



THE **PULSE** OF GREATER BOSTON BUSINESS

Insights for Greater Boston's Business Leaders

Results from December 2024 Survey on Work Environment Policies



As work environments continue to evolve, understanding the policies and trends shaping the future of work is more important than ever. To shed light on these changes, we launched the first survey in our 'The Pulse of Greater Boston Business' series, which will run throughout 2025.

This inaugural survey, conducted in December 2024, gathered insights from 120 Greater Boston business professionals in our membership community and across industries.

The results provide a snapshot of workplace practices in our region, offering valuable benchmarks for organizations navigating the hybrid, remote, and in-person work landscape.



Key Findings

1 WORK ENVIRONMENT POLICIES:

The survey revealed that **85% of organizations are currently embracing hybrid models**, highlighting flexibility as a cornerstone of modern work policies. Specifically, 28% of respondents reported a hybrid model with more remote work, while 57% indicated a hybrid model with more in-person work.

This marks a slight shift towards more in-person work compared to 2021 (when we last surveyed our community), where 37% said their post-pandemic work environment would be more remote and 48% leaned towards more in-person work.

2 IN-OFFICE DAYS:

Among organizations with hybrid work environments, the number of in-office days varied. The majority (55%) reported that employees typically work in the office for three days per week. Additionally, **72% of organizations allow employees to choose which days to come into the office**, indicating a high level of flexibility in scheduling.

3 OFFICE SPACE CHANGES:

In the past 12 months, **71% of organizations made no changes to their office space, while 11% increased their office space**. Looking ahead, 64% of organizations do not plan to change their office space in the next 12 months, while 10% plan to increase it and 6% plan to decrease it.

4 FACTORS INFLUENCING WORK ENVIRONMENT POLICIES:

Key factors influencing current work environment policies included **employee preference (68%), productivity (60%), cost savings (24%), health and safety (20%), and office space capacity (17%)**. Additionally, 26% of respondents cited other reasons such as employee retention, the ability to hire talent from across the country, culture and employee engagement, and the time and environmental impact of commuting.

