

Study on Hiring in Flexible Work Arrangements (FWA) by companies

Conducted by FlexiBees

via  SurveyMonkey®

Methodology

This study was conducted by FlexiBees, using SurveyMonkey to run the survey and collate the results.

The objective was to understand companies' approach and attitudes towards hiring talent in flexible working arrangements (FWAs*)

Total base size was

46

companies

The research was conducted by sending the survey link via email to FlexiBees' database of companies, which had a high proportion of companies from FlexiBees' client set

96%

of the respondents were either **Founder/ Managing Director level or HR or Senior Management**, showing that the results seen here do represent the views of the companies

*FWAs were clearly defined as below in the survey

By flexible work arrangements we mean those who work from home, or partly from office/partly from home, or work part time hours or are project-based. If the roles you hired were flexible due to the pandemic, and will continue to be flexible even once the pandemic situation improves, include them as flexible. Do not include roles that were flexible due to the pandemic and will cease to have the flexibility once the situation improves.



Conclusions

- ✔ FWAs are already prevalent and are going to increase in the future.
- ✔ A decent proportion of companies are also putting in policies to enable FWAs.

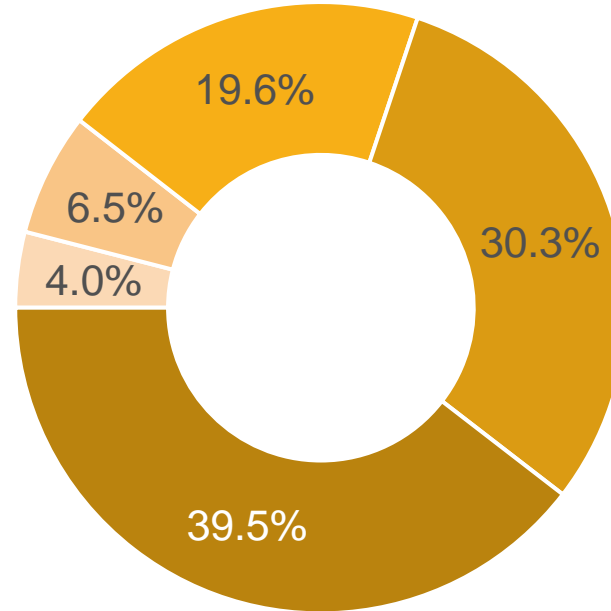
- ✔ Contrary to what is believed, FWAs are prevalent across levels with a significant proportion of companies having FWAs in mid levels also.

- ✔ Companies get varied benefits from hiring talent in FWAs.
- ✔ Key benefits are time savings, experienced talent with good work ethic and agility in responding to a business need.

Sample Description

The survey was sent to a wide range of businesses of varying types and sizes. This is the segmentation of the survey respondents

As is evident, bulk of the responses are from small and medium businesses (SMBs) that form the primary target of companies for FlexiBees



■ 1 to 10 ■ 11 to 50 ■ 51 to 200 ■ 201 to 1000 ■ 1000 +

Company Size
(in terms of no. of employees) split among respondents

FWAs are already very prevalent and even those who aren't using FWAs now want to in the future

