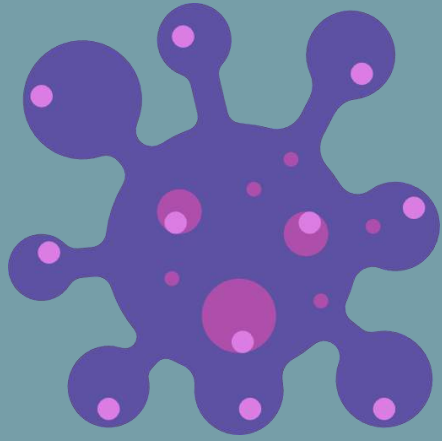




Work From Home Challenges In Saudi Arabia Amid COVID-19

Quick Survey Findings | April 2020



Context of the Document:

The outbreak of novel corona virus (COVID-19) has affected all aspects of our personal and professional lives – from buying behavior to international travel and to the way businesses were usually done.

In line with the precautionary measures taken by the Saudi government to contain the spread of coronavirus, most of the companies operating in Saudi Arabia have rolled out mandatory work-from-home or work on rotation in shifts policy.

Following the implementation of work from home policy, majority of the office-goers are working from home for the first time and experiencing new challenges and situations.

Scope of the Findings:

4SiGHT Research & Analytics has conducted a quick survey to understand the challenges that are associated with work from home arrangement. Survey findings also explore what employees/workers are missing the most about their workplace and which team collaboration tools are they employing while working from home.

The daily work routine feeling is much different now for many employees & employers in KSA. Shifting to the 'home office' is likely to become the new normal for many of us for a while, given the current status of the Pandemic (COVID-19).

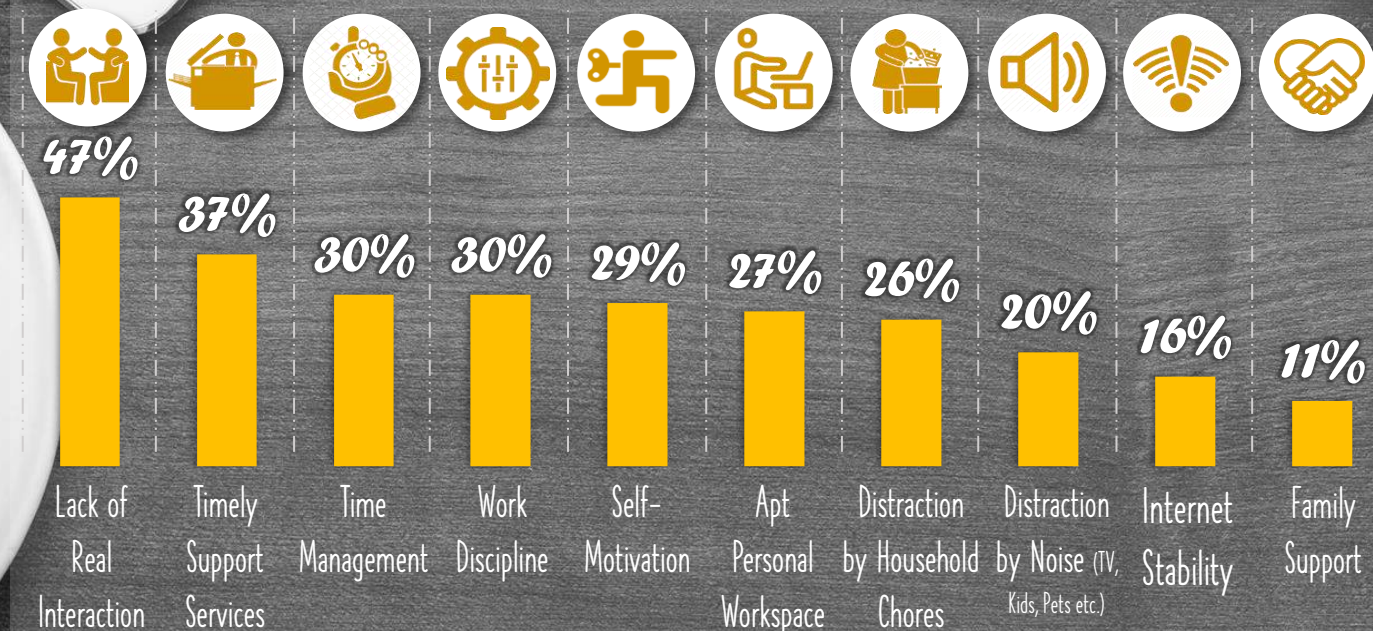
Although, every remote worker's situation is different in terms of home environment, personality and habits but those not used to work at home are prone to some sort of challenge(s).

