

Small and Medium Sized Businesses Asia Pacific, Japan, and Greater China

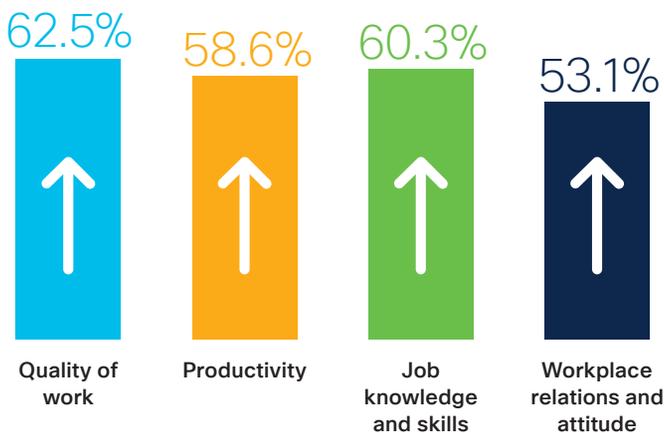
(Organizations with 10 to 249 employees)

Hybrid working has improved every area of well-being, work-life balance, and performance for employees. While organizations have also reaped positive benefits, more needs to be done to build an inclusive culture and fully embed hybrid work arrangements to boost readiness levels.



Hybrid work is making employees wealthier, fitter, and happier

Performance improvements



Overall well-being

Hybrid working has improved overall well-being for **76.6%** of employees



83.6%
are happier



79.9%
improved work-life balance

Key drivers for improvement:

65.1% More flexible work schedules **48.8%** Reduced commuting time

Financial well-being

Hybrid work has saved employees money:



85.1%
commuting costs



74.6%
food and entertainment

Physical well-being



71.6%
eat healthier



73.3%
exercise more



74%
are physically fitter

Social well-being

Employees' relationships have improved:



76.9% with family



51.4% with friends

Most employees are also more confident with **56.3%** reporting better self-esteem and confidence.

Because of the benefits realized, hybrid working is now preferred



65.5% want hybrid work arrangement

An inclusive work culture is vital to support hybrid work

73% say companies need to rethink culture and mindset to make hybrid work truly inclusive.

Emotional and mental well-being

Hybrid working has improved mental well-being for **68.8%** and emotional well-being for **57.1%**.



55.3% say stress levels have decreased

Top reasons:

30.5% work environment less pressurized

27% greater flexibility

However, most are unsure their organization is fully prepared

22% employees feel their employer is 'very prepared' for a hybrid working future

Trust remains fickle

Believe their manager trusts them to be productive when working remotely 66.8%

Believe their colleagues can be trusted to work remotely 58.6%

And over half believe that remote workers will have challenges fully engaging with their



Technology presents opportunities and risks in the hybrid work future

Networking infrastructure



62.8%

say suffering connectivity issues on a regular basis is career limiting for remote workers



84.6%

say networking infrastructure is essential for a seamless working from home experiences



66.7%

say their company currently has the right networking infrastructure

Cybersecurity

Feel cybersecurity is critical for making hybrid working safe 76.2%

Think business leaders are familiar with cyber risks of hybrid work 65.9%

Think all employees in their company understand the cyber risks 62.6%

Believe their organization currently has the right capabilities and protocols in place 62.4%