



Full Report
(German)

New Work and remote work in Switzerland: findings from a decade of research

Alain Soltermann & Dr. Johann Weichbrodt

Shifting Working Environments

Digitalisation, demographic change, and shifting societal expectations are transforming the world of work. To design sustainable, healthy, and productive working environments, reliable data is essential. Our findings offer insights into New Work and remote work in Switzerland and support the development of effective strategies for shaping the future of work.

Panel Survey and Sample

- 5 consecutive panel surveys from 2014 to 2024
 - 2014-2024 on remote work; 2024 includes New Work
- Representative of the Swiss working population (age, gender, employment status, spoken language, education)
- ~ 2'000 working individuals per survey

Selected Research Questions

Remote Work

- What is the current state of remote work and related practices in Switzerland?
- How do employees and companies organise remote working?
- Is collaboration and communication perceived to be negatively affected by remote work?

New Work

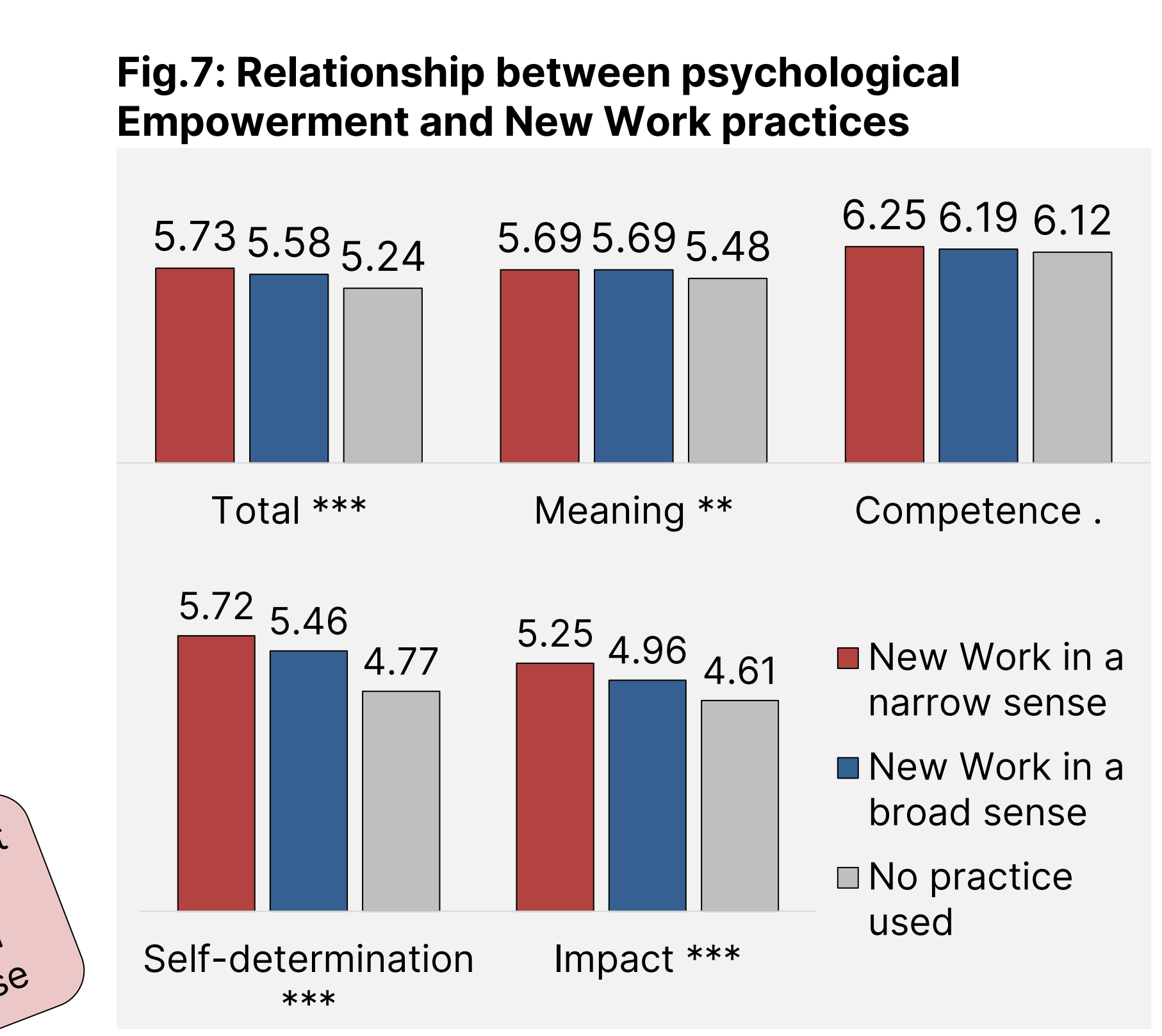
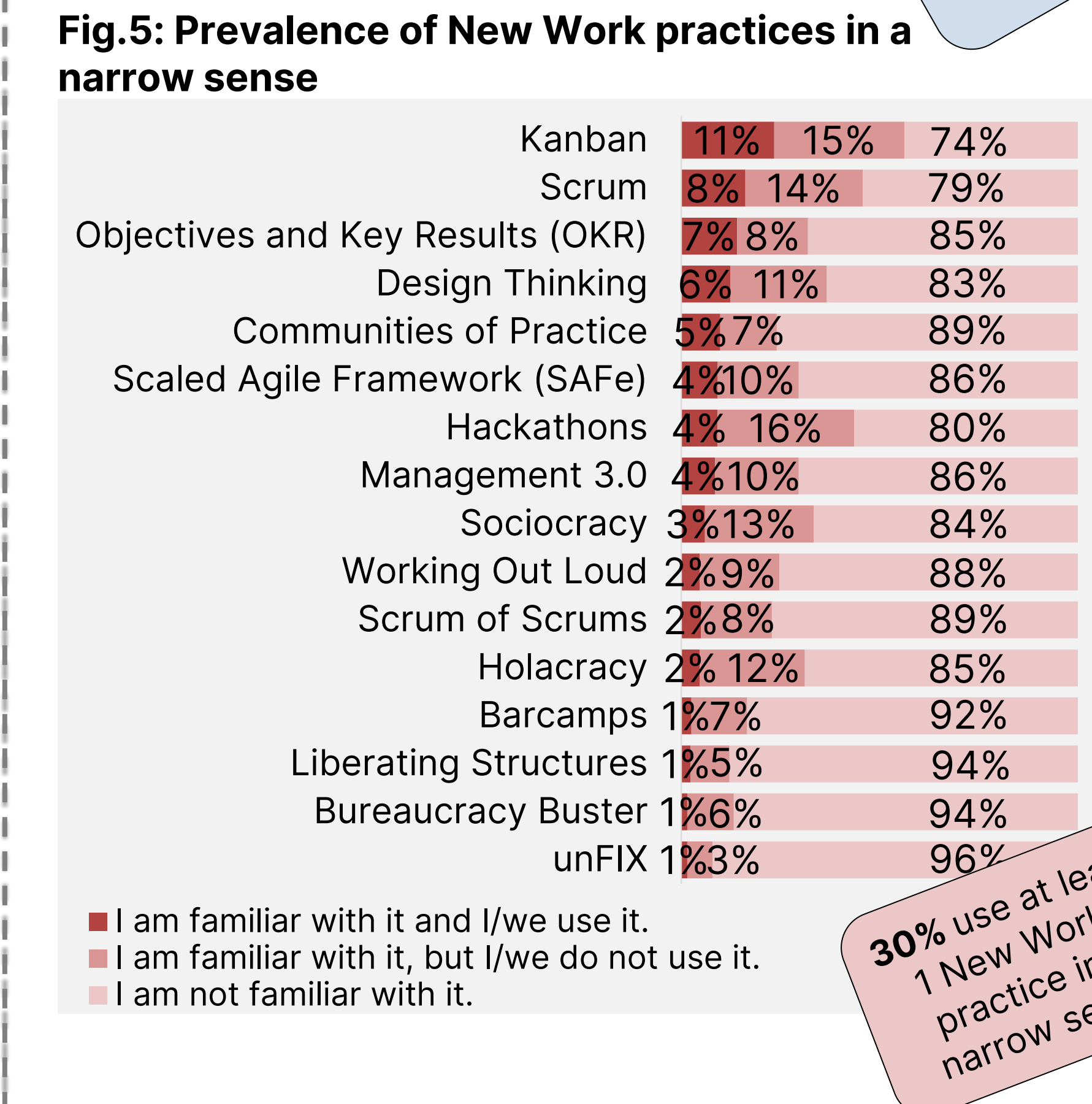
