

# When the walls come down

## The management disconnect:

### What executives need to know about the modern workplace

Oxford Economics and Plantronics surveyed more than 600 executives and 600 non-executive employees in late 2015 to better understand the opportunities and challenges of the modern workplace. We found a substantial perception gap between executives and employees in critical areas such as office environment, technology, ease of work, and work/life balance.



**Executives**

**Employees**

### Employees are frustrated—and their managers don't get it

Executives and employees say...

● Executives

● Employees

Ambient noise reduces my employees' satisfaction and productivity

**35%**



**53%**

Ambient noise reduces my satisfaction and productivity

My employees have the tools needed to filter out distractions at work

**63%**



**41%**

I have the tools I need to filter out distractions at work

My employees' work/life balance is very important to them

**34%**



**52%**

My work/life balance is very important

I'm frustrated with work technology

**29%**



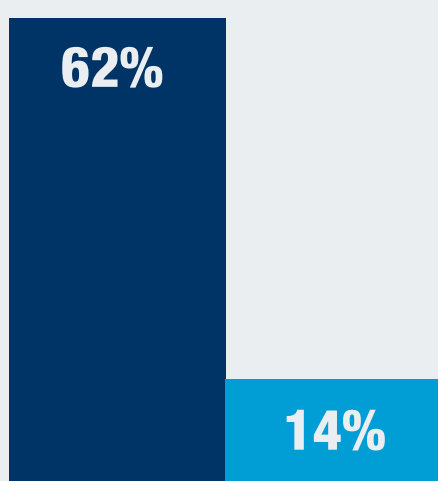
**39%**

I'm frustrated with work technology

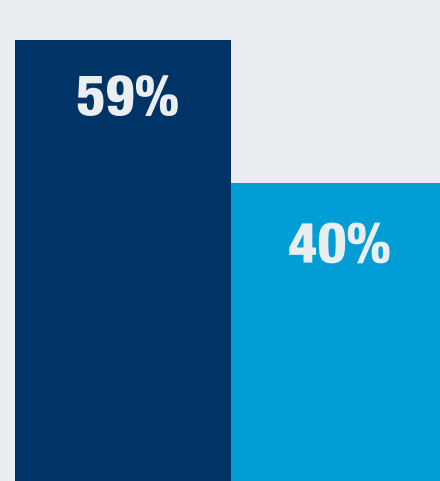
### Maybe it's because executives live in another world

● Executives

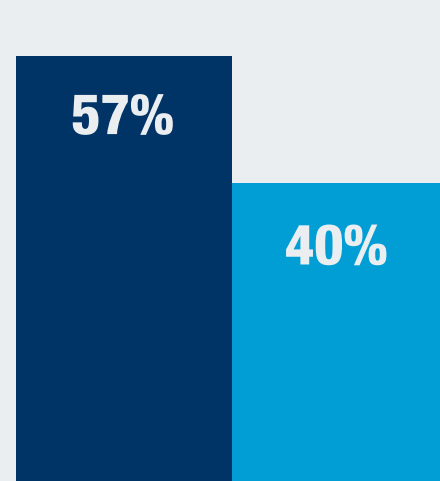
● Employees



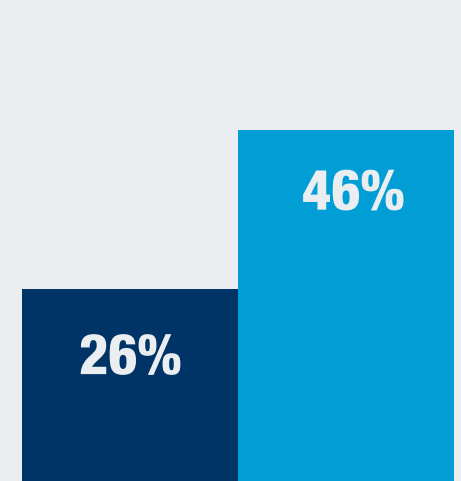
Have a private office



Have the tools needed to do their job from anywhere



Tools used at home connect seamlessly with work technology



Expect team to be available after hours

Expected to be available after hours



### This disconnect leads to a policy gap

● Executives

● Employees

**69%**

say minimizing distractions was a consideration when designing office spaces, lower than any other factor measured

