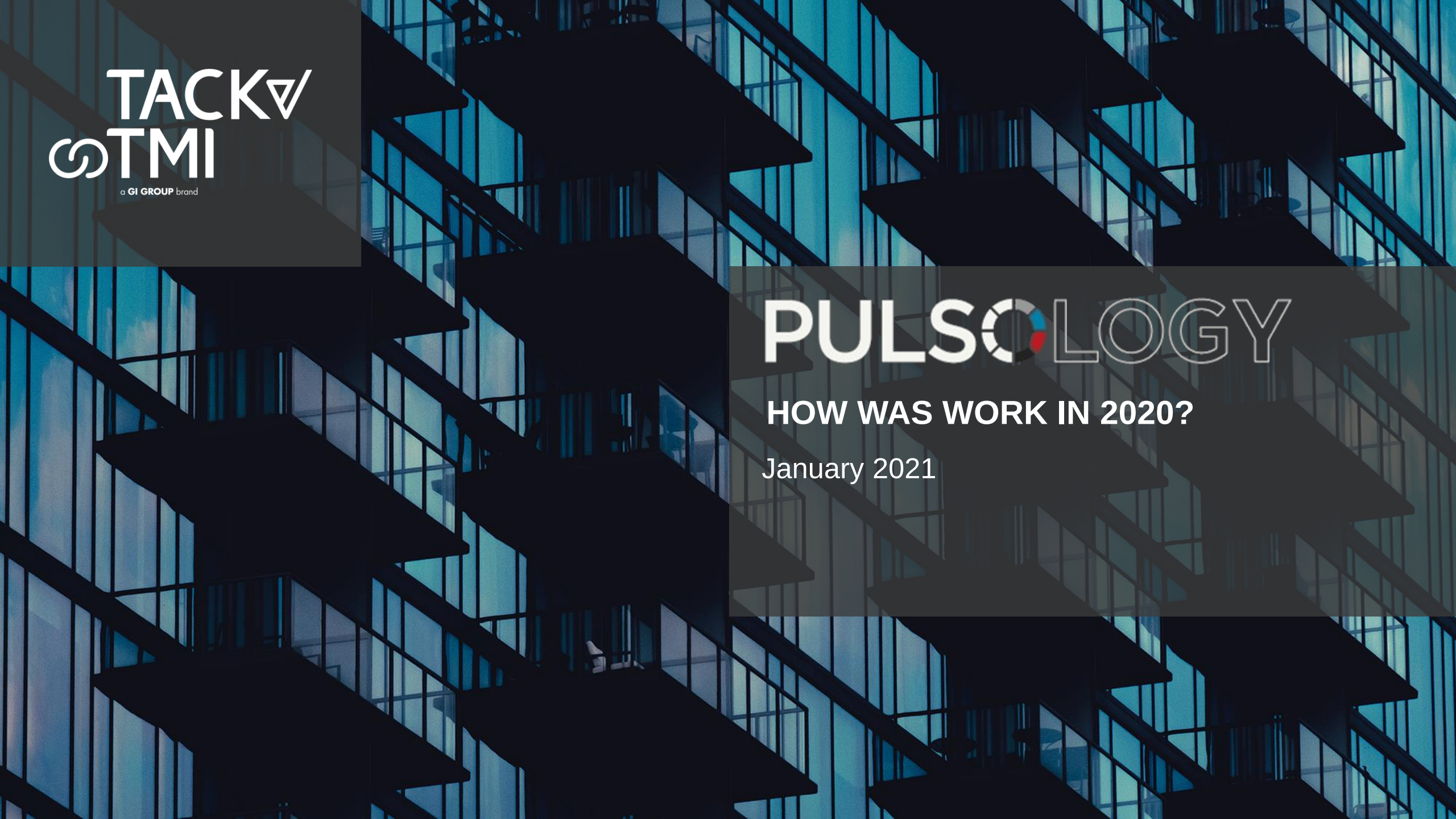
TACKTMI
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PULSOLOGY
HOW WAS WORK IN 2020?
January 2021

# HOW DOES REMOTE WORKING WORK since the beggining of COVID19 pandemics?

64%

of people who are employed work remotely

63%

of people who are employed believe their remote work is effective

# What are our working conditions?

We wanted to check whether employed people who work remotely have all neccesary equipment for remote work and what they need to be more effective at work.

