



THE FUTURE OF THE
DIGITAL WORKPLACE

5 Things Your Employees are Telling You

MARCH 2022



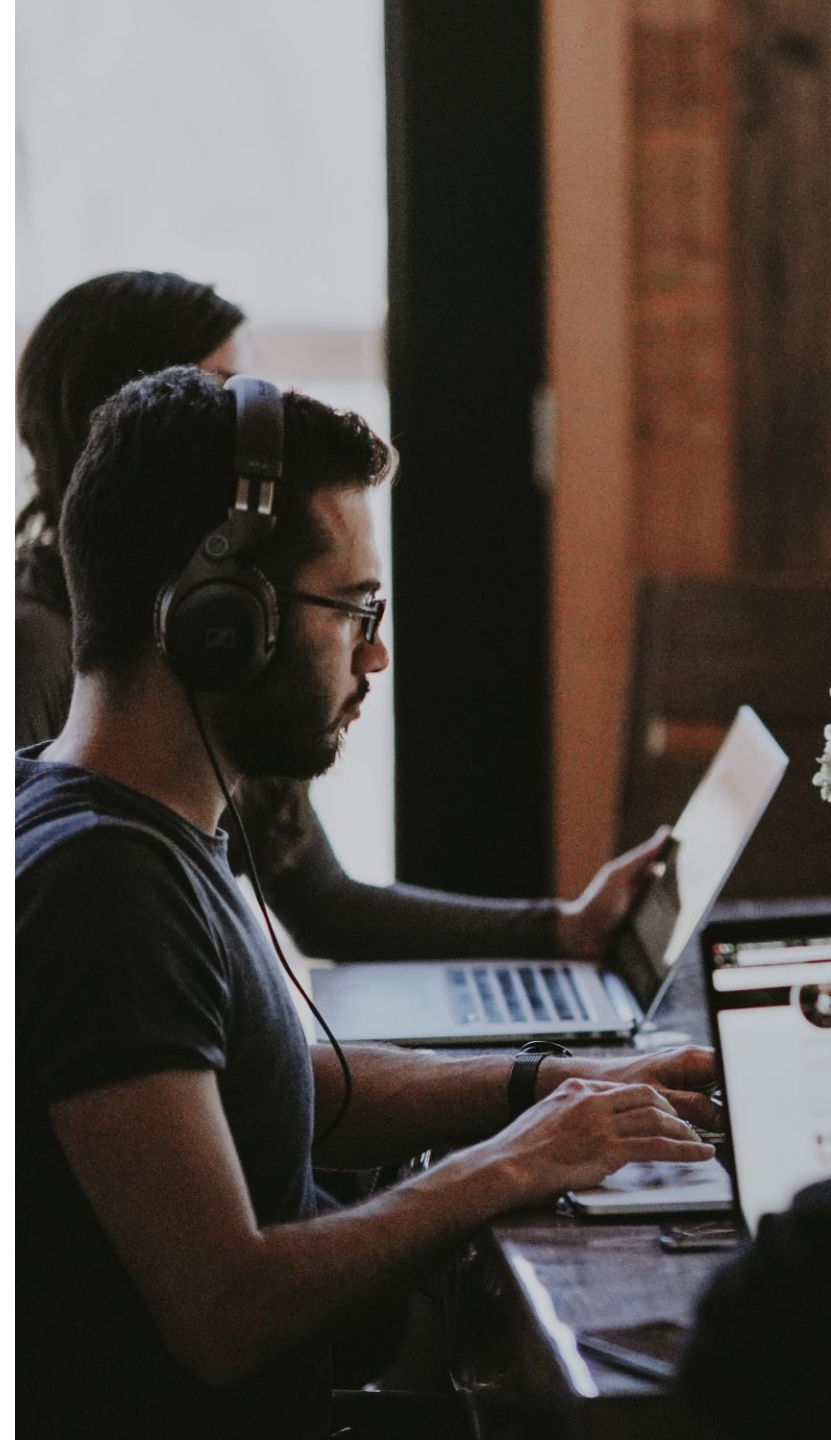


Ecosystm Voice of the Employee Study, 2022

There is a lot of buzz around the ‘Digital Workplace’. For the last two years you have focused on technologies that allow your employees to work from home – or from anywhere they choose to. Now you have to invest in technology that makes the return to the physical office smoother and on creating a true hybrid workplace.

As you define the work model that works for your organisation, don’t forget to listen to your employees! The Ecosystm Voice of the Employee Study aims to do just that.

Here are some key findings from the ongoing study.





#1 2022 Will be Another Year of Flux

**The Great Resignation may well impact you.
As much as 45% of your employees are
looking for a job or career change!**

Your employees are far from settled. Most of them have not travelled much in the last two years and they want change in their lives.

To retain talent, you must continue to empower them – technologically and emotionally.