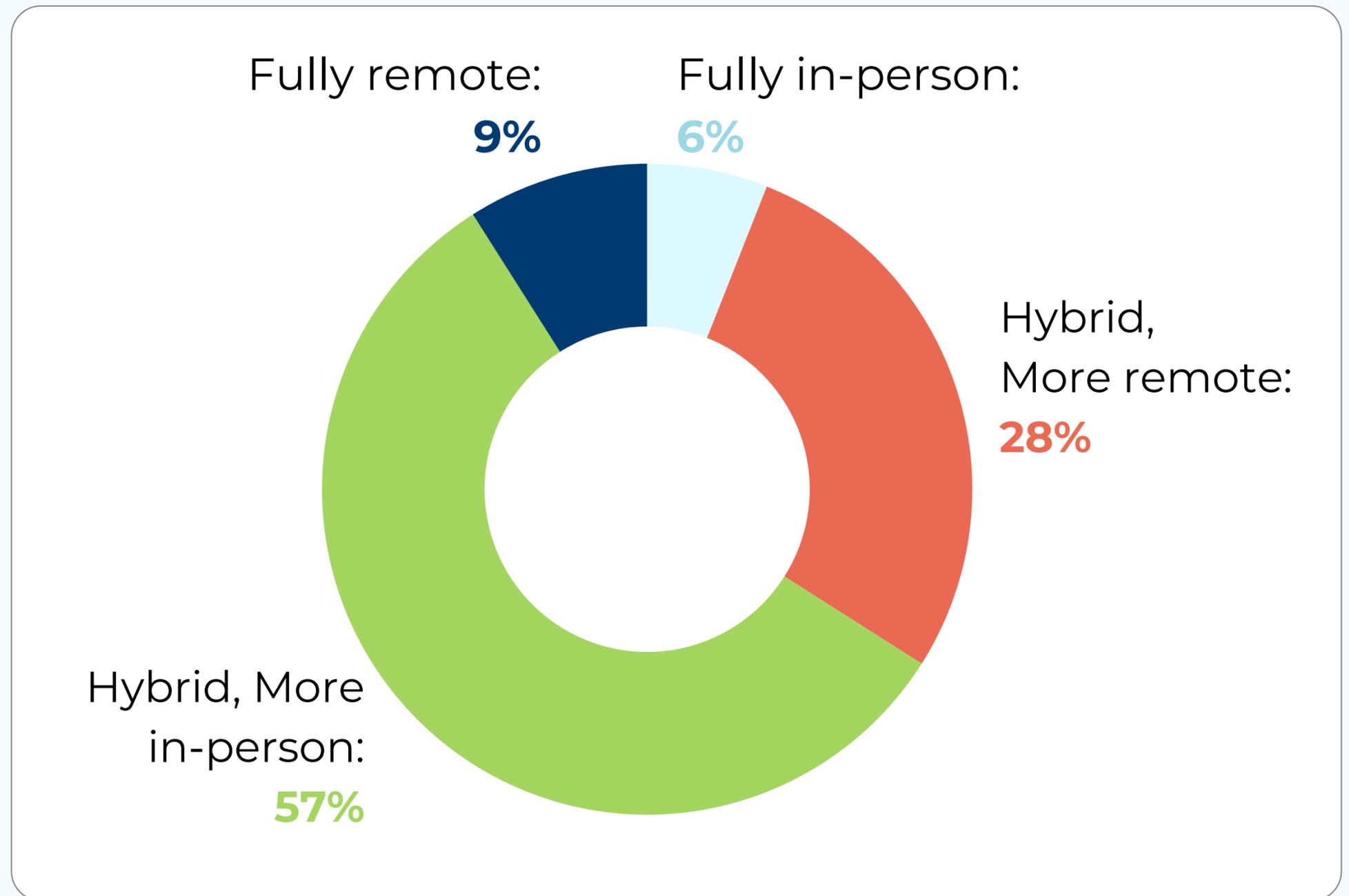


85%

are embracing hybrid models

with a majority (55%) having employees in-office **3 days per week.**

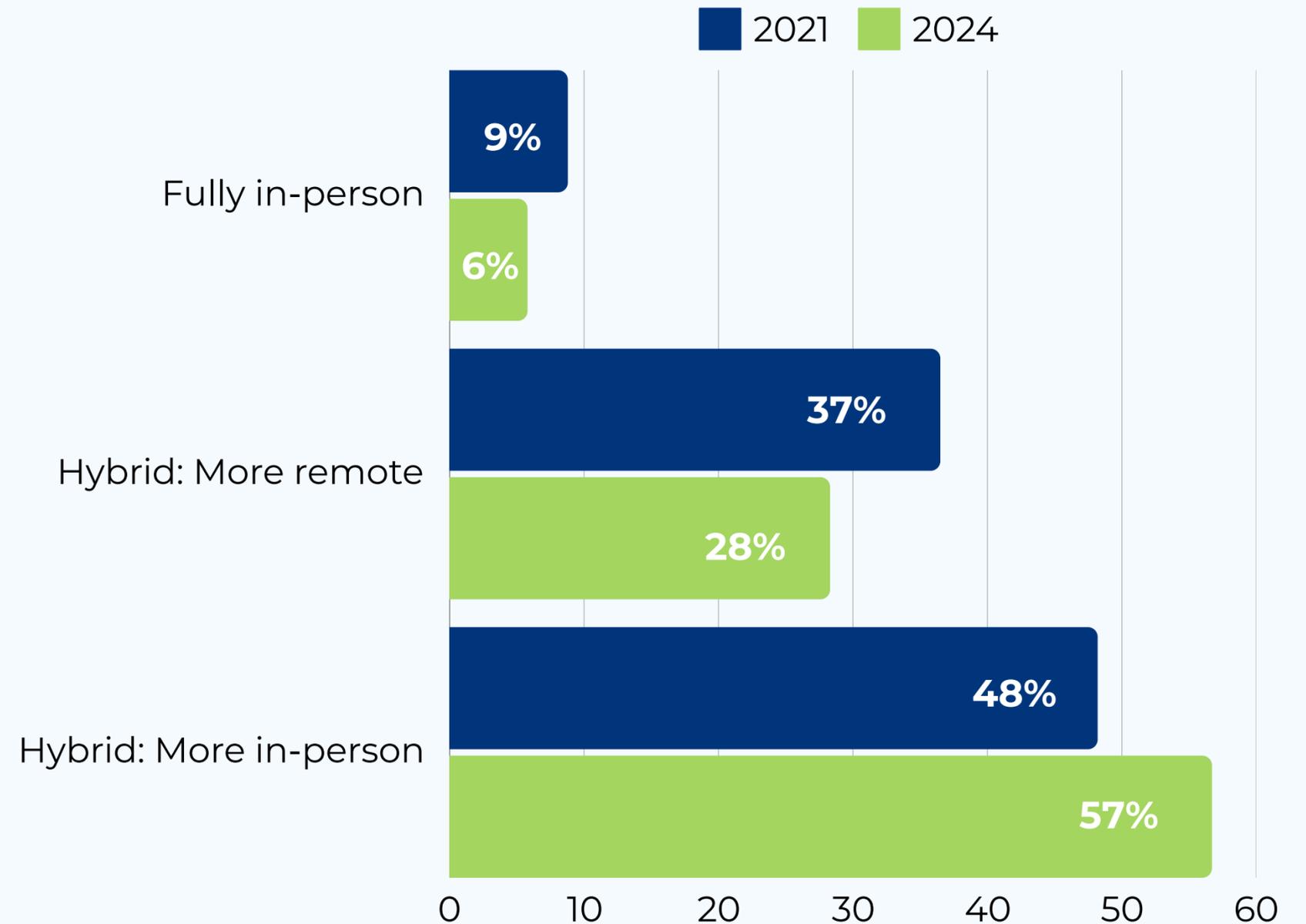
Q: What is your current work environment policy?