**46%**

use their own equipment for work

**53%**

don’t have a separate room for home office

**38%**

would like to have a better chair

**35%**

would like to have a better desk and separate room for home office

# How do we work together when we work remotely?

Remote working inevitably changes dynamics of relationships and communication frequency among colleagues. In this respect, it is very important to understand how this cooperation functions during the remote working with both managers and colleagues, and how satisfied people generally are with it.

**70%**

of people are in average satisfied with cooperation with their **manager**

**85%**

of people are in average satisfied with cooperation with their **colleagues**

# What worries us the most during the pandemics?

As this research was conducted during the global pandemics of corona virus, we wanted to know how people who are employed deal with stress and what worries them the most.

70%

of people feel that they are under some type of stress

72%

of people worry about health of people who are close to them

48%

of people worry about social isolation

43%

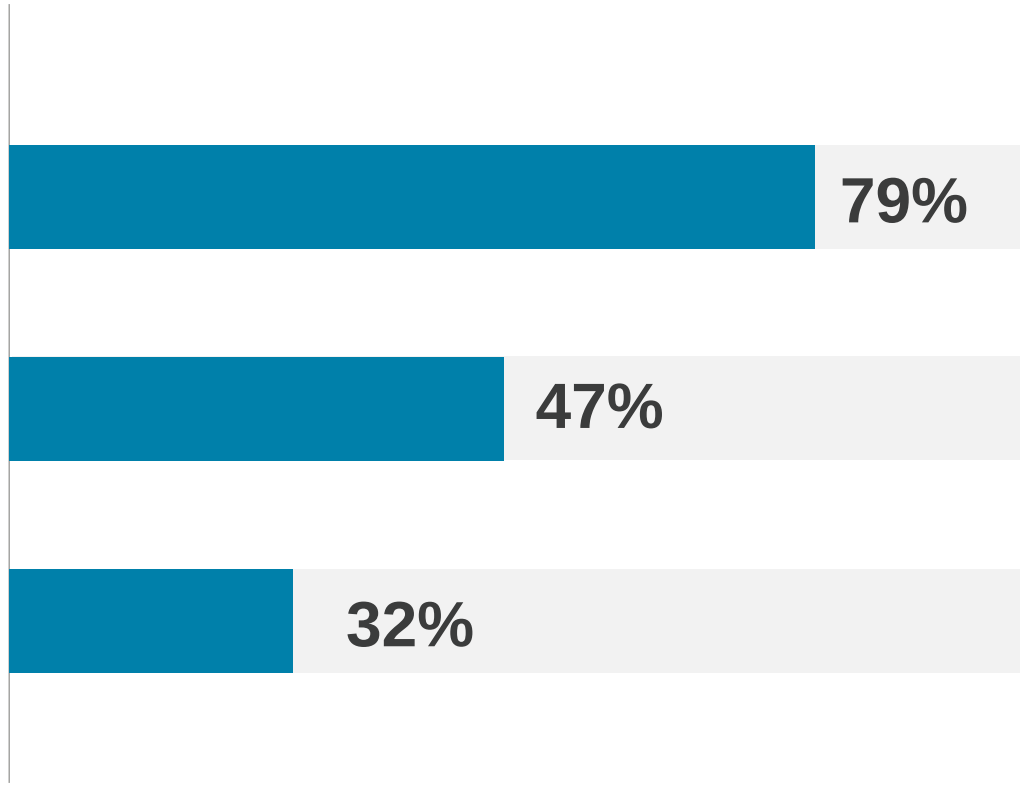
of people worry about economic situation in the country

# Did we think about change of jobs during the pandemics?

Global pandemics is a new experience for all employeed people, many of which having concerns related to insecurity of future, job and career.

We wanted to know whether the people who have a job have been thinking about the job change in this period, and if they have, what might have been their motives for doing that.

# Why whould someone who has a job seek for a different one during the pandemics?




want to change their job because of a **bigger salary and additional benefits.**

want to change their job due to **company stability.**

want to change their job because of **promotion to a higher position and a more challenging job.**

# And what do companies offer?

Even though instability is one of global pandemics' characteristics, we were interested to see the perception of employees - did the companies in this new situation introduce new benefits?

This question is additionally interesting because new benefits turned out to be one of the most important reasons for the job change according to the people who completed this survey.

**57%** says that their companies **did not introduce new benefits** during the pandemics

**19%** of people who are employed in big corporations says their employers had introduced **organized psychological support** for the employees.

