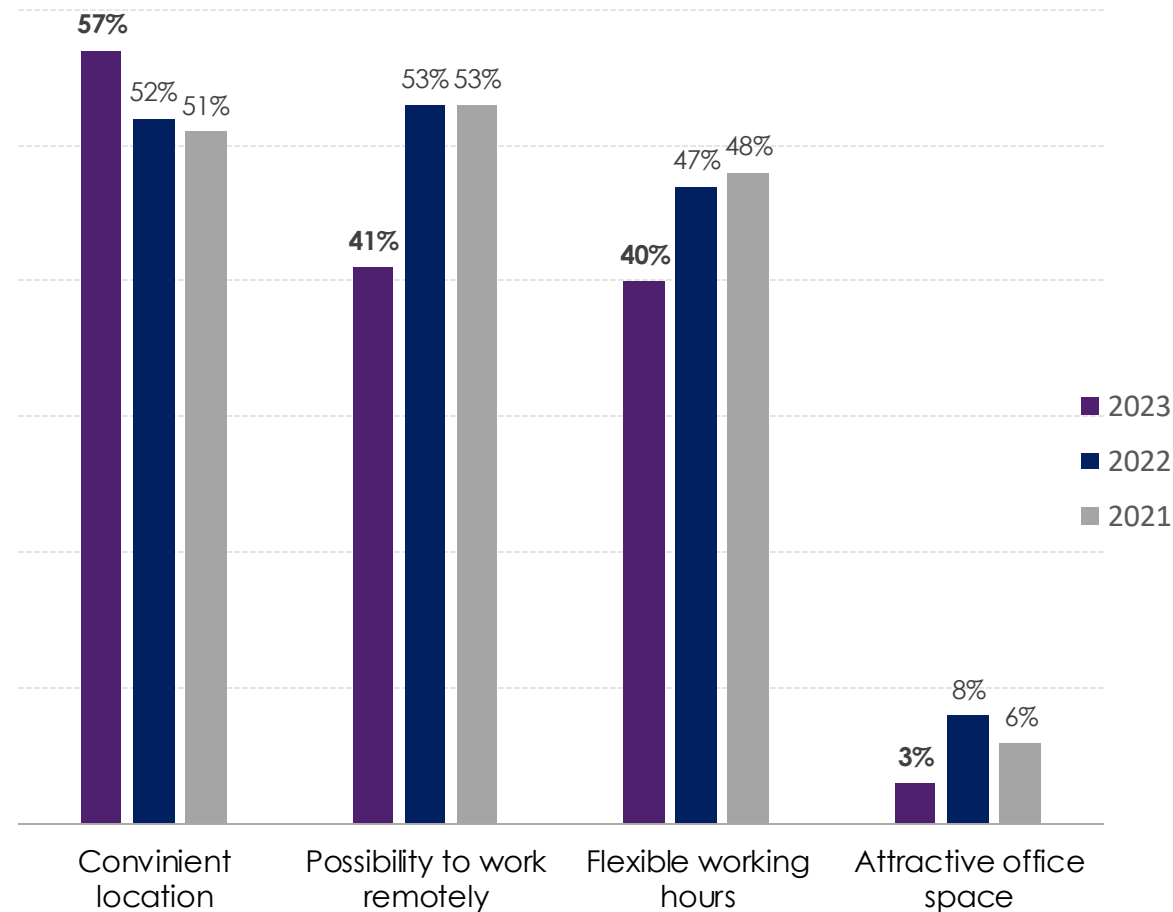
Source: Antal report "Activity of professionals and managers in the labour market 2023,"
The survey was conducted using the CAWI method on a sample of 1,022 professionals and managers between 3 June and 20 July 2023

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57%

of respondents cite convenient location/good transport to the office as a necessary element of a new job offer

What are the necessary elements relating to the model of work that an offer must contain for you to decide to consider it?

