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HUMAN RESOURCES & PAYROLL

The Pros & Cons of Working From Home

Job seekers are enticed by work from home options but are aware of the pitfalls, suggests new research from global staffing firm Robert Half. More than three quarters of professionals surveyed (77 percent) said they are more likely to accept a job ...

Isaac M. O'Bannon • Jul. 17, 2018

THE PROS AND CONS OF REMOTE WORK

Would the ability to telecommute at least some of the time increase your likelihood of taking a job?

TOTAL:



BY AGE:

18-34



35-54



55+



The ability to telecommute is most attractive to professionals in these six cities:



SAN FRANCISCO



LOS ANGELES



DETROIT



CHICAGO



AUSTIN



DENVER

The biggest downsides of telecommuting were:

People abuse the benefit/
don't stick to work hours



22%

Feelings of isolation and
missing team environment



22%

Interpersonal relationships
suffer because you only
talk by phone or email



17%

Loss of facetime means
telecommuting workers
may not be considered for
new projects, promotions



12%

No one to bounce ideas off of



7%

No one to bounce ideas off of



77%

There is no downside



19%

Source: Robert Half survey of more than 2,800 workers in the United States

rh Robert Half®

*Responses may not equal 100 percent due to rounding.

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Job seekers are enticed by work from home options but are aware of the pitfalls, suggests new research from global staffing firm Robert Half. More than three quarters of professionals surveyed (77 percent) said they are more likely to accept a job offer if there's the possibility of telecommuting at least some of the time. Those in San Francisco and Los Angeles are most likely to seek this perk.

Survey: 77 Percent of Employees Attracted to Jobs with Telecommuting Options

- Professionals in Los Angeles and San Francisco find remote work options most attractive
- Salt Lake City and Pittsburgh workers are least concerned with the option to telecommute
- Workers cite abusing the benefit and isolation as greatest downsides of telecommuting

A previous Robert Half survey found San Francisco has one of the [longest average commutes](#) in the U.S., and Los Angeles the most stressful commute.

“High employment levels mean more people are on the roads traveling to and from their jobs, which increases traffic and makes working remotely more appealing,” said Paul McDonald, senior executive director for Robert Half. “Employees want the ability to telecommute for various reasons — for some it’s flexibility in their schedule, for others it’s about saving time and money. Companies that promote these options are more likely to attract top candidates in a competitive employment market.”

The top drawbacks of telecommuting, according to the survey, include people abusing the benefit (22 percent), feeling isolated and missing a team environment (22 percent), and strained interpersonal relationships due to lack of face time (17 percent).

“Work-from-home arrangements are most successful when employers set clear parameters and invest in technology, such as videoconferencing, to help remote personnel feel like they are part of the team,” McDonald said.

Additional advice about [how to make alternative work arrangements successful](#) can be found on the Robert Half blog.

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