#### Johnson & Wales University ScholarsArchive@JWU

Student Research Design & Innovation Symposium

Community Research & Innovation Events

4-25-2023

#### Major Impacts of COVID-19 on the Traditional Office: How Does It Work?

Faye Brandow

Follow this and additional works at: https://scholarsarchive.jwu.edu/innov\_symposium

Part of the Business Commons

#### Major Impacts of COVID-19 on the Traditional Office:

# How Does It Work?

Faye Brandow BSBA, HR Management Candidate 12/2023 The COVID-19 pandemic brought to light the fact that people can work from home and still achieve successful career goals. It also put a spotlight on the inequalities present in management structures.

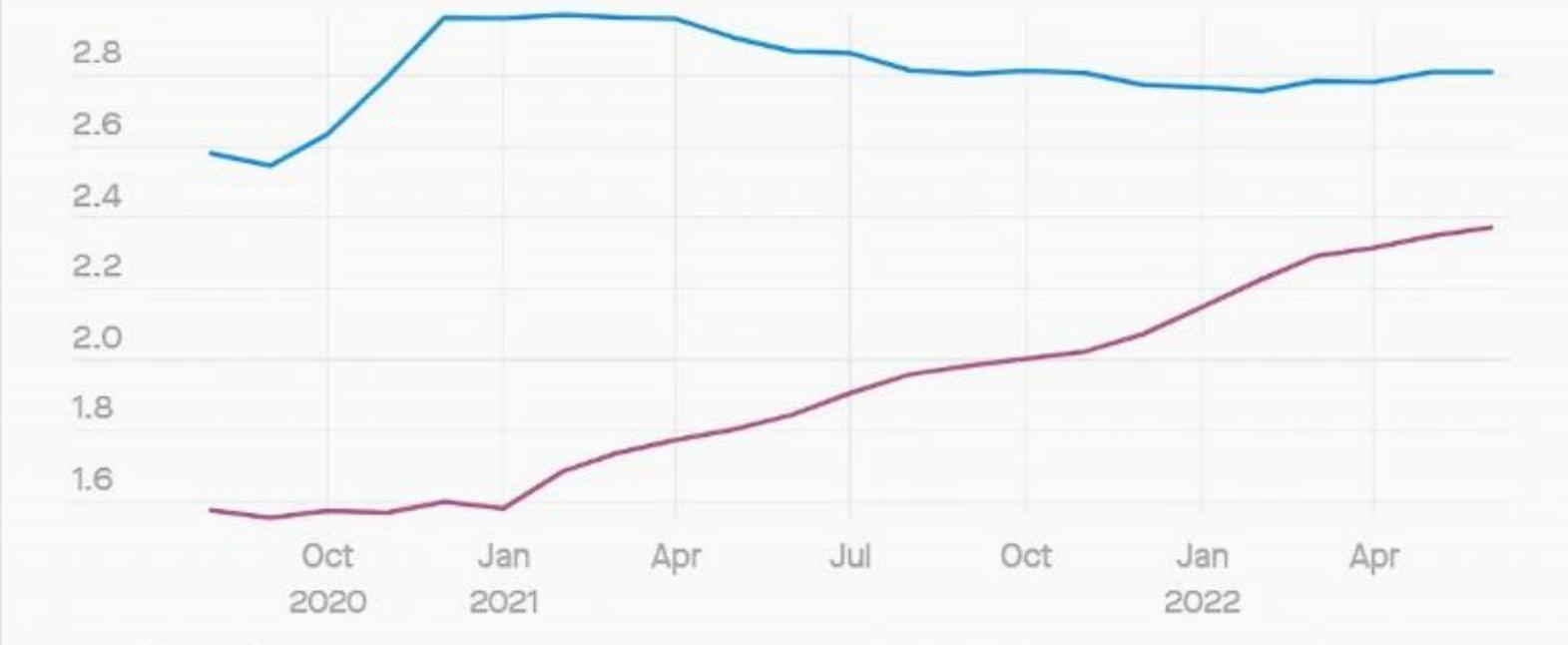
### Remote and Hybrid Work Environments

During the pandemic, working Americans had to quickly shift from in-office to remote work while maintaining productivity.

