



# Australian Attitudes to Remote Work



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As a function of Age, Gender, Supervisory Status and  
Parental Status

# Match the percentage to country

Percentage of Indeed job listings that mention remote work or similar:

Australia: \_\_\_\_\_

UK: \_\_\_\_\_

New Zealand: \_\_\_\_\_

Canada: \_\_\_\_\_

United States: \_\_\_\_\_

Spain: \_\_\_\_\_

# Match the percentage to country

Percentage of Indeed job listings that mention remote work or similar:

Australia: 14.3%

UK: 14.4%

New Zealand: 8.6%

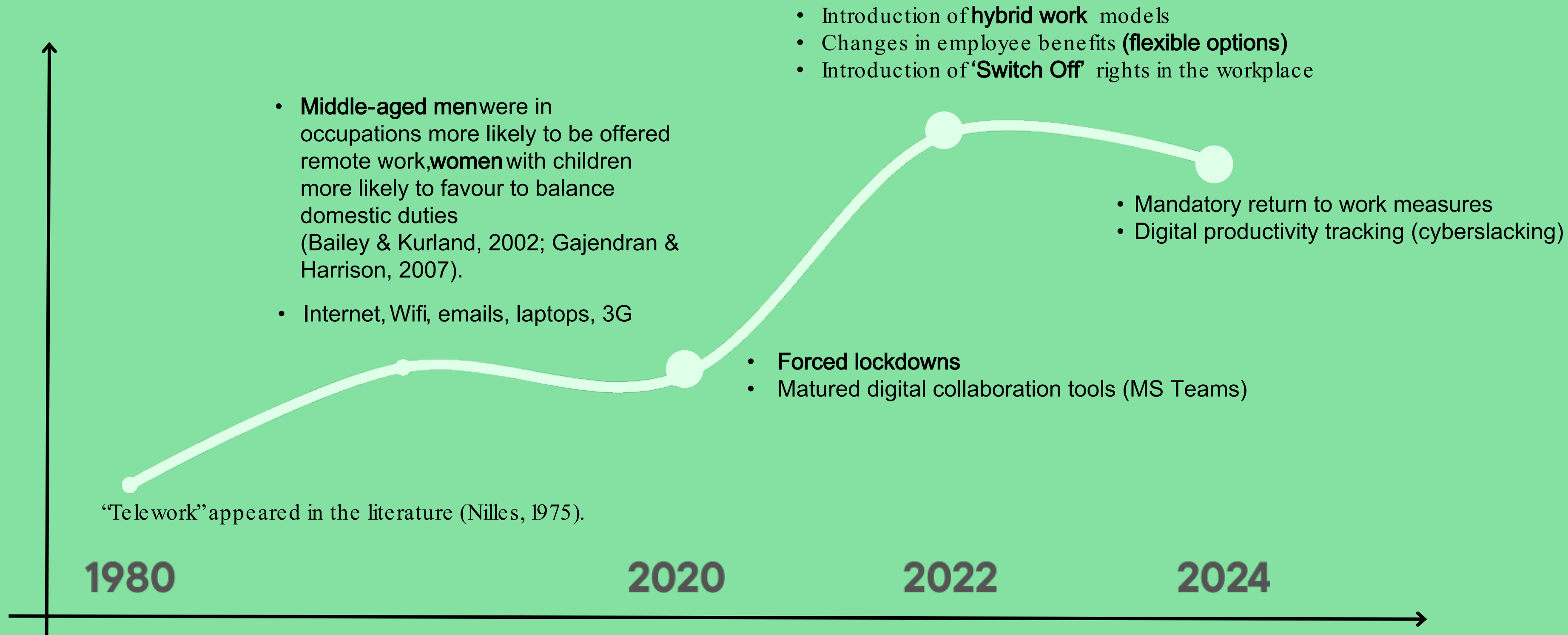
Canada: 14.3%

United States: 7.7%

Spain: 20%

The biggest challenge I've  
faced when working  
remotely is \_\_\_\_\_

# Adoption of remote work



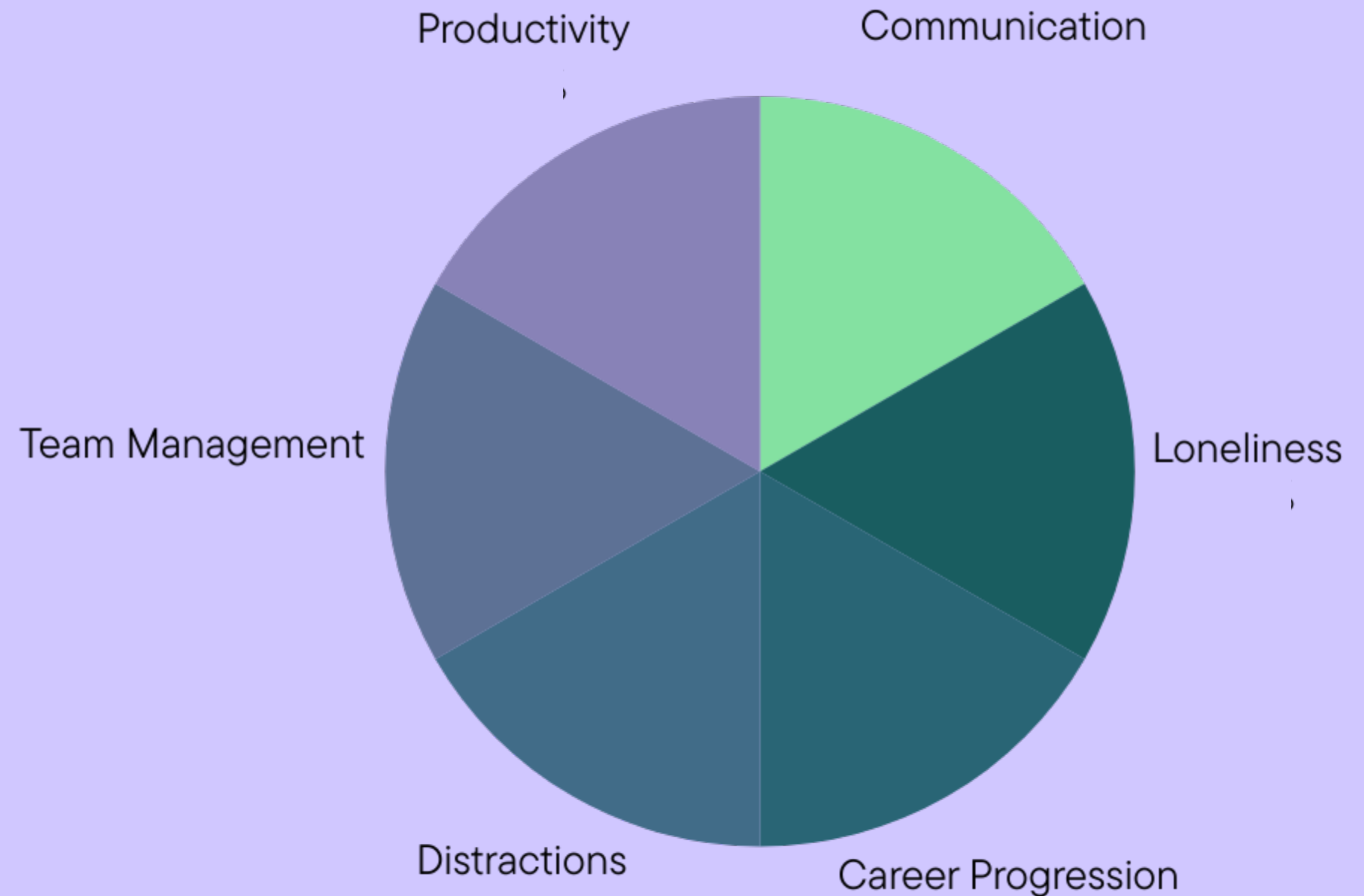
# Challenges of Working from Home

Remote employees struggle with **communication, home distractions, and loneliness.**

**Females** report more limited career progression compared to men.

**Supervisors** struggle with managing virtual teams.

**Varying digital proficiency** is a concern too.



(Bailey & Kurland, 2002; Baruch, 2000; Carillo et al. 2021; Ipsen et al. 2021; Gajendran & Harrison, 2007; Yucel & Chung, 2021).

# Why People Work From Home

**For workers,** hybrid work encourages work-life balance and ability to adapt the workplace to suit own needs.

**For businesses,** it enlarges the available talent pool, increase retention and reduce operational costs.

(Bailey & Kurland, 2002; Colley & Williamson, 2020; Gajendran & Harrison, 2007).



# Evaluating Australian Attitudes to Remote Work

as a function of



## Age

Younger people are less likely to prefer remote work.

Young people = 18- 29



## Gender

Women are more likely to prefer remote work.



## Supervisory Status

Managers are less likely to prefer remote work



## Parental Status

Parents with age dependent children are more likely to prefer remote work.



# 1, 545

## participants from Australia

Females (n= 1,039, 67%). Ages ranged from 18 to 69, which the majority between 50- 59. Based in Victoria (81. 7%). Lived with a partner and had no dependent children (61%).



## Australian Work From Home Scale (A-WFH)

### 20-item scale

Factor 1: General Preference

Factor 2: Flexibility Benefits

Factor 3: Social Connection Concerns

Factor 4: Career Development Concerns

Factor 5: Home Distractions Concerns

The measure utilises a five-point Likert Scale, ranging from strongly agree (5) to strongly disagree (1).