PEOPLE WHO ARE LOOKING TO CHANGE JOBS IN 2022

22%



Will move to another city/country

33%



Will change their careers

45%



Will change their employers

Source: Ecosystem Voice of the Employee Study, 2022



#2 You May Not Be Giving Enough Choices to your Employees

Your employees crave flexibility and choice more than ever – are you giving them enough?

This is not technology conversation at all – this is where HR needs to step in. The study also finds that only 28% of organisations made changes to their HR policies and circulated them within the organisation in the aftermath of COVID-19. This is simply not going to be enough!



55%

Do not get to
decide when they
come to work –
their companies do!



41%

Want more flexibility
in choosing their
work hours



#3 It is Time to Get Your Workplace Ready

If you thought your employees are comfortable working from home, think again. Only 24% of people want to work remotely for the rest of their careers.

The rest are raring to come back to the office – but on their own terms. Only a small percentage want to work from the office all the time.

This means that if you have been putting off working on your Hybrid Work model, you are making a mistake.

PEOPLE WHO ARE LOOKING TO GO BACK TO THE OFFICE IN 2022



68%

Want to choose when they work from home and when they work at the office



18%

Want to go into the office on fixed days



14%

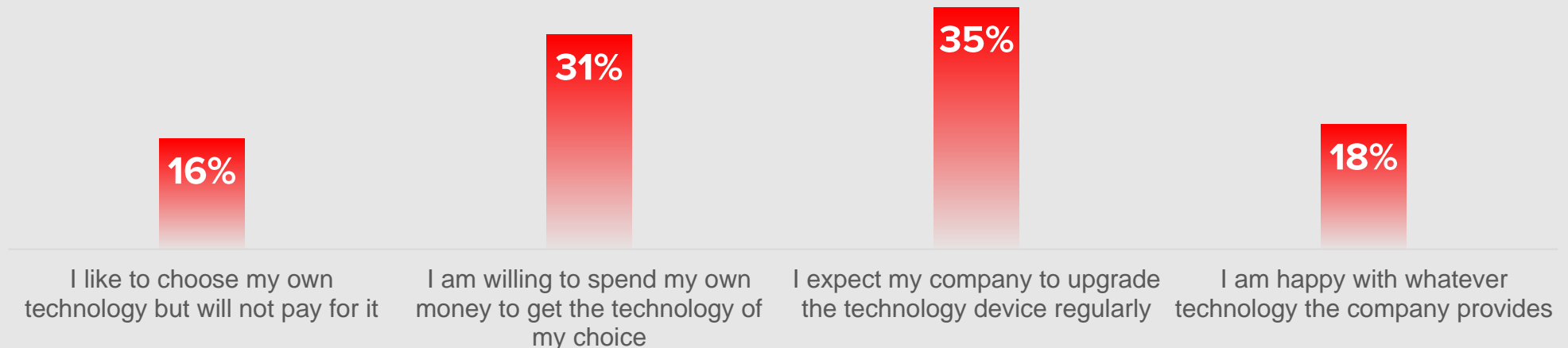
Want to work from the office all the time



#4 Your Employees are More Tech-Savvy than Ever Before

Nearly a 3rd your employees are willing to spend money on technology that they will use at work. But 52% expect you to provide the latest technology for better work experience.

So, your investments in technology for improved employee experience is far from over.





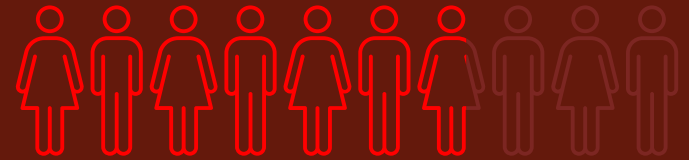
#5 EX Will Have to Remain a Priority

This is the time to consolidate the investments that you have made in digital employee experience (EX) technologies over the last 2 years.

Invest in technologies that give your employees the flexibility they want, offer a seamless EX irrespective of their location of work, and that can listen to and analyse their voice.

Many of your employees have built comfortable, tech-enabled, home offices – invest in technologies to evolve your physical workplace so that your employees want to return to the office.

GOOD EX MATTERS TO YOUR EMPLOYEES



68% It improves productivity

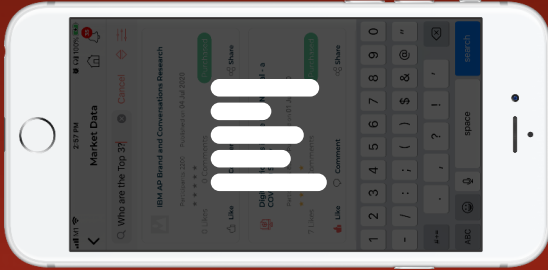


52% It promotes loyalty



50% It promotes innovation

Source: Ecosystem Voice of the Employee Study, 2022



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