**41%** of employees in micro companies says that their employers had introduced **crisis working hours**.

# What companies can do to support their employees to be more effective in the remote work?

- Provide **equipment for remote work** to employees **paid by the company.**
- **Improve basic working conditions** – provide them with better (ergonomic) chair, desk, etc. in accordance with their individual needs.

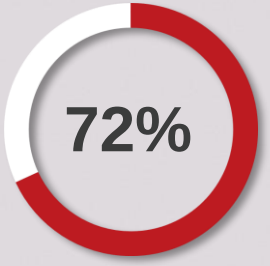
- **Work towards achieving better cooperation with managers** – enable managers to enhance their skills for managing remote teams.

- **Implement actions towards lowering your employees' stress levels** (enable them to spend more time with family and friends, give them psychological support, flexible working hours…)

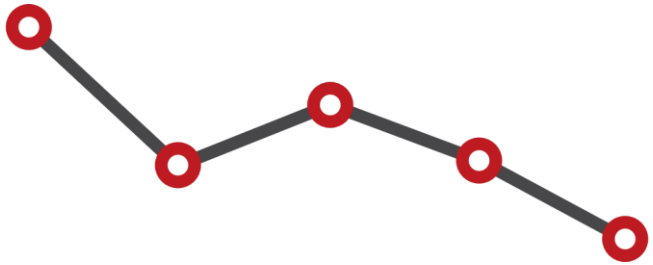
# Effects of the pandemics on the people who are unemployed

Considering that the pandemics has financial problems and downsizing as a consequences in many companies in Adria Balkan region, we reflected on the main causes and former employees' perspective.

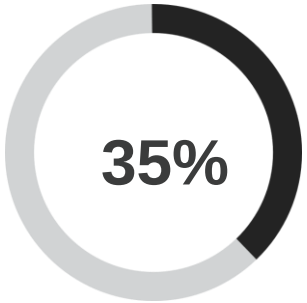
# Why did people lost their jobs during the pandemics?



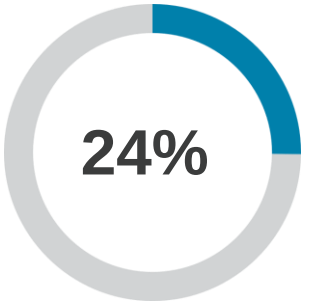

of people who are unemployed believes that they will not be able to find a job within the next 6 months.



Job loss due to company's financial problems or budget cuts:



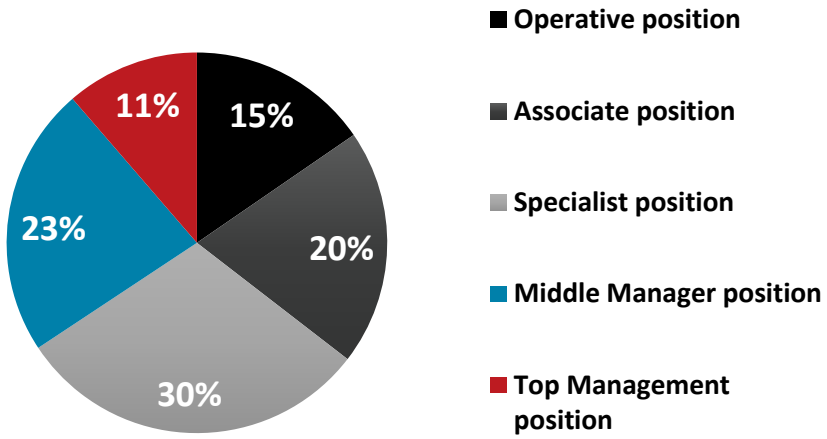

Job loss due to position cancellation:

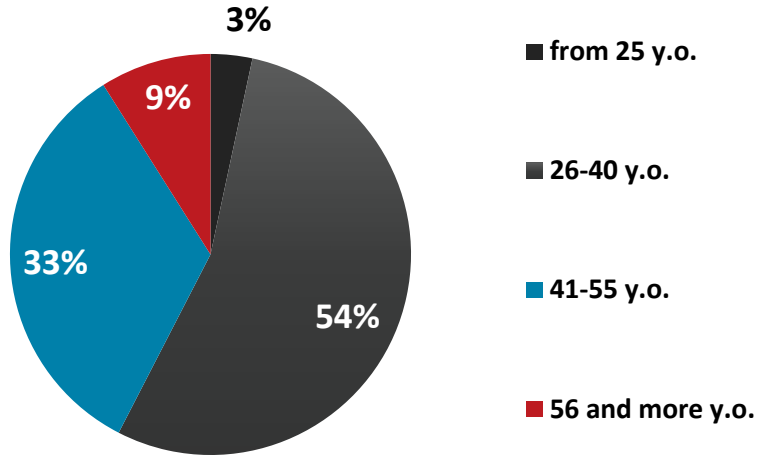


# DEMOGRAPHICS

# Demographics

Our research was conducted in the period of 22nd of November till 14th of December 2020, and we received reply from 535 participants in total.