The 4SiGHT survey findings delineate the top challenges for work from home workers in KSA where **'lack of real interaction with colleagues'** appears as the **topmost challenge**.

It is worth mentioning here that 26% are doing well without facing any challenge as such.



CHALLENGES OF WORKING FROM HOME AMID COVID-19



26% are doing well without facing any challenge as such



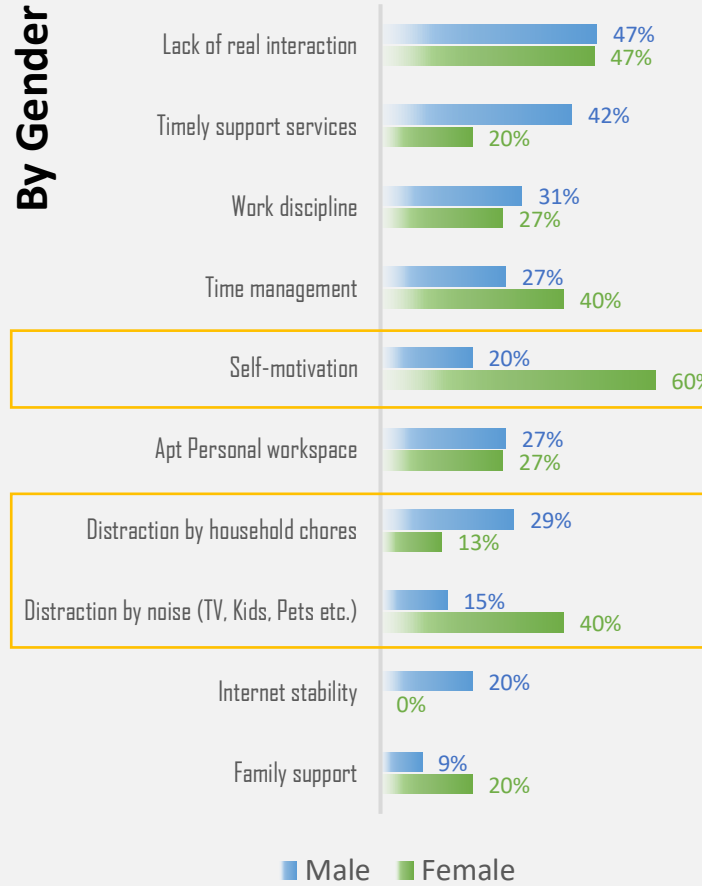


CHALLENGES OF WORK FROM HOME

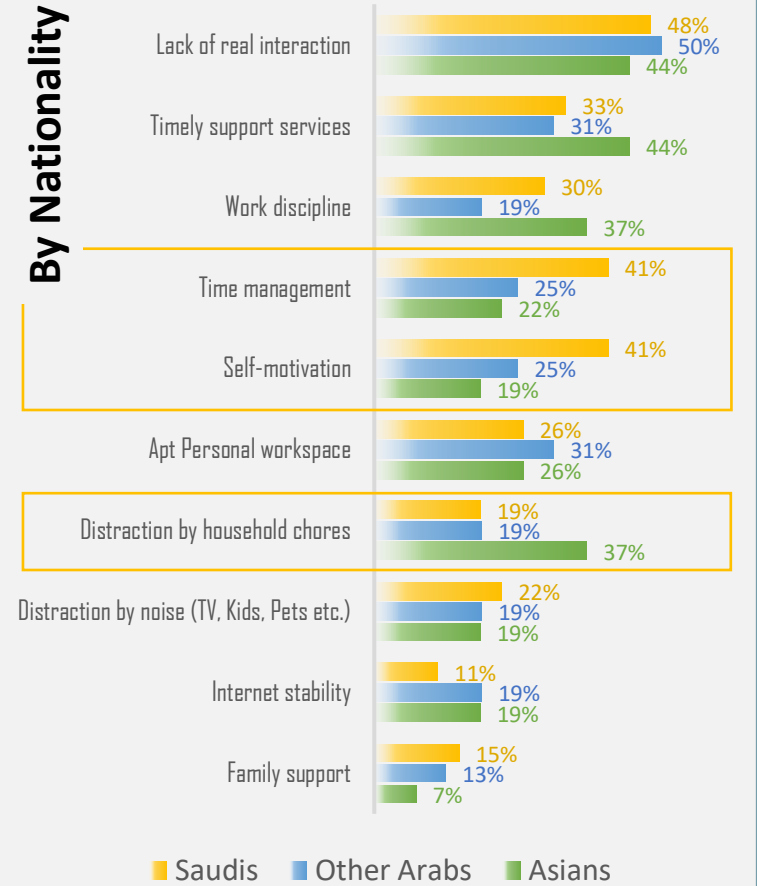


- Males are more distracted by household chores while female with noise made by TV, Kids, Pets etc.