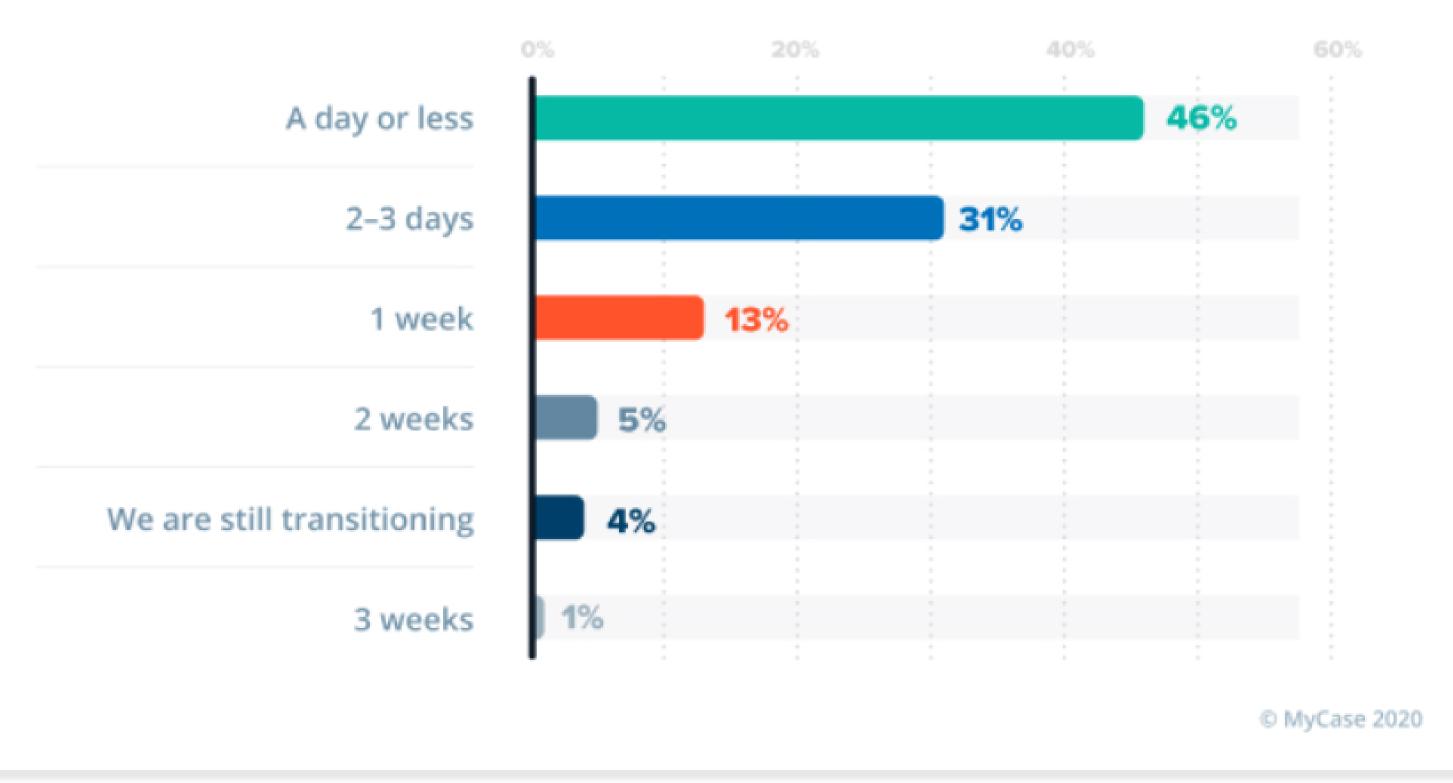
US workers' desires and employer plans for number of work-from-home days per week

Only workers able to WFH

- Employer plans - Workers' desires



### How quickly did your firm transition into working from home?



In 2022, employers began planning for increased availability of hybrid work schedules.