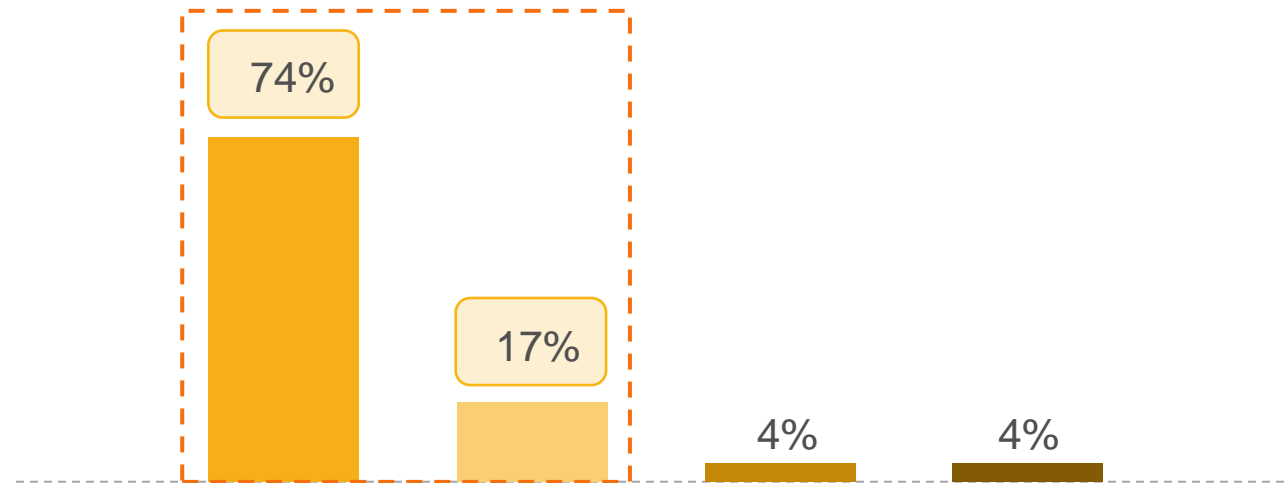
Current Adoption of FWAs

91%

of companies either currently had talent in FWAs or had them in the past 3 years.

Among those who did not have FWAs till now, half of them had considered it

Have you ever hired employees to specifically work in flexible work arrangements in your organization? Which of these best applies to you?

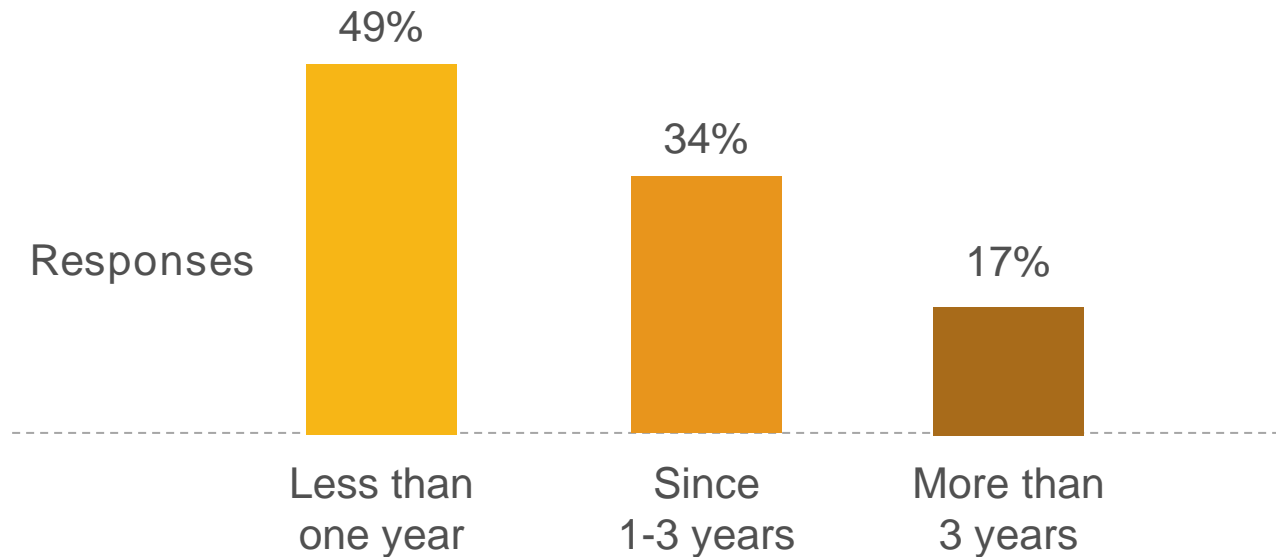


- Currently have employee(s) in flexible work arrangements as specified above.
- Had employee(s) in flexible work arrangements in the past, but not at present.
- Considered hiring people in flexible work arrangements as specified above, but did not end up going ahead.
- Never considered employing people in flexible work arrangements as specified above and never hired in such arrangements.