**18%**

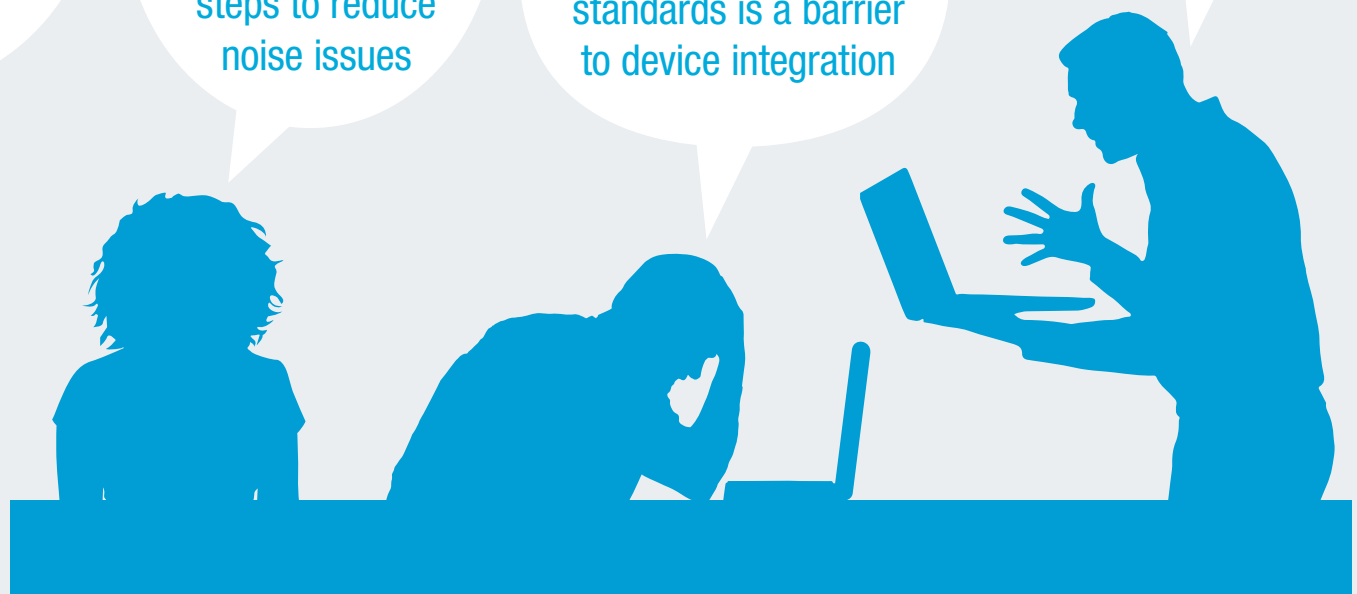
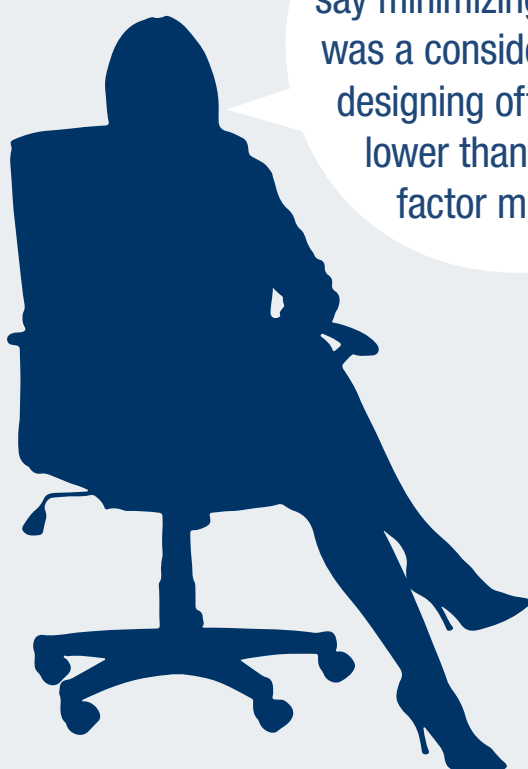
say senior management has successfully taken steps to reduce noise issues

**61%**

of employees say that a lack of communication standards is a barrier to device integration

**55%**

cite a lack of compatible devices



### Bridging the gap

Noise and distraction, technology integration, and after-hours work are bigger issues than most executives realize—and can have detrimental effects on employee productivity and satisfaction.

Companies that show a better understanding of these issues take them seriously and are more likely to have developed strategies to deal with them.

For more information, visit <http://www.oxfordeconomics.com/when-the-walls-come-down>



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