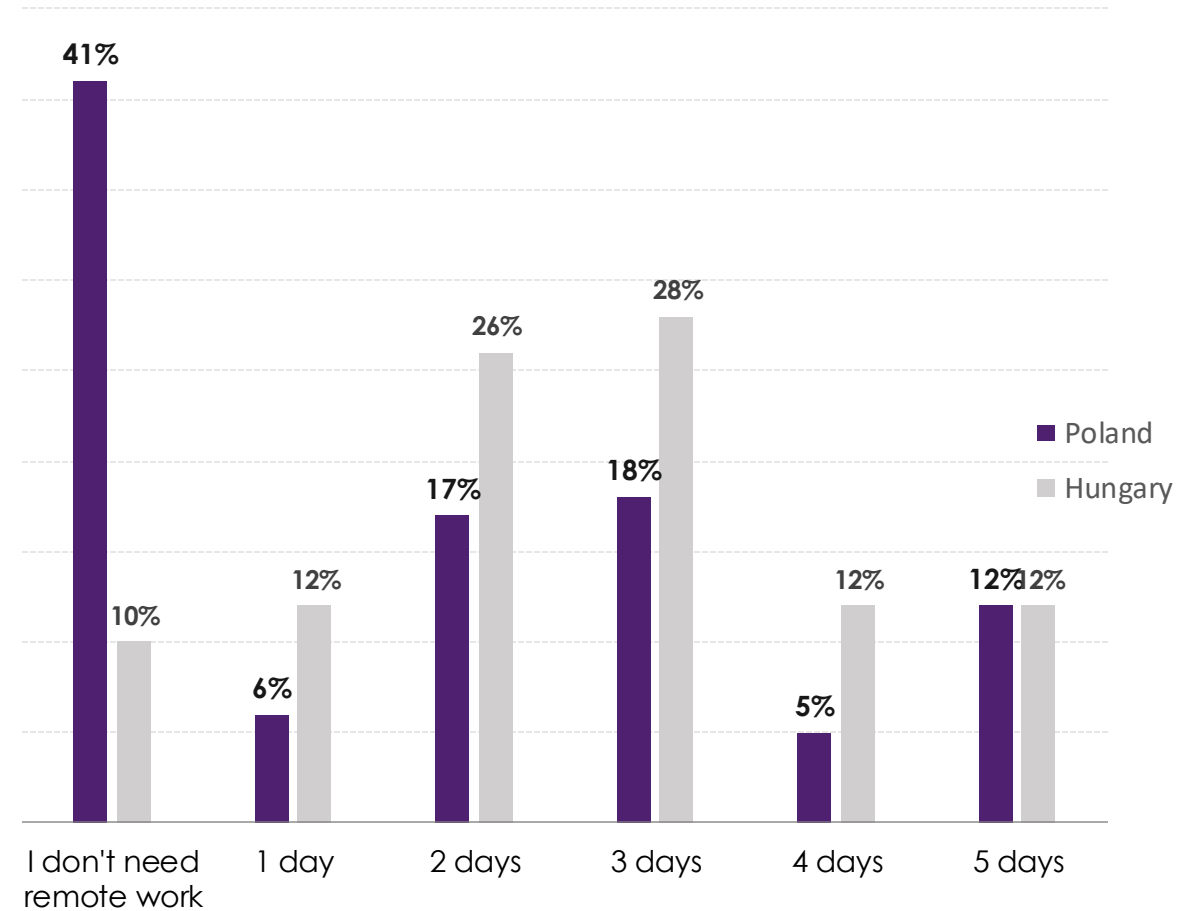


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2-3 days

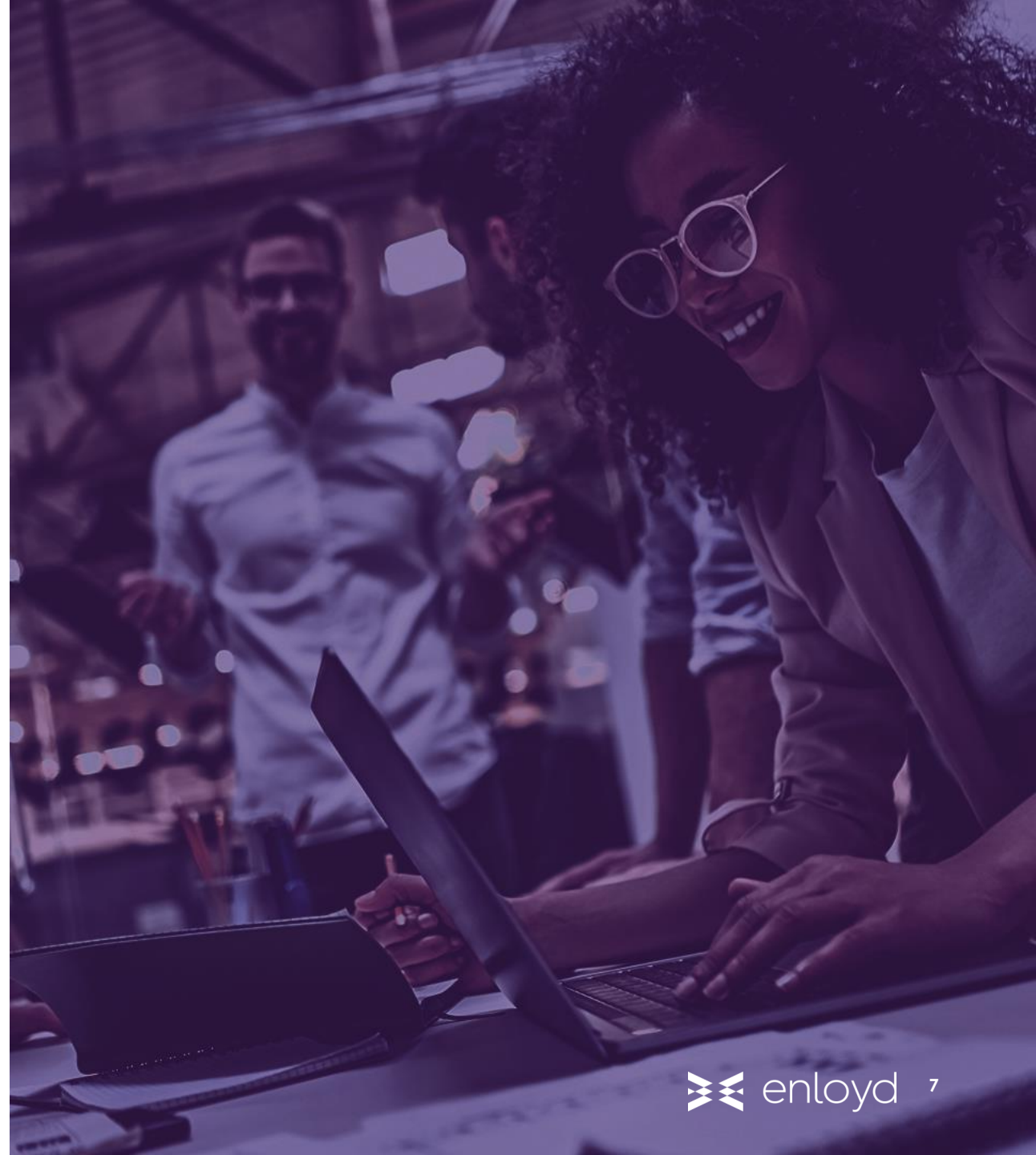
this is how many days on average a significant proportion of respondents expect to work remotely per week to express interest in a job offer

On average, how many days per week of remote working would a job offer have to include for you to consider it?



5 ways to measure remote working performance

- 1 Clearly defined objectives and expectations
– SMART goals
- 2 Utilize technology for monitoring and collaboration
- 3 Regular communication and feedback
- 4 Employee wellbeing and work-life balance
- 5 Measuring and analyzing performance metrics





5 good practices for employers

Hybrid

The hybrid working model offers employees the opportunity to work remotely when they need to, while retaining the option of face-to-face meetings in the office when required. This allows organisations to take advantage of the benefits of both models while offering flexibility to their employees.

Results of the Lewiatan survey

The enthusiasm shown for hybrid working is confirmed by the survey result, in which one in three respondents are prepared to give up a small part of their salary in order to obtain or retain the opportunity to work remotely on a satisfactory days' basis.

Question

When introducing a hybrid, how many days do you think an employee should be in the office?

