Quantifying the Impact of Distributed Work
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Let us help you make the case for place!
Show Me the Money!

$10,000

Source: Global Workplace Analytics’ Workplace Savings Calculator

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Show Me the **Money**...
http://globalworkplaceanalytics.com/roi

**Remote Work Savings Calculator-Lite™**
*...From Global Workplace Analytics' ROI Workplace Calculator Collection*

### Enter Assumptions

<table>
<thead>
<tr>
<th>What is your number of remote employees?</th>
<th>1,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>How many days a week, on average, will they work remotely?</td>
<td>2.5</td>
</tr>
</tbody>
</table>

### How much do you expect this strategy will:

- Increase in productivity (%) | 15%
- Reduction in office space (%) | 25%
- Reduction in absenteeism (%) | 31%
- Reduction in voluntary turnover (%) | 10%

How many days per year are the majority of employees unable to work due to unforeseen weather, traffic, or other temporary impediments? | 1 |

### Here is What an Employer Can Expect to Save Each Year:

- **Productivity**: $4,875,000
- **Real Estate**: $3,125,000
- **Absenteeism**: $780,000
- **Turnover**: $591,500
- **Continuity of Operations**: $260,000

**Total Organizational Impact from Above (per year)**: **$9,631,500**  
**Savings Per Remote Worker (per year)**: **$9,632**
Tag: Remote Work  Keyword: Productivity

# Notes Found:
Remote Work: 1489  
Productivity: 448  
Both: 151  
Case Studies: 449
Measure
What Matters

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Place

People

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Why Measure?

Making the Business Case

Evaluating Results

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• Productivity
• Absenteeism
• Talent
• COOP
• Well-Being
• And More
Brains vs. Brawn
Salary = $50,000/Year

Cost = $65,000/Year
$8 per day
x 250 days per year
$2,000 per year
Average Annual Salary (with benefits) $65,000
x Assumed Increase 15%
x Assumed % of Remote Work 50%

Increased Annual Productivity $4,875
(per person/year)
Brain Drains/Time Sucks

Unproductive meetings  Finding a place to sit, meet, chill
Unwanted interruptions  Commute/air travel
Distractions  Ineffective technology
Being too hot/cold  Slow internet
Worry (family, money, etc.)  Inadequate training
Finding lunch, decent coffee  Duplicating work
Email  Rumors/gossip
Struggling with technology  Finding resources
Social media  Bad bosses
Scheduling a meeting  Multi-tasking
Doing stuff you’re not good at  Unrealistic expectations
Finding the people you need  Co-worker conflict

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Qualitative Measures: Productivity/Performance

- Performance Reviews
- Cognitive Testing
- Overtime
- Deadlines Missed
- Co-Worker Ratings
- Efficiency
- Productivity
- **Absenteeism**
- Talent
- COOP
- Well-Being
- And More

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Quantitative: Impact on Absenteeism

# Unscheduled Absenteeism Days/Year 9
x Assumed Reduction 30%
x Average Salary/Day $260

Absenteeism Savings/Person/Year $780

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• Productivity
• Absenteeism
• Talent
• COOP
• Well-Being
• And More

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Quantitative: Impact on Retention

Average Annual Salary (with benefits) $65,000
x Voluntary Turnover/Year 7%
 x Cost of Turnover as % of Salary 130%
 x Anticipated Reduction in Turnover 10%

Turnover Savings/Person/Year $592
Qualitative Measures: Attraction/Retention

- Intent to Leave
- Voluntary Turnover
- Involuntary Turnover
- Job Board Ratings
- Great Place to Work
- Entry/Exit Interviews
- Offer to Acceptance Ratio
- # Applicants per Vacancy
- Days to Fill
- Overtime (due to departure)
• Productivity
• Absenteeism
• Talent
• COOP
• Well-Being
• And More
Quantitative: Continuity of Operations (COOP)

Cost per Person per Day $260
x Days Not Lost per Year 1

COOP Savings/Person/Year $260
So, you're at your computer 18 hours a day, never exercise and rely on caffeine. What's your blog about?

Health.

- Productivity
- Absenteeism
- Talent
- COOP
- Well-Being
- And More

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Annual Cost Per Person

35 minutes a day
22 days a year
$7,984 a year
Quantitative Measure: The Math on Stress

Reduction in Number of Employees with Chronic Stress 10
Annual Per Person Cost of Stress $7,984
Savings from Stress Intervention $79,840
\[ \div \text{Cost of Intervention (annually, amortized)} \quad \$50,000 \]
Annual ROI $29,840
Payback Period 6.3 Months

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Qualitative Measures: Wellness/Well-Being

- Health Risk Assessment (HRA)
- Biometric Screening
- Absenteeism/Presenteeism
- Medical/Pharma Claims
- Disability Claims
- WC Claims Ergonomic Complaints
- Overtime Due to Absenteeism
- Complaints (noise, lighting, thermal)
• Productivity
• Absenteeism
• Talent
• COOP
• And More
Creativity & Innovation

p.s. It doesn’t actually work like this, but I liked the picture.
“Don’t interrupt me while I’m interrupting.”
– Winston Churchill
White Collar Salt Mine

Time to Think: 18%
Ability to Focus on One Thing: 21%
I’m trying to think but nothing’s happening
Sustainability

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People:
  Time
  Money
  Sanity

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Free Calculators: GlobalWorkplaceAnalytics.com/roi