How Work Environment Policies Have Evolved

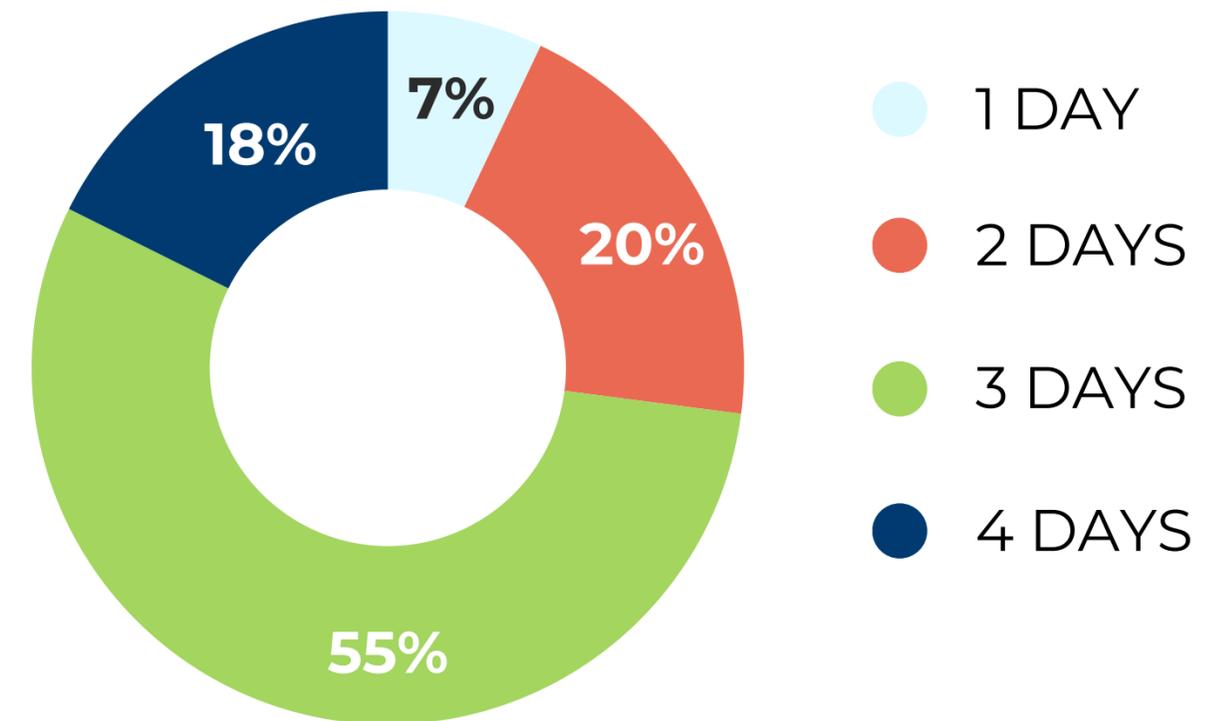
In 2021, we surveyed our community and asked what their post-pandemic work environment be.