Shared decision

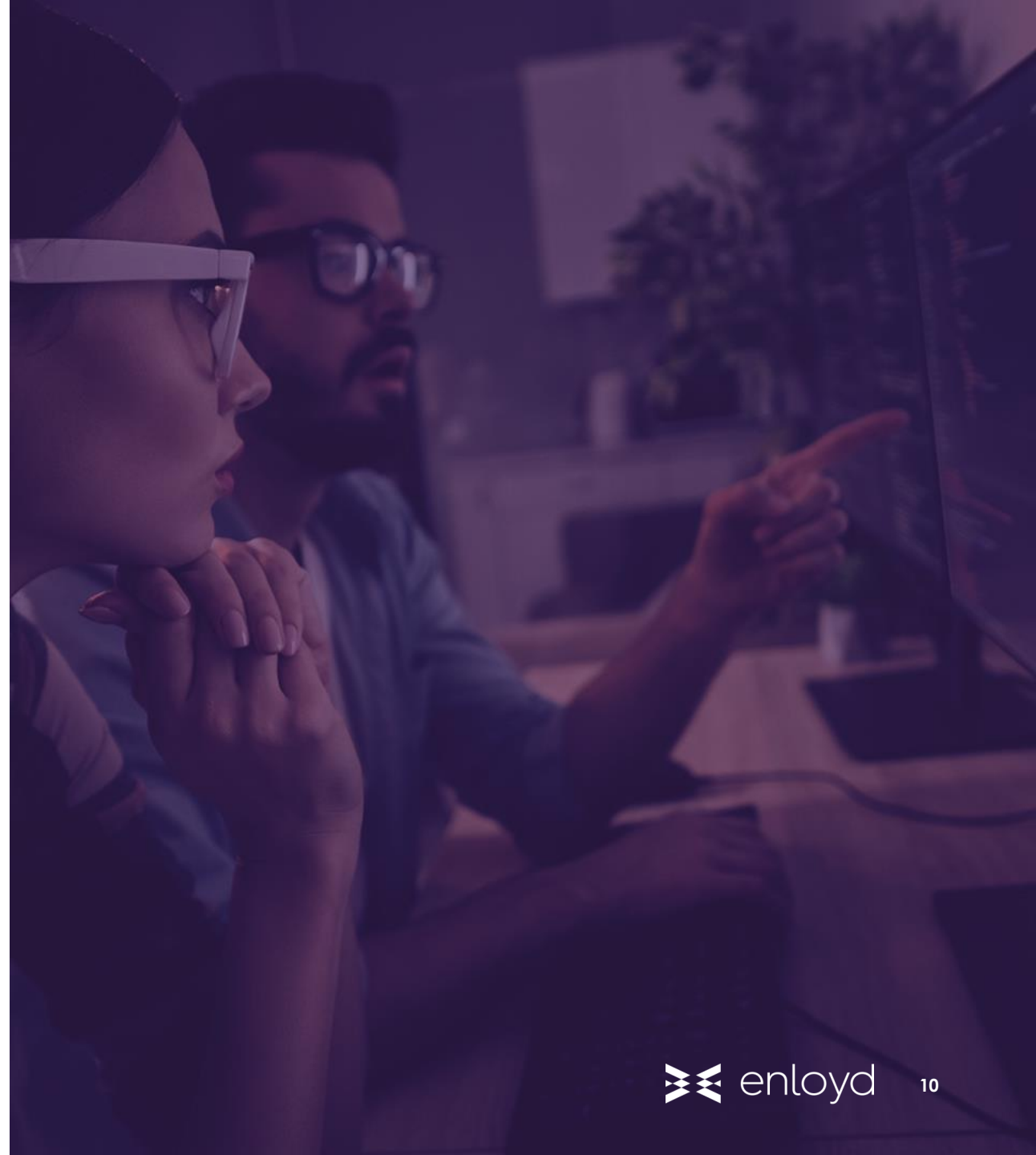
Who? Apple

What? Apple planned to mandate its teamwork in offices more hours than remotely

Result: Ian Goodfellow, Apple's director of machine learning, has stepped down from his role because of Apple's plans to return to a hybrid working system (more from the office less from home). The Apple Together group decided to create a petition opposing forcing employees to work from the office. The rigid framework imposed on the Apple team was quickly counterproductive.

Question

What solution you think Apple used?