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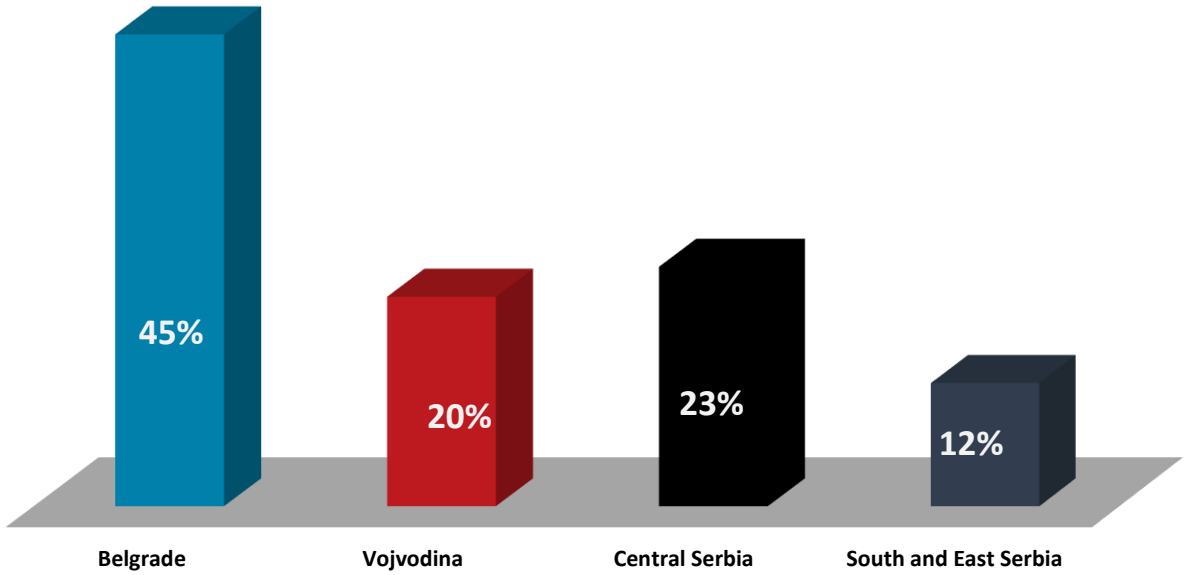


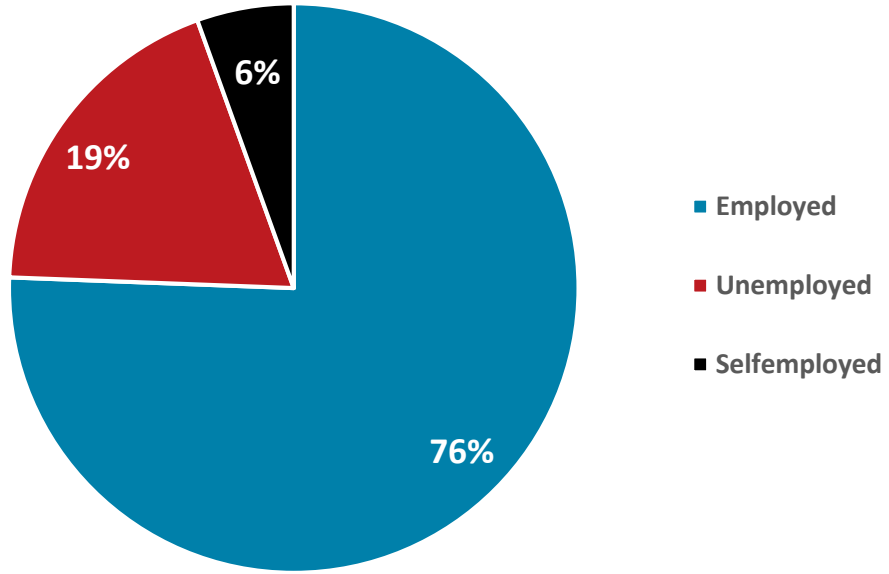

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