While many companies remain hybrid, the trend has **shifted towards more in-person days** compared to 2021 when companies were more remote.

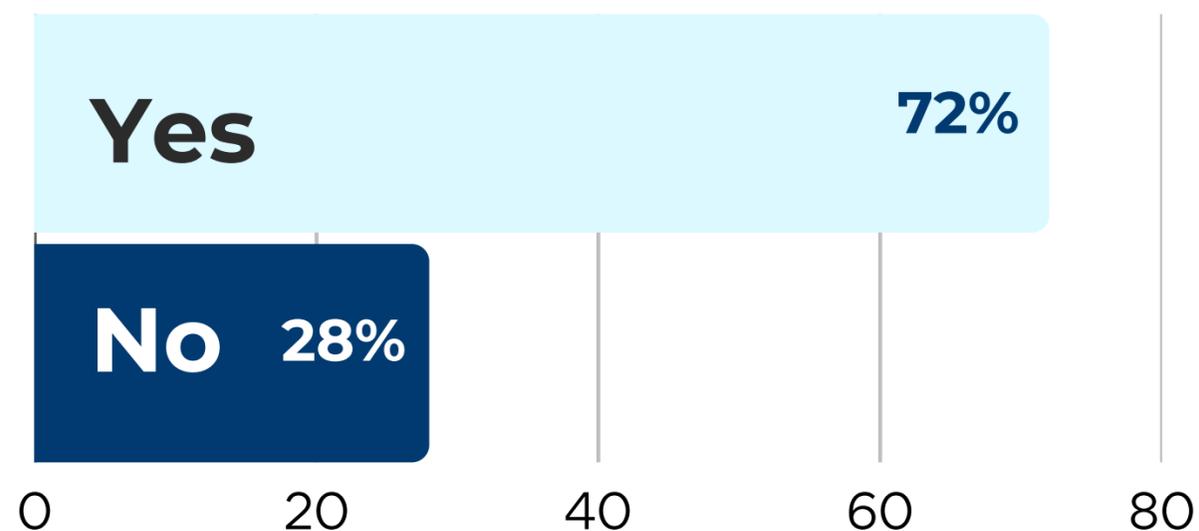


Q: If you have a hybrid work environment, how many days per week do employees typically work in your office space?

of Days In-Office (Hybrid Companies)



Flexible In-Office Days?