- Females are facing self-motivation issue way more than males.
- Where Asians are more distracted by household chores, Saudis are grappling with self-motivation & time management issues.

By Gender



By Nationality



No rush, no breakfast skipping, no morning commute, no stopping by your colleague's desk to say hello, no lunch at your favorite restaurant around the corner from your office – a forced shift in work routine has brought about certain behavioral adjustments globally and locally.

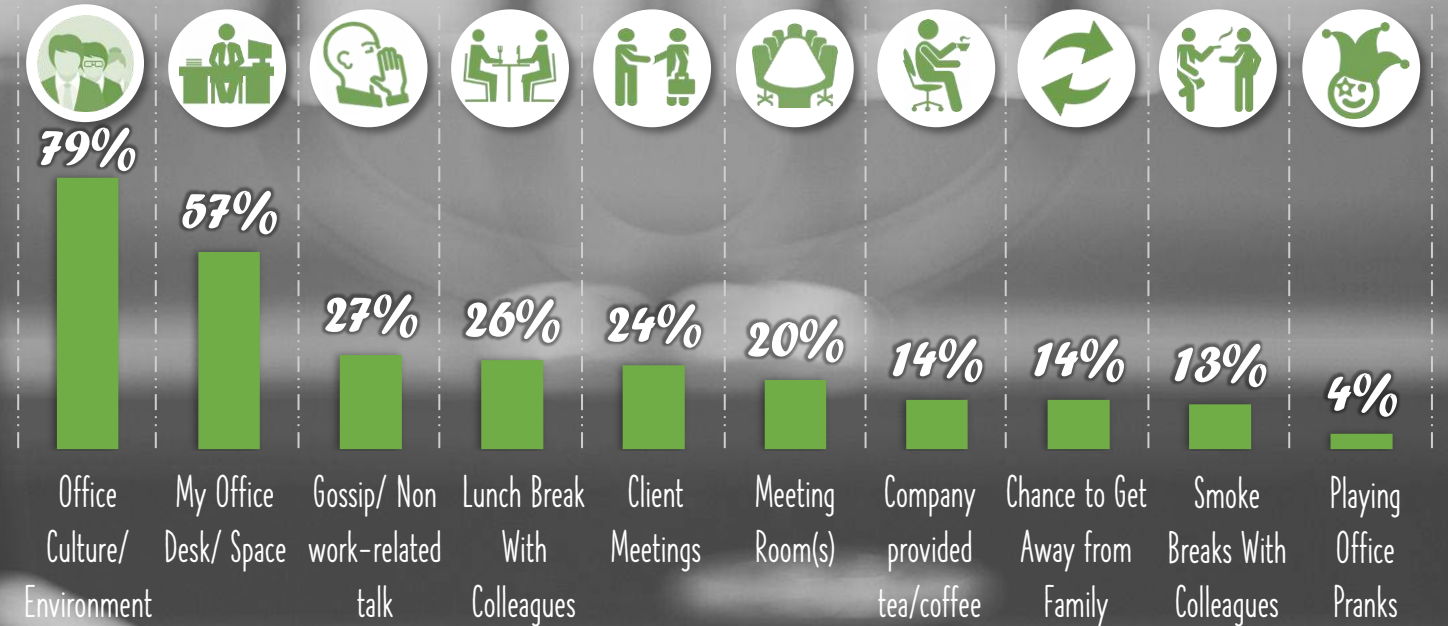
As we are adapting to work from home routine, we are also missing certain things about our usual workplaces.