Current Adoption of FWAs

Majority of the companies who have FWAs seem to have hired them in the past year, but some of them have been using FWAs in the past 3 years also

Since how long have you hired employees specifically to work in flexible work arrangements in your organization?



Current Adoption of FWAs

FlexiBees clients and target companies are already hiring substantially in a flexible manner;

These companies had ~48% of their staff in FWAs, with the number being slightly higher at 51% FWAs among roles hired for in the last year.

Average of all Responses

51

A horizontal bar chart with a total length of 100%. The first 51% of the bar is filled with a dark orange color, and the number '51' is written in white inside this segment. The remaining 49% of the bar is light gray.

What is the approximate percentage of flexible work arrangements among all the employees in your organization currently?

48

A horizontal bar chart with a total length of 100%. The first 48% of the bar is filled with a yellow-orange color, and the number '48' is written in white inside this segment. The remaining 52% of the bar is light gray.

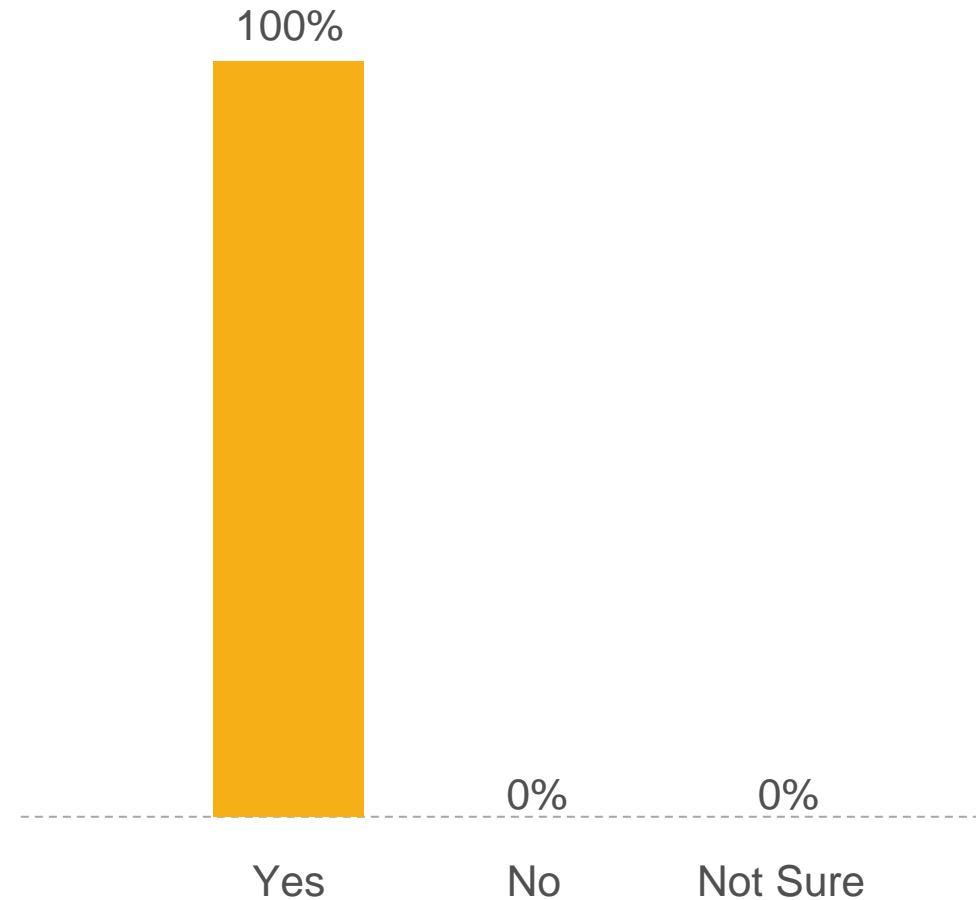
What is the approximate percentage of flexible hires in all new roles created in your organization in the past one year?