Quartz | qz.com | Data: Barrero, Jose Maria, Nicholas Bloom, and Steven J. Davis, 2021. "Why working from home will stick," National Bureau of Economic Research Working Paper 28731 | Note: Sample N: 58,138 (worker desires) and N = 62,545 (employer plans)

### Diversity, Equity, and Inclusion (DEI)

	2019	2020	2021
White men	428	431	430
White women	35	35	34
Black men	4	5	2
Black women	1	0	2
Latino men	20	16	17
Latina women	0	1	0
Asian men	10	10	10

Diverse workforces are more productive than homogenous workforces.

Impact of diversity on team performance

vity



Asian women	2	2	5

Chart: Mauro Whiteman. • Source: Analysis by Richard L. Zweigenhaft and G. William Domhoff. • Created with Datawrapper

# White men occupy more leadership positions than any other group across industries.

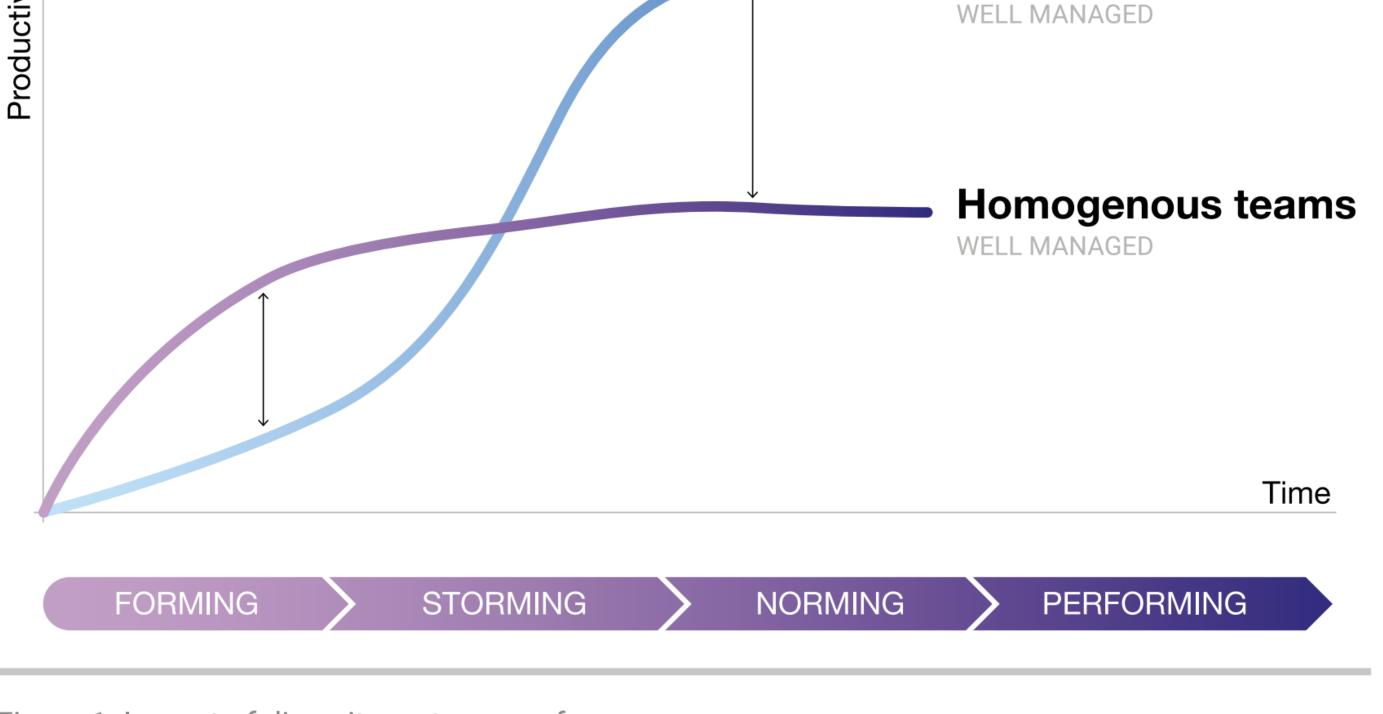


Figure 1: Impact of diversity on team performance Source: Korn Ferry Institute, 2019