From the survey findings, it is quite evident that **remote workers are missing their usual 'office culture/environment'** more than anything else now a days.

Majority of the respondents also seem to be feeling nostalgic about their office desk or onsite workspace, making it the second most missed thing.



THE MOST **MISSED** THINGS WHILE WORKING FROM HOME AMID COVID-19



3% Other (such as disciplined routine, feeling of getting new projects, physical activity etc.)

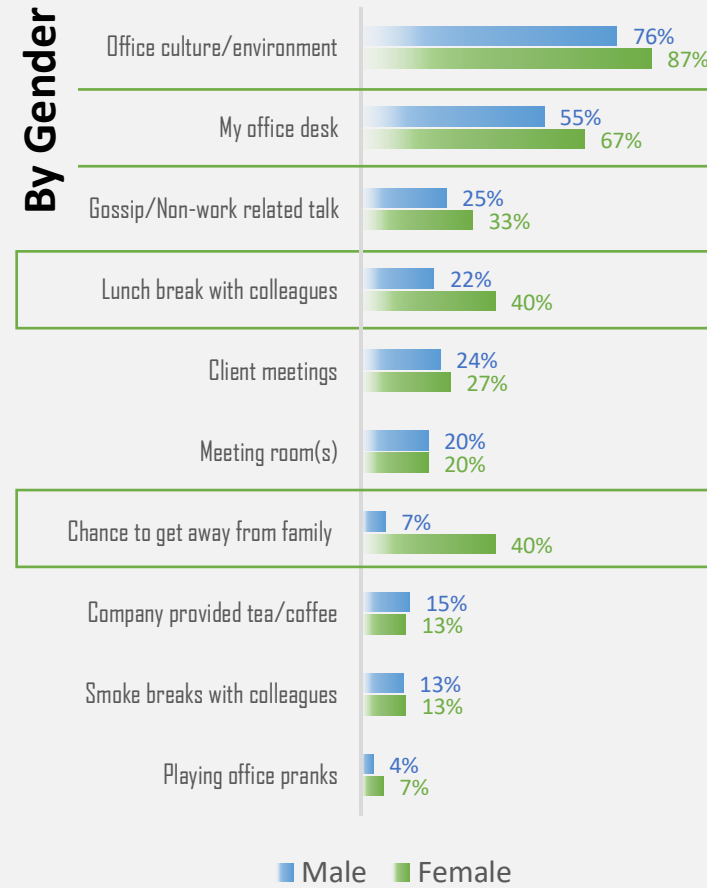