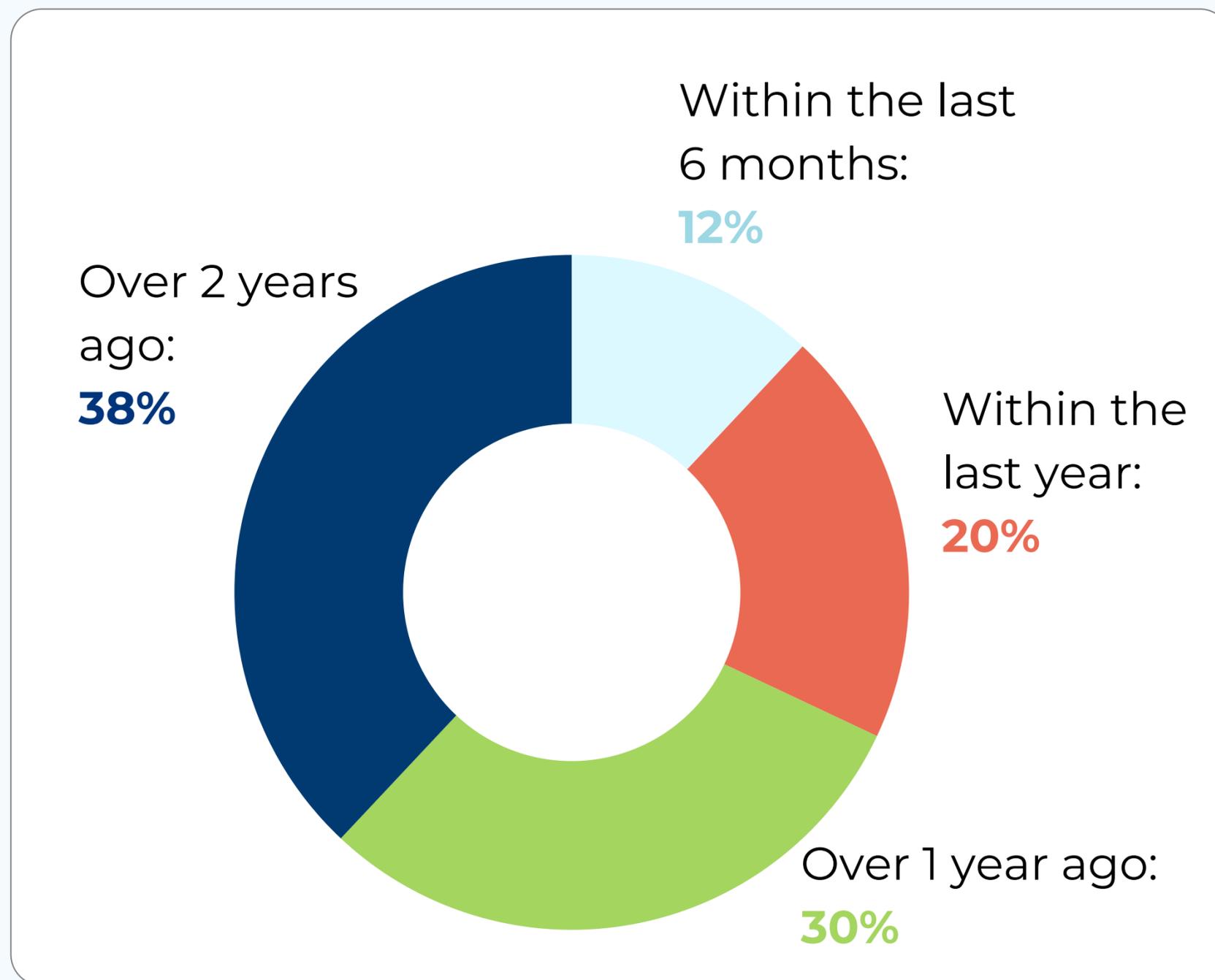


Q: Are your in-office days flexible (employee decides)?

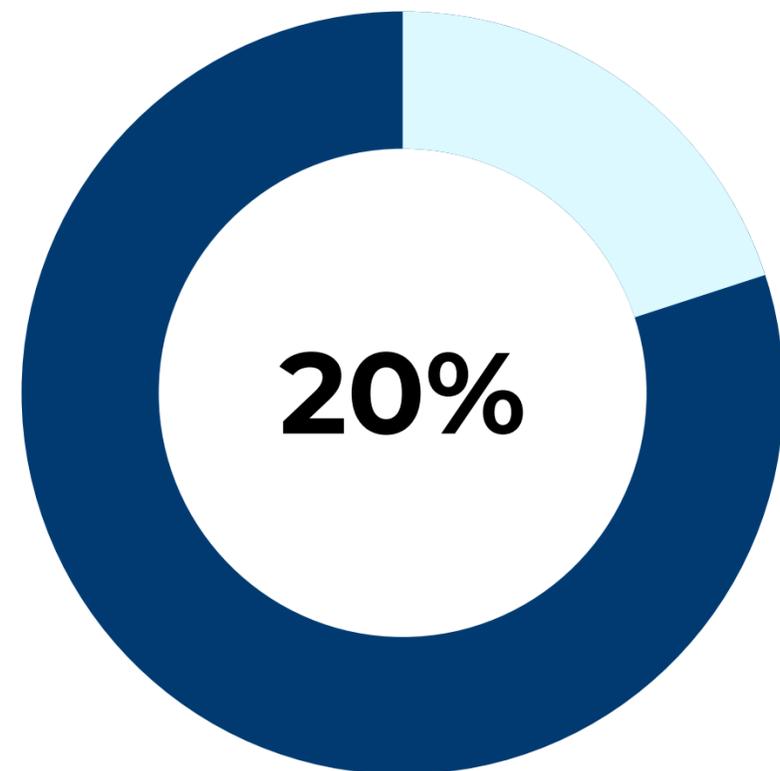
72% of organizations surveyed let their employees choose which days to come in office.