GOOD PRACTICE #3

Satisfaction and engagement survey

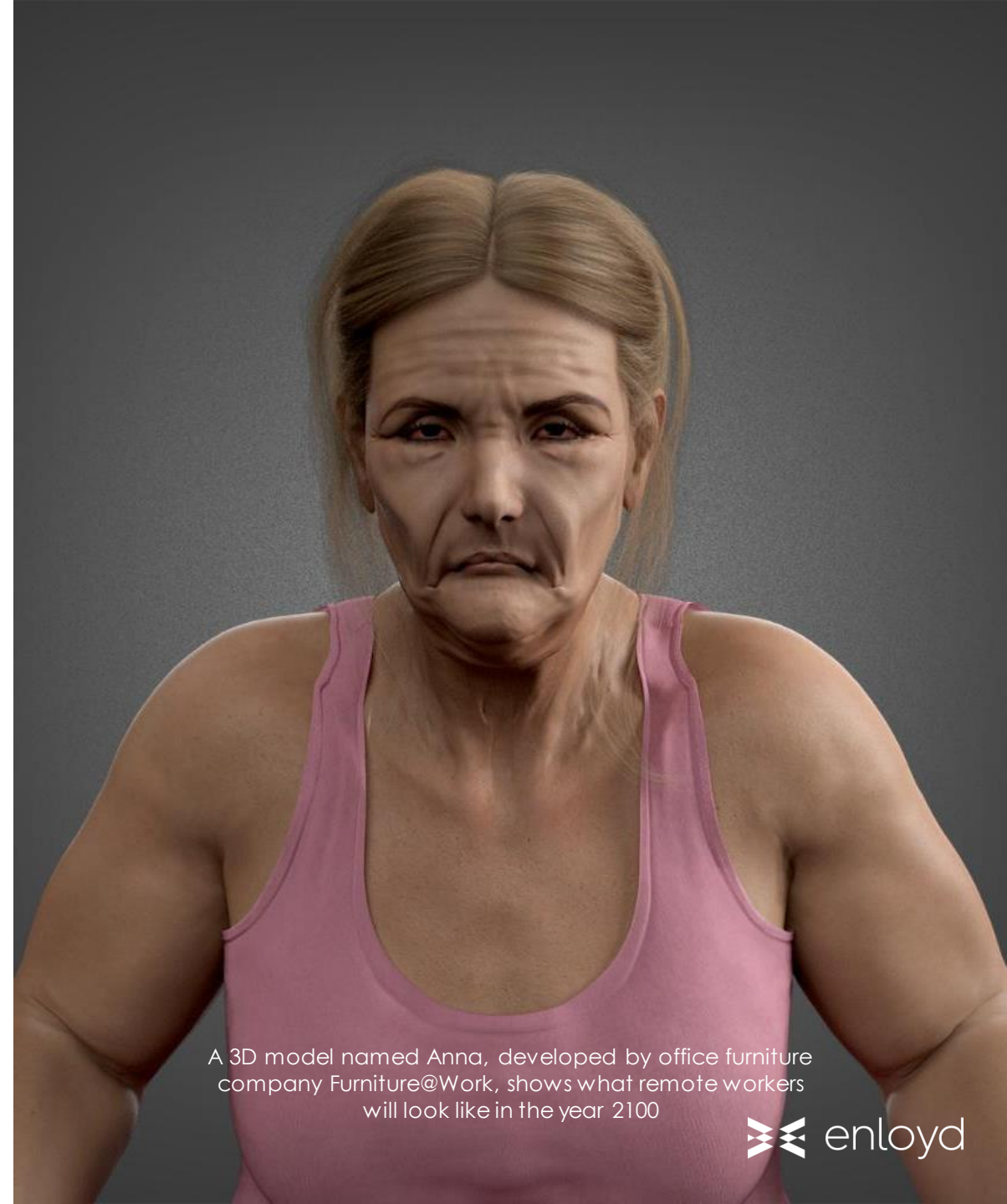
What are the main values of satisfaction and engagement survey for employers?

- ① Checking on employee happiness
- ② Keeping good workers
- ③ Helping workers grow
- ④ Fair pay and benefits
- ⑤ Company culture

Don't intimidate

Who?	Furniture@Work
What?	Anny - a 3D model created by UK furniture company Furniture@Work to represent what we will look like by 2100 if we work remotely. Which, as you can see, is not pretty
Result:	Comments from staff saying it is intimidation and spreading propaganda and more resentment towards the office.

Furniture@Work published the study along with a visualisation of the 3D model in the NY Times. "Coincidentally" this study on the unhealthiness of the home office emerged when the organisation stewarded the return of employees to offices.



GOOD PRACTICE #5

Sense of purpose

Who? StoneX

What? Breakfast in the office working environment

Result:

Breakfasts are also an opportunity to integrate the team, meet new colleagues and strengthen interpersonal bonds. Sharing photos of breakfasts on social media profiles on a regular basis helps to build a positive image of the company as an employer. Lunch vouchers offered to employees, further increase their engagement and job satisfaction.

Question to ask in your company

**In your company, do teams organise
a joint lunch/breakfast at least once
a quarter?**



Questions?

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 antal | THE VALUE OF
SPECIALIZED TALENTS

Thinking about change? Do you want to know more and stay up to date?

Download the report
„Activity of professionals
and managers
on the labour market”



Find out more about employee
satisfaction and engagement
surveys