THE MOST MISSED THINGS

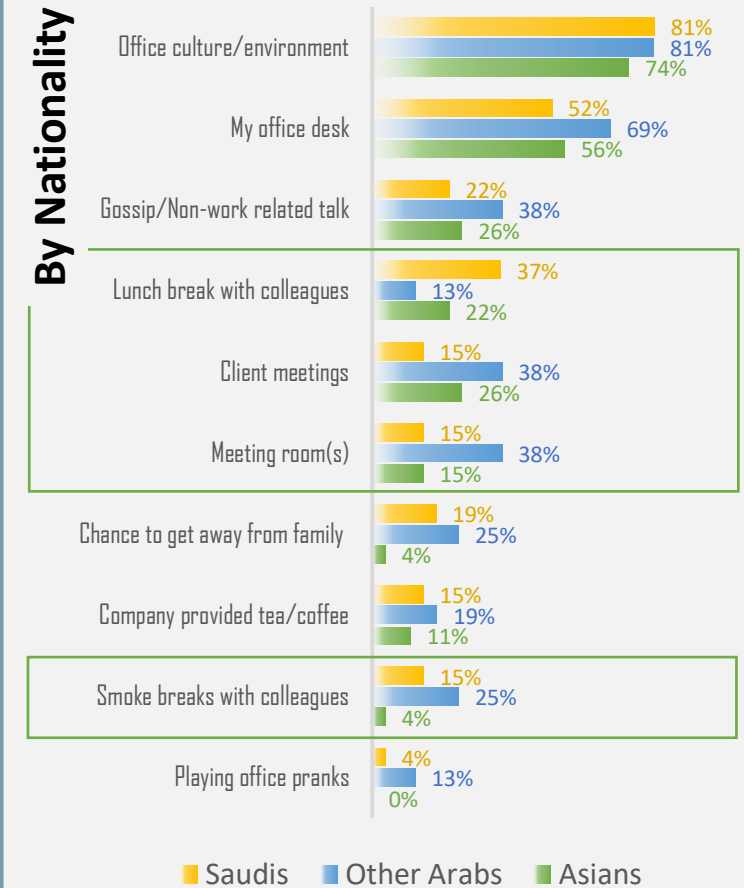


- Females are more nostalgic about their workplace as 40% of them miss the chance of getting away from family during work from home period.
- Saudis are more evocative of lunch breaks with co-workers while other Arabs miss the meetings at office or client premises.
- Other Arabs are missing the smoke breaks with colleagues more than Saudis and way more than Asians.

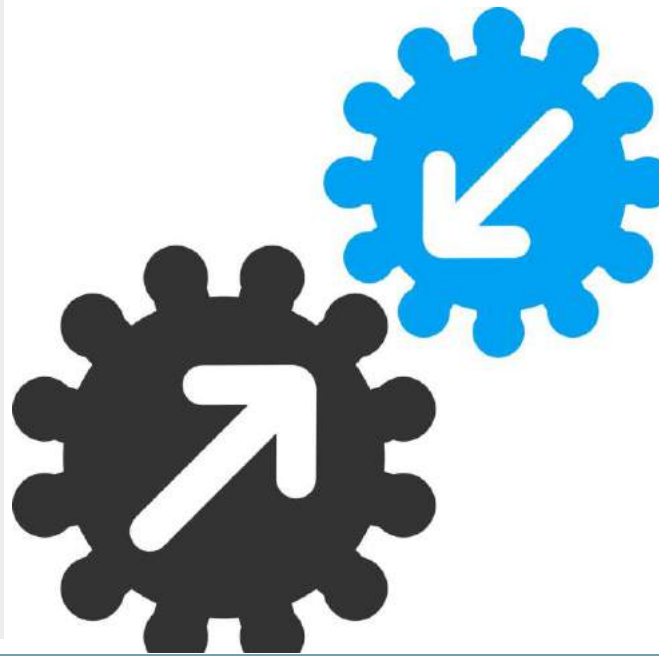
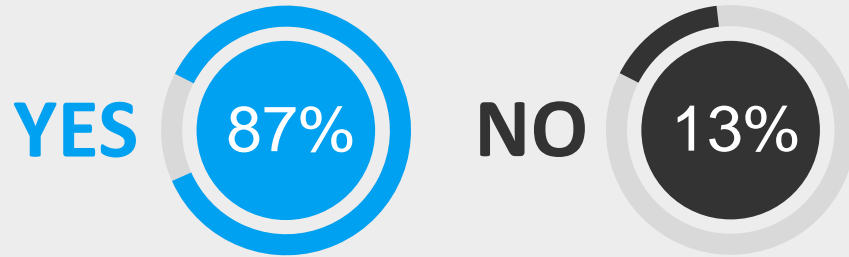
By Gender



