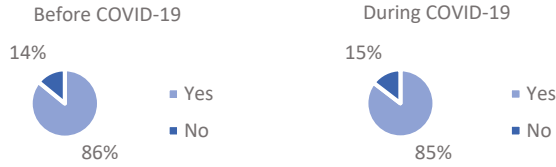


# HOME OFFICE AND COVID-19

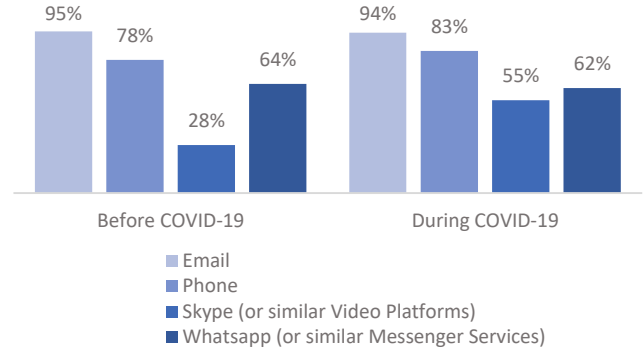
Home office, telework or work from home - these terms have become an integral part of everyday work. Especially in times of the COVID-19 pandemic, these forms of work play an important role in minimizing the risk of infection and still maintaining work. However, home office does not only have positive consequences, many employees also perceive disadvantages, such as reduced (personal) contact.

To find out how the assessment of the advantages and disadvantages of telework changed during the COVID-19 pandemic, **331 employees (average age 35 years, 27% male) in Germany** were interviewed. Some of the participants completed the survey before the restrictions in March 2020 and some after extensive restrictions (such as wearing mouth and nose covering, curfews) were introduced.

## Use of Home Office



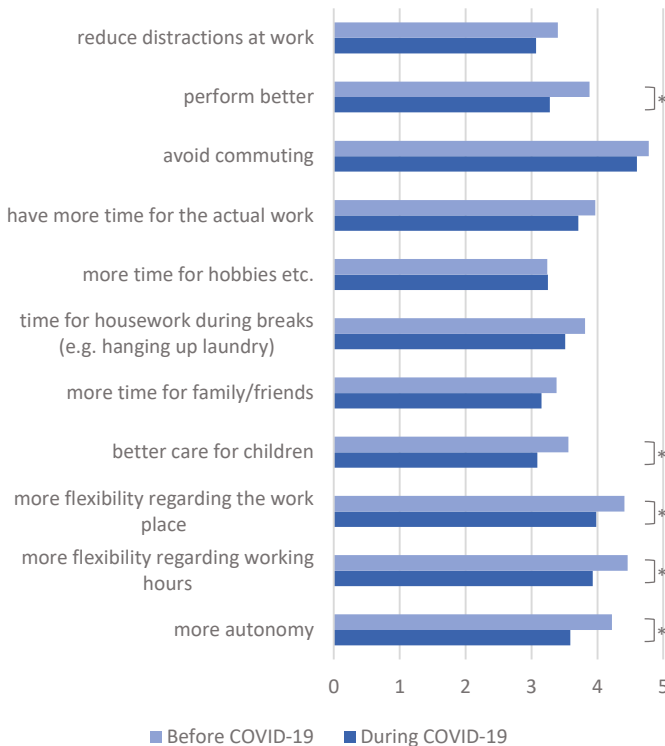
## Use of Communication Media



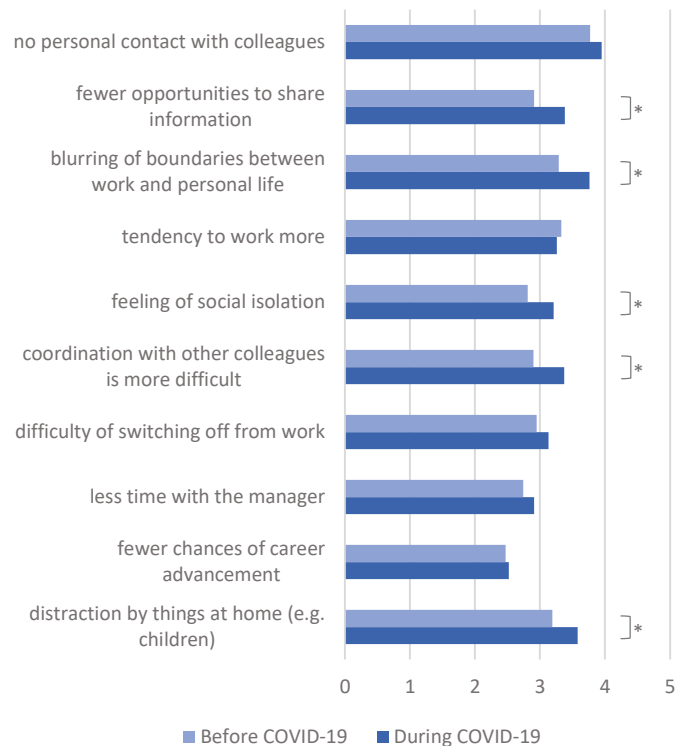
## Average Time (in hours per week) in the Home Office



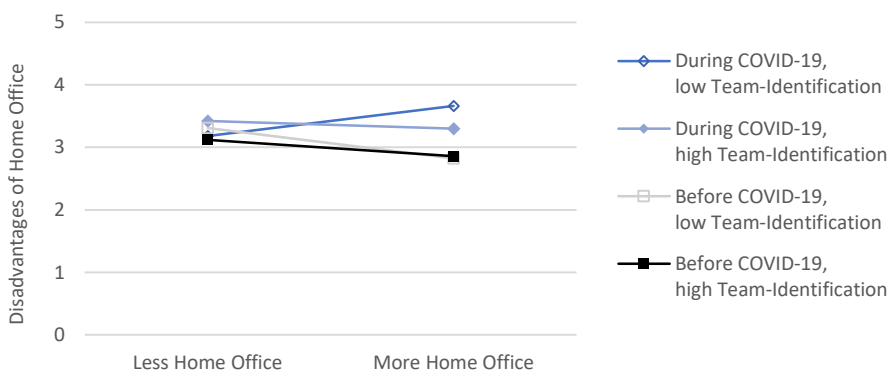
## Advantages of Home Office



## Disadvantages of Home Office



## The important Role of Team Identification



**Conclusion:** The identification with the work team, i.e., the psychological attachment to other colleagues, is important - especially for colleagues in the home office and especially when this form of work cannot necessarily be chosen voluntarily (as is partly the case during the COVID-19 pandemic, for example).

The results show that in the current situation, especially those reporting a low level of identification with their work team perceive more disadvantages of working from home the more they work from home compared to those who feel closely connected to their colleagues, i.e., report a high level of team identification.

Note: \* = significant difference between the measurements before and during COVID-19