FWAs in the future

All companies said that they would consider hiring employees in FWAs in the next year. This is in line with the growing acceptance of FWAs.

Would you consider hiring employees in flexible work arrangements in the next one year?

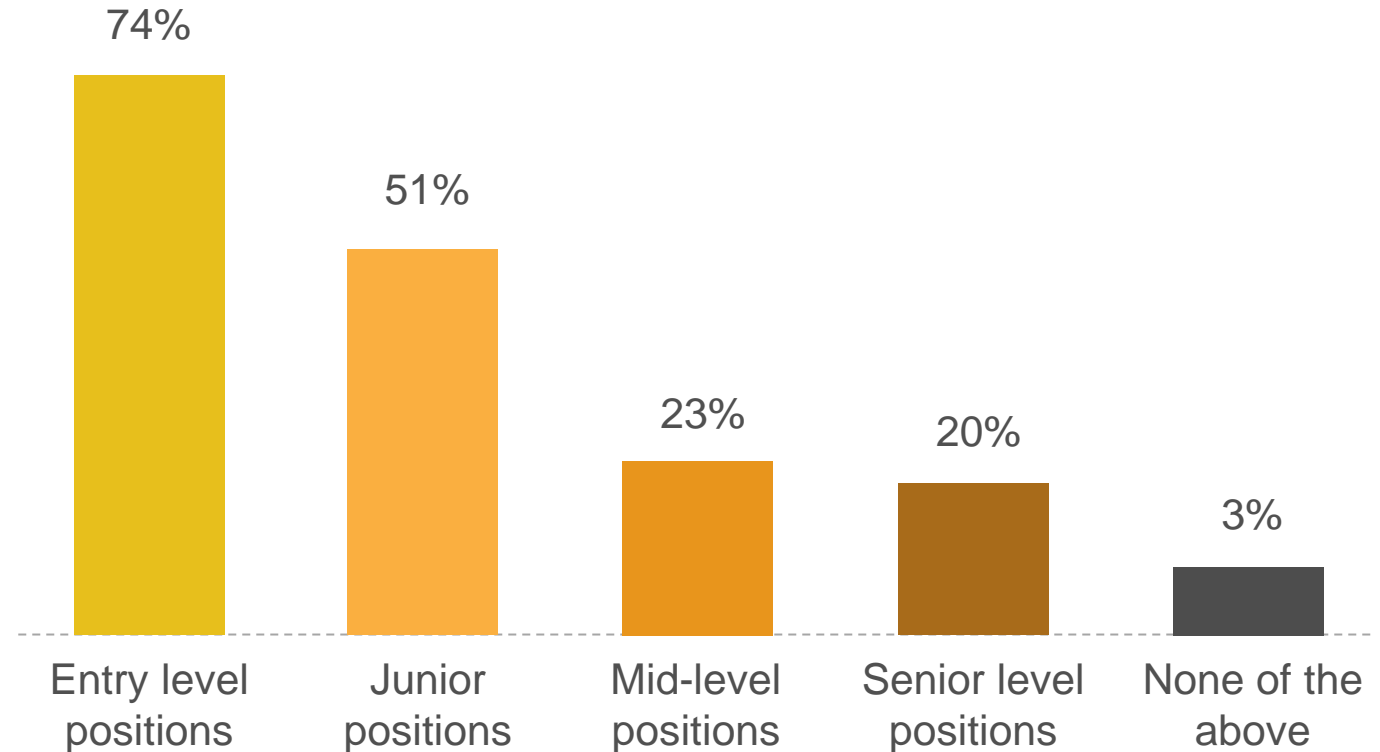


FWAs are in use across all levels,
not just in junior roles

FWAs across levels

Staff in FWAs were across all levels in these companies, with 74% of companies having FWAs in mid and senior levels, and 50% of them having FWAs at Junior levels.

Thinking of past and current employees in FWAs in your organization, what level were they at?
SELECT ALL THAT APPLY.