Q: When was the last time your company changed its work environment policy?

68% of organizations have not changed their policy in more than a year.

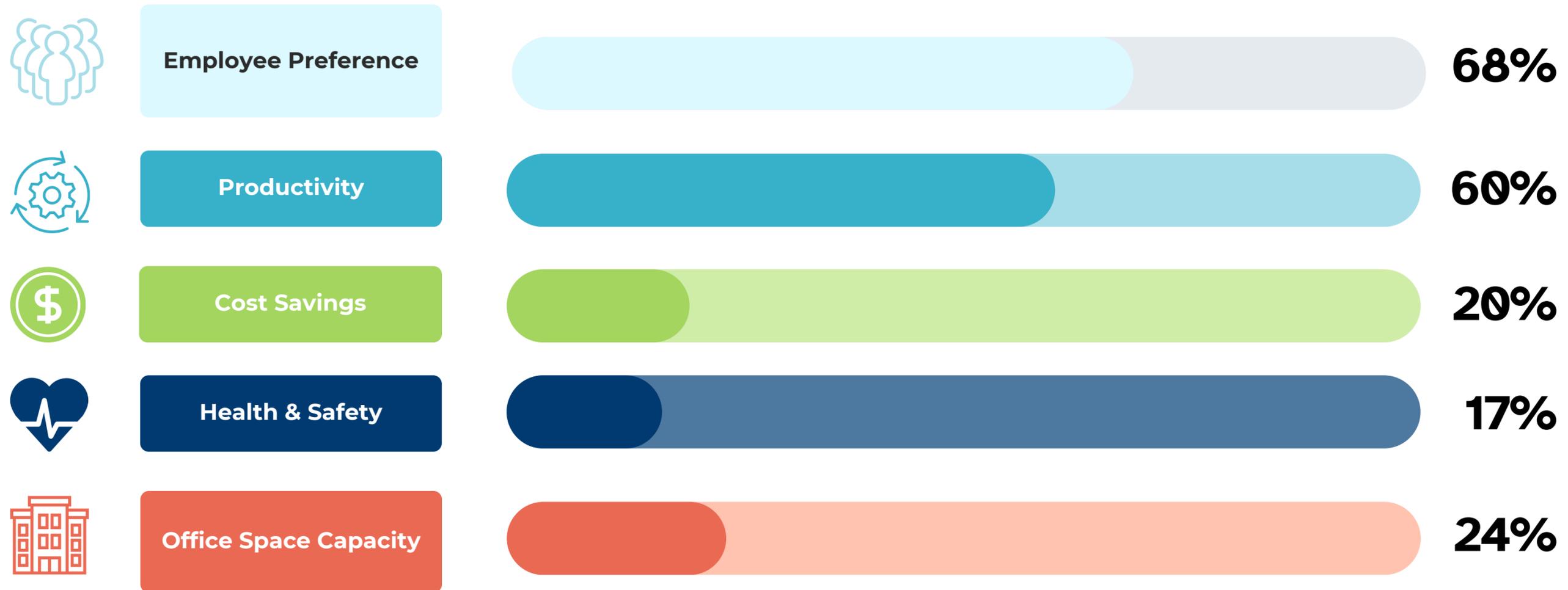


% Fully Remote



Q: What percentage of your workforce is currently fully remote?

