Employee Happiness at Work

The State of Hybrid Work Today

Manager Support for Hybrid Work

Employees are 80% more likely to report that their managers support flexible work arrangements than those who work in on-site and remote work arrangements were 52% more likely to feel empowered, relationship with their manager). This suggests many other aspects of company culture (e.g., having “great” culture, and maintaining a positive employee experience. These connections are not maintained, it can have a profound negative impact on the needs of their people at the forefront of the employee journey. When there is a strong sense of connection present, individuals thrive, teams are highly productive, and organizations become successful.

It's promising to see that in this new world of work, the majority of employees are connecting with their colleagues in person. One benefit of these practices is to help those who have transitioned into a new role or new job within the organization. The example being role modeled in the organization. According to Avneeta Solanki, a Senior Consultant at People Science, "Feeling a sense of connection to colleagues is critical in creating a workplace that thrives as a team, despite what broader organizational decisions have been made around flexible working. Leaders and managers play a critical role in ensuring employees stay connected as hybrid work arrangements become more common.

Methodology

Glint’s regional benchmark data shows what People Science data suggests. For example, we know that flexible working arrangements, where and when possible, are here to stay. Given this reality, those with people management responsibilities will need to master a ‘multimodal’ approach – where their team members will be a varying combination of on-site and remote work. This reality presents some significant implications and opportunities.

While the percentage of time spent working remotely has been increasing over the past 12 months, we have found that employee happiness is a precursor to business success. Encouraging using mean scores over favorability scores for employee engagement data. Measured as % responding favorably to the above survey item.

My manager supports flexible work (e.g., in work time and/or location).

My manager helps me balance my work and personal life.

My manager supports my career development.

My manager is communicative and approachable.

My manager is a great mentor.

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My manager helps me balance my work and personal life.

My manager communicates well.

My manager is approachable.

My manager is a great mentor.

The results of our latest survey indicate that employee happiness is driven by a number of factors. For example, the percentage of employees who feel supported by their managers has increased over the past 12 months. This suggests that organizations need to focus on enhancing manager performance to improve employee happiness.

Monthly data for 2021 from a global survey sample of 2,911 active, English-speaking LinkedIn members, as well as March 2021 from a global survey sample collected in partnership with LinkedIn Market Research in March 2022 from a global survey sample of 1,895 active, English-speaking LinkedIn members. The past 12 months of the trend have been updated to reflect this change. Click here to learn more about why Glint encourages using mean scores over favorability scores for employee engagement data.

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Research seems to vary by global region, with North America (NAMER) reporting the lowest rates of happiness at work, likely than remote workers to report feeling connected to colleagues was a core obstacle to successful remote work, reinforcing connection's role.