Policy changes to enable
more FWAs

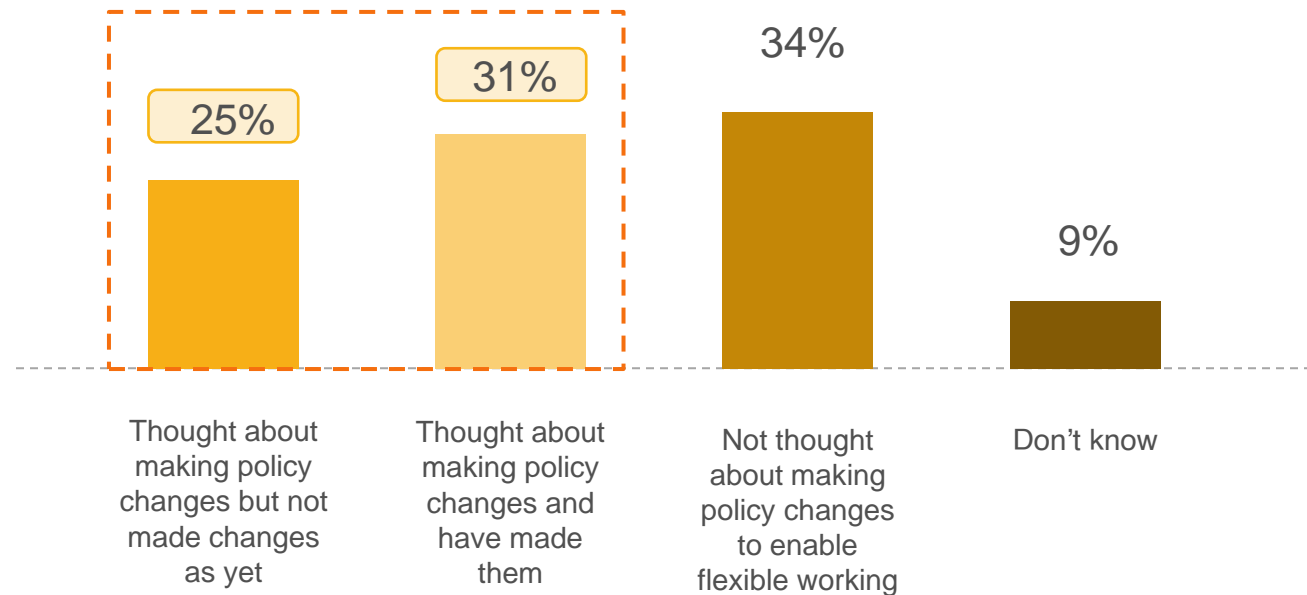
Policy changes to enable more FWAs

56%

of the companies have either already made organizational policy changes to enable flexible working or are considering it.

These policies are across HR, Hybrid Working, Technology Infrastructure etc.

Have you made any organizational policy changes to enable flexible working in your organization?



Top Benefits of FWAs to companies

Outcomes from FWAs

Companies were asked to rank the outcomes they got from hiring flexibly.

These are the top ones ranked in descending order of scores.

The top outcomes that companies experienced due to hiring in FWAs were around time savings due to faster hiring, less need to train due to experienced talent with good work ethic, and agility in responding to a business need.

We want to know the results of hiring flexible talent in your organization. We would like you to think about how important this result is to you. If you did **not experience this result select 'did not experience this result'**.

Weighted average of Responses (out of 5)



Conclusions

- ✔ FWAs are already prevalent and are going to increase in the future.
- ✔ A decent proportion of companies are also putting in policies to enable FWAs.

- ✔ Contrary to what is believed, FWAs are prevalent across levels with a significant proportion of companies having FWAs in mid levels also.

- ✔ Companies get varied benefits from hiring talent in FWAs.
- ✔ Key benefits are time savings, experienced talent with good work ethic and agility in responding to a business need.



If you are looking to hire flexible talent please
fill the contact form [here](#)