

THE CURRENT STATE OF THE HYBRID WORKPLACE

Of remote-capable jobs in the US:

- 28% are remote
- 51% are hybrid
- 21% are on-site

(Source: <https://www.gallup.com/401384/indicator-hybrid-work.aspx>)

Hybrid workers spend **46% of their workweek** in the office, the equivalent of 2.3 days a week

(Source: <https://www.gallup.com/workplace/694361/hybrid-work-retreat-barely.aspx>)

58% of employees in the US have worked remotely from places besides home offices or coworking spaces in the past year

(Source: <https://owllabs.com/state-of-hybrid-work/2024>)

Worldwide, **42% of companies** are implementing return-to-office mandates

(Source: <https://www.jll.com/en-us/newsroom/the-evolving-workplace-prioritizes-experience-while-optimizing-space>)

Case Study: Trip.com

After a 6-month, randomized trial where half the employees were assigned a hybrid schedule and the other half worked fully in-person, the following was observed:

- Productivity increased by 1% among hybrid workers
- Hybrid workers had a higher satisfaction rate
- Attrition was down 35% for hybrid workers

Why was their hybrid model so successful?

1. A rigorous performance management system
2. In-office time was scheduled so that the team could maximize in-person collaboration
3. Leadership support of hybrid workers

(Source: <https://www.nature.com/articles/s41586-024-07500-2>)

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