# Australian Work From Home Scale (A-WFH)

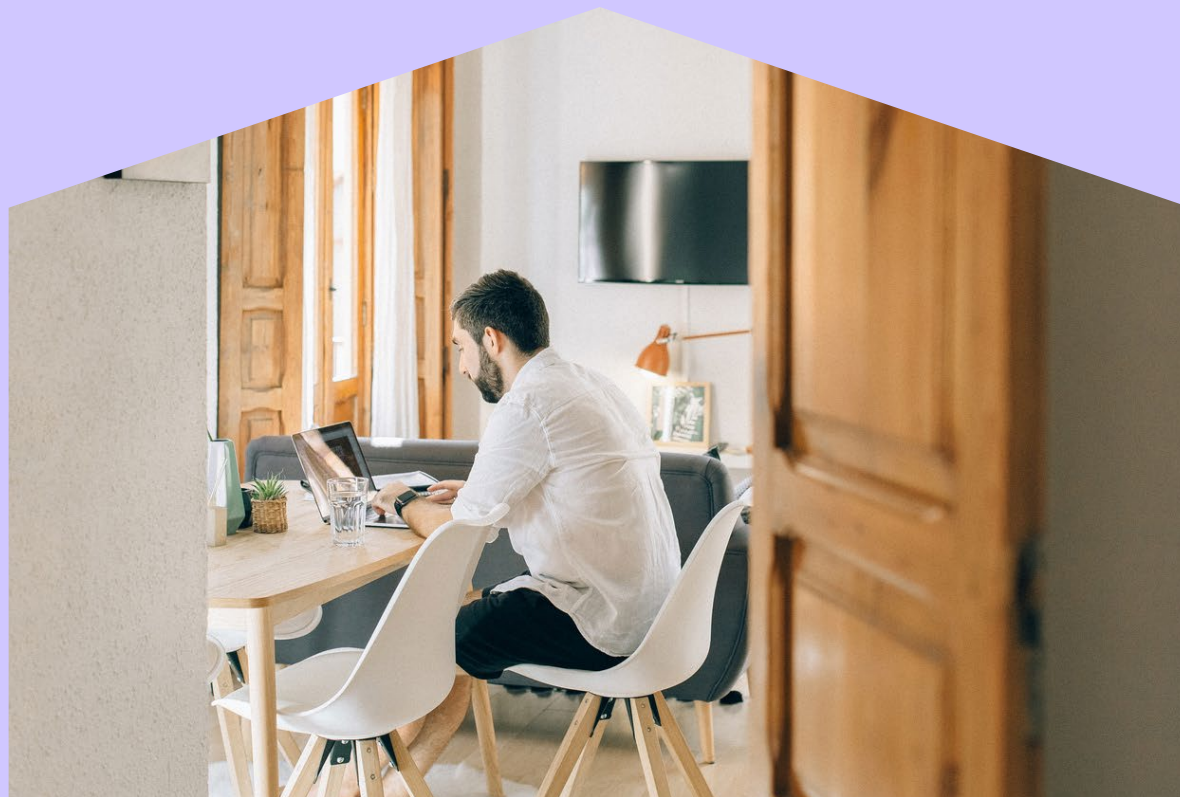
<b>H1: Australians held significantly favourable attitudes towards remote work (General Preference)</b>  M= 3.68 (SD = 0.80)	<b>Subscale 1: Flexibility Benefits</b>	Survey item: “I welcome the flexible work hours that work from home gives me”(M = 4.28, SD = 0.83)
	<b>Subscale 2: Social Connection Concerns</b>	Survey item: "In general, I prefer connections in the conventional workplace” (M =3.49, SD = 1.05),
	<b>Subscale 3: Home Distractions Concerns</b>	Survey item: "When I work from home, I find myself sidetracked more often than in the office” (M = 2.44, SD = 0.94),
	<b>Subscale 4: Career Development Concerns</b>	Survey item: "Working from home makes me less visible in the company” (M = 2.68, SD = 1.02).

# Australian Work From Home Scale (A-WFH)

Demographics	H2: Age	<b>Partial evidence</b> that younger people are less likely to favour remote work.	This may be due to over -representation of mid to senior adults in the sample, resulting in minimal mean differences.
	H3: Gender**	<b>Females</b> express slightly higher preference than males (M = 3.76 vs. M = 3.52),citing <b>flexibility</b> as a key factor.	This may offset concerns related to career limiations and social connection (Boundary Setting)
	H4: Supervisory Status**	Supervisors reported a slightly lower general preference (M = 3.59, SD = 0.78) compared to non - supervisors (M= 3.81, SD = 0.82). <b>Social connection</b> is a key concern.	Managers lack the support and training to lead virtual teams (Person -Fit Theory)
	H5: Parental Status	<b>Partial evidence</b> that parents with children prefer remote work.	This may be due to over -representation of senior adults in the sample, resulting in minimal mean differences.

# Implications

How we design workplaces and talent practices to support hybrid work models is evolving – no one size fits all



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## 01 Current state

- What are my employee/ culture surveys signaling?
- Will hybrid work solve the root issues?
- What are competitors offering?
- Do we have the right tech stack? Are our talent practices updated?

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## 02 Designing a fit-for-purpose experiment

- Which workforce segments can we pilot A/B testing?
- Can we use a crosssection of the business?
- Can we trail interventions to address digital distractions, technostress, loneliness, manager capability = psychosocial risks?

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## 03 Embed and monitor

- What makes sense to offer for our workforce now?
  - What makes sense to hold off?
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# Thank you

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