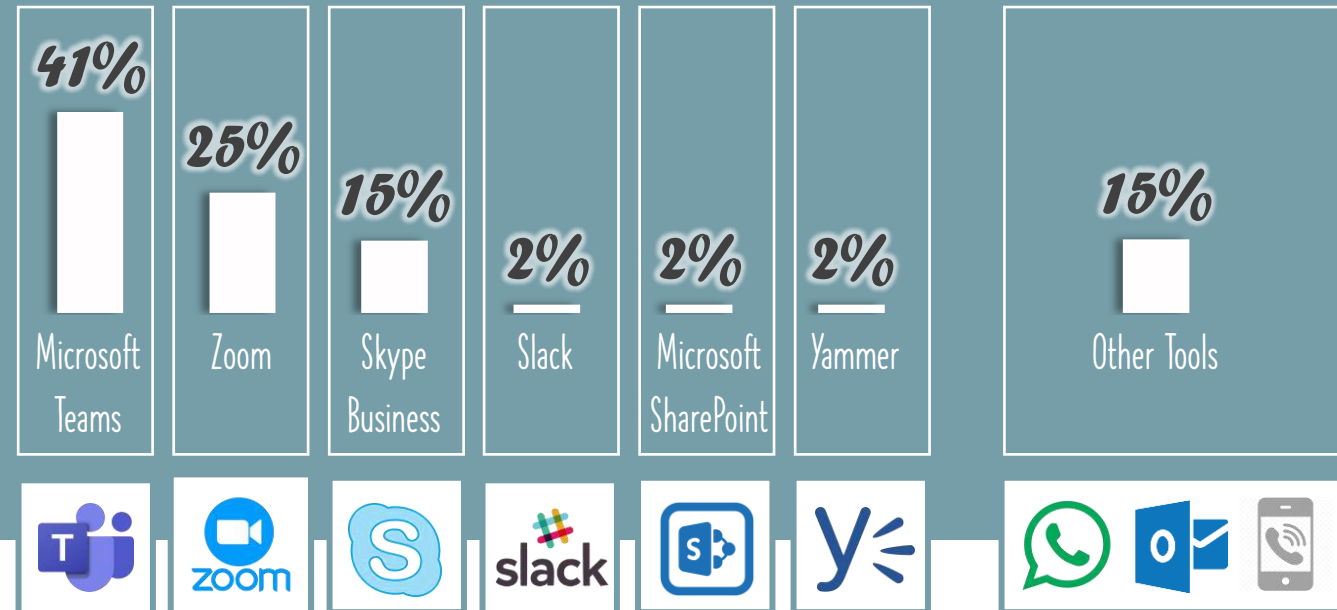
By Nationality



Using a team collaboration tool



About 9 out of 10 remote workers are using some sort of online team collaboration tool to interact with their co-workers & clients. Microsoft Teams is the most popular collaboration tool in KSA followed by Zoom & Skype Business.





4SiGHT SUGGESTIONS TO OVERCOME THE KEY CHALLENGES OF WFH



Challenge: Lack of real interaction with co-workers

How to overcome: Crank up the Video Communication

Video communication is a reasonable alternative to real interaction. Use some team collaboration tool and setup video calls & screen sharing to bring that extra life to your interaction with co-workers and clients.



Challenge: Difficulty in managing work time at home

How to overcome: Plan out your schedule

When it comes to working remotely, you'll have more freedom, but also more responsibility. When working alone, you should keep a more structured daily schedule than usual. It's up to you to figure out the time of day when you're most awake, productive, and on your toes.



Challenge: Difficulty in maintaining work discipline

How to overcome: Set priorities

Prioritize tasks and organize your workflow. To-do lists can be helpful. Whatever you plan, stay in touch with your team and supervisor, then structure your day around your objectives. Without scheduled work hours, work can creep into your home life and similarly personal errands can creep into work hours.



Challenge: Lack of required self-motivation

How to overcome: Keep the spirits up

We are going through stressful times, occupied with negative headlines, fear of getting infected with COVID-19 and panic buying etc. All this can trigger the feeling of isolation & depression which can lead to demotivation. The solution here is to stay away from news as much as possible and mingle up with your co-workers/team on daily basis.



Challenge: Difficulty in finding apt personal workspace

How to overcome: Allocate a conducive workspace

Try to find yourself a dedicated and comfortable spot to work that is off limits for housemates and away from interruptions. A place that you can associate with your job and leave when you're off the clock.



Challenge: Distractions by household chores & noise

How to overcome: Keep your attitude in check

Distractions can be invasive and difficult to avoid sometimes. If this is the case, you need to keep your professional attitude in check. Don't mix household chores into work hours. Don't let your confined circumstances harm your tranquility and productivity.



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THANK YOU