

The Future of Work

The COVID-19 pandemic has forced companies to adopt new ways of working. Rapid changes in technology has also made it critical for companies to ensure that their employees are equipped with the right skillsets to meet evolving business demands.

Our study aimed to understand how companies are managing changes in the workplace brought on by the pandemic, including hybrid or flexible work arrangements. The study was conducted from September to October 2021 with 679 business leaders across 16 sectors.

This is an abridged version of the survey findings. Click [HERE](#) to participate in our future surveys and receive full reports.

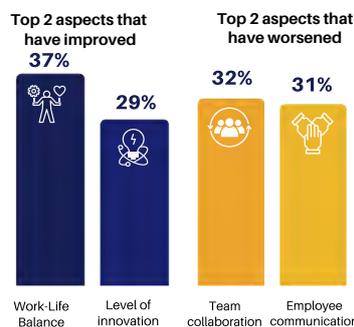


COVID-19 and its impact on workplace arrangements

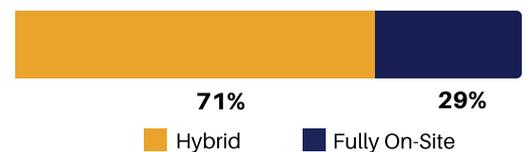
Hybrid and remote work arrangements have been increasingly normalised, of which 87% of companies have adopted a hybrid working arrangement presently. Some employers are also considering making such arrangements permanent after the pandemic situation eases. However, not all businesses favour flexible working policies. Our study found that 43% of companies plan to adjust their working arrangement if the COVID-19 situation improves. About a third of these companies prefer their workforce based fully on-site.

Impact of remote/hybrid work arrangements on various aspects of work

While changes to work arrangements have inevitably disrupted team collaboration and communication, nearly 2 in 5 companies felt that work-life balance has improved.



Preferred working arrangement after COVID-19



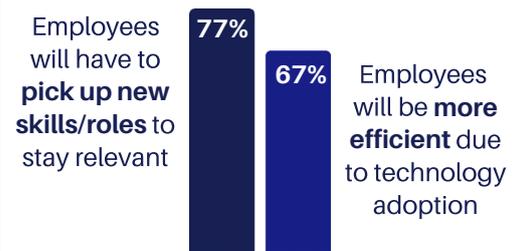
Technology and the nature of jobs

- Our findings showed that 8 in 10 companies agreed new technologies will impact the nature of jobs¹ in their company and industry. Companies and employees are tasked with the mission to upskill in order to remain competitive and relevant.



of companies that believed employees will have to **pick up new skills/ roles** to stay relevant had sent their employees for formal training last year

Impact of new technologies on the nature of jobs

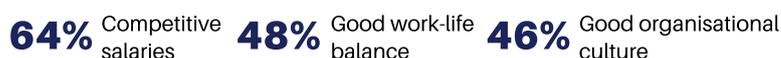


Supporting the workforce and attracting talent

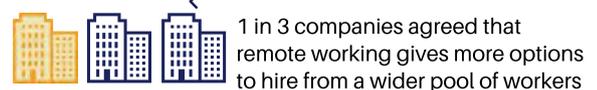
Matching jobseekers with suitable jobs is a growing challenge in Singapore, with over one quarter of job vacancies reportedly unfilled for 6 months or more¹. While it is impossible to fill all job vacancies perfectly due to skills needed/available, there may also be a need for employers to consider moving past traditional hiring practices and look towards alternative strategies to attract and retain talent.



Top 3 factors companies believe will attract talent post COVID-19



Impact of remote working on hiring



¹ <https://www.straitstimes.com/singapore/politics/more-than-a-quarter-of-job-vacancies-left-unfilled-for-six-months-or-more>