Q: What factors influenced your current work environment policy? (Select all that apply)



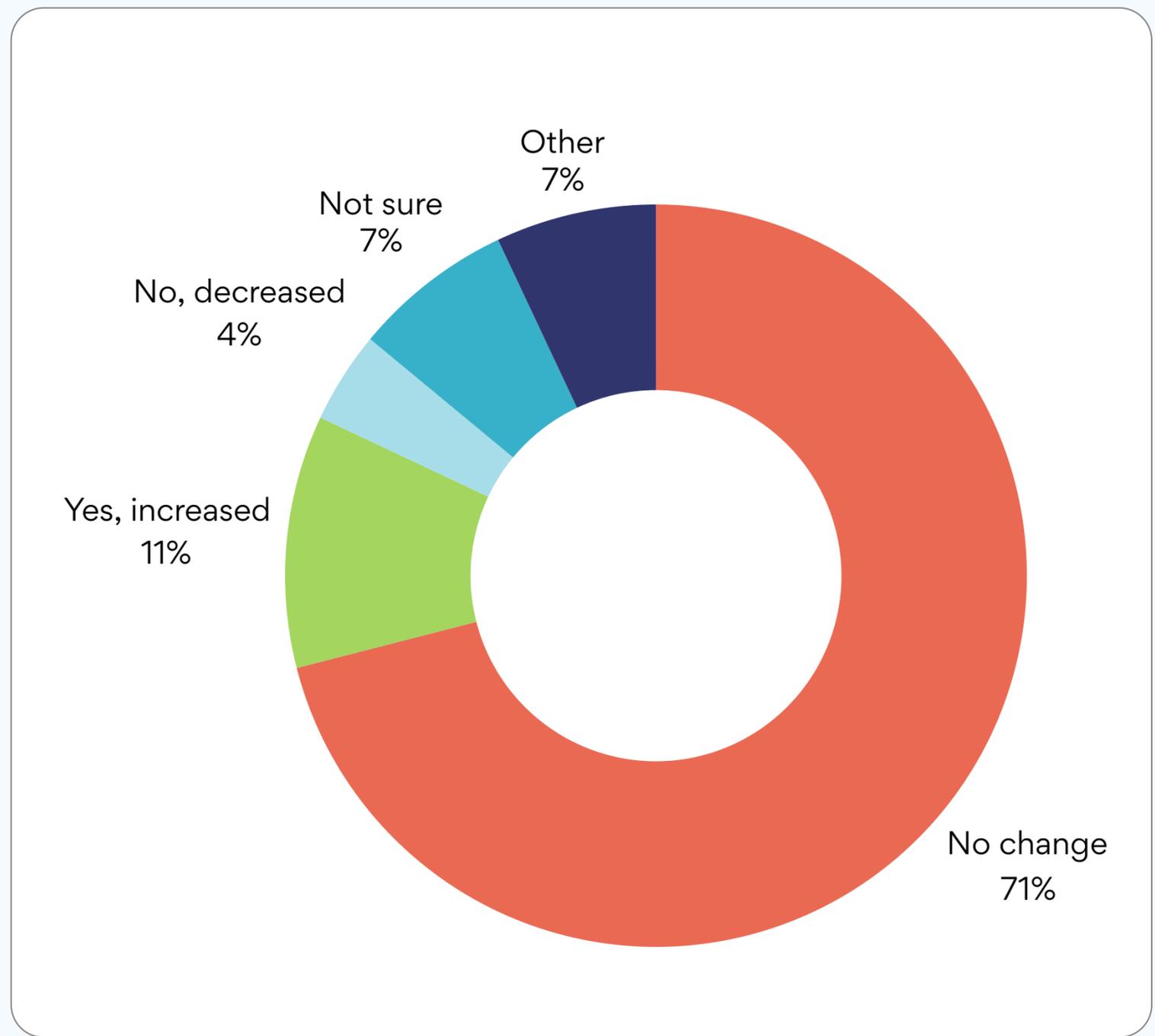
26% of respondents also chose “Other,” citing additional reasons like employee retention, ability to hire talent from across the country, culture & employee engagement, and time & environmental impact from commuting.

Q: In the past 12 months, has your company changed its in-person office space?

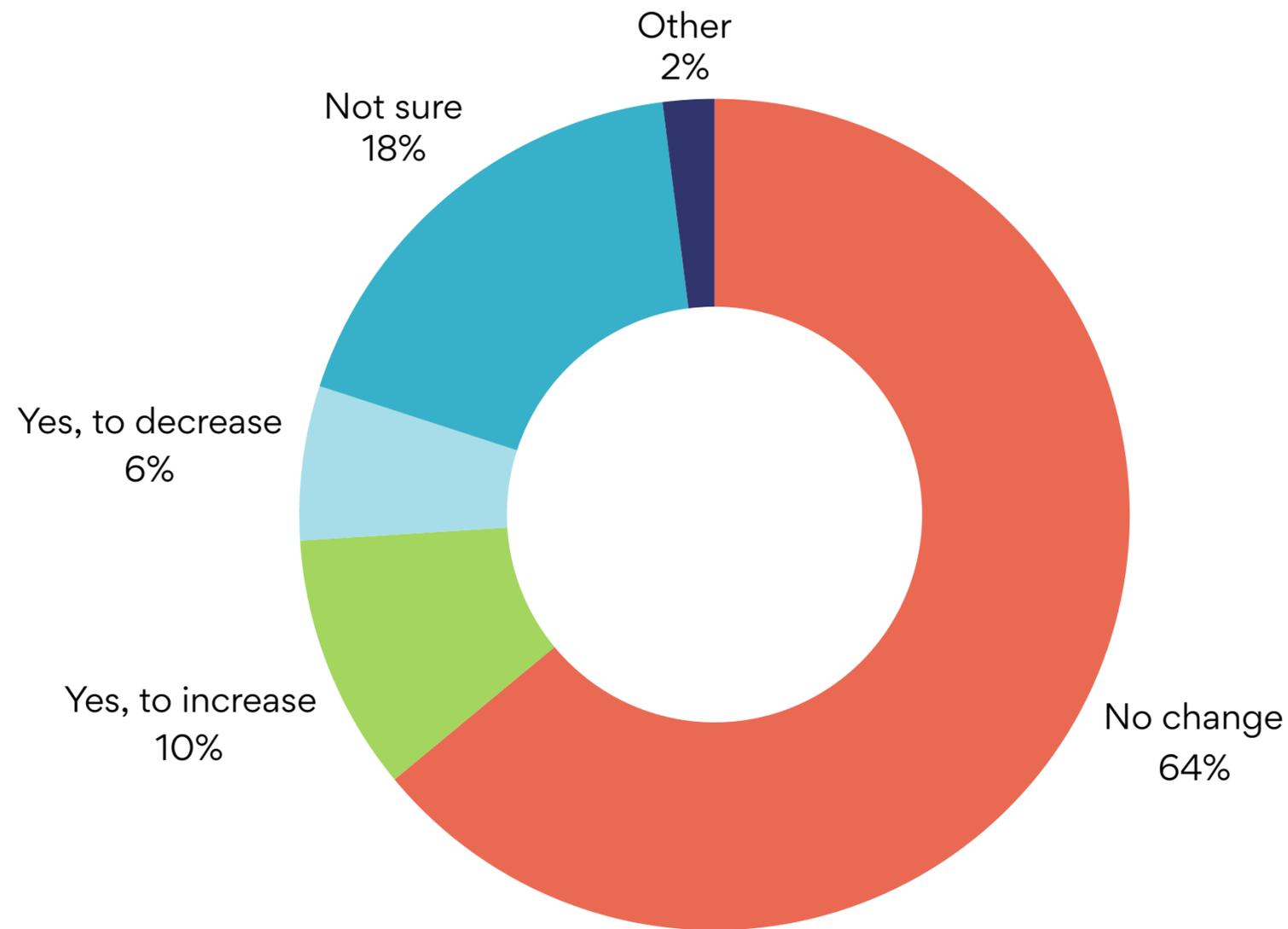
11% Increased office space

71% Made **no change** to office space

4% Decreased office space



Q: In the next 12 months, is your company planning to change its in-person office space?



10%

Will **increase** office space

64%

Will make **no change** to office space

6%

Will **decrease** office space



The insights from this survey provide valuable benchmarks for organizations navigating the evolving work landscape. By understanding these trends, businesses can better adapt their policies to meet the needs of their employees and remain competitive in the changing work environment.

The emphasis on flexibility, employee preference, and productivity highlights the importance of creating adaptable and responsive work policies. As we move forward, continuous monitoring and adjustment of these policies will be crucial for sustaining a productive and engaged workforce.

THANK YOU

If you have any questions, reach out to us at
marketing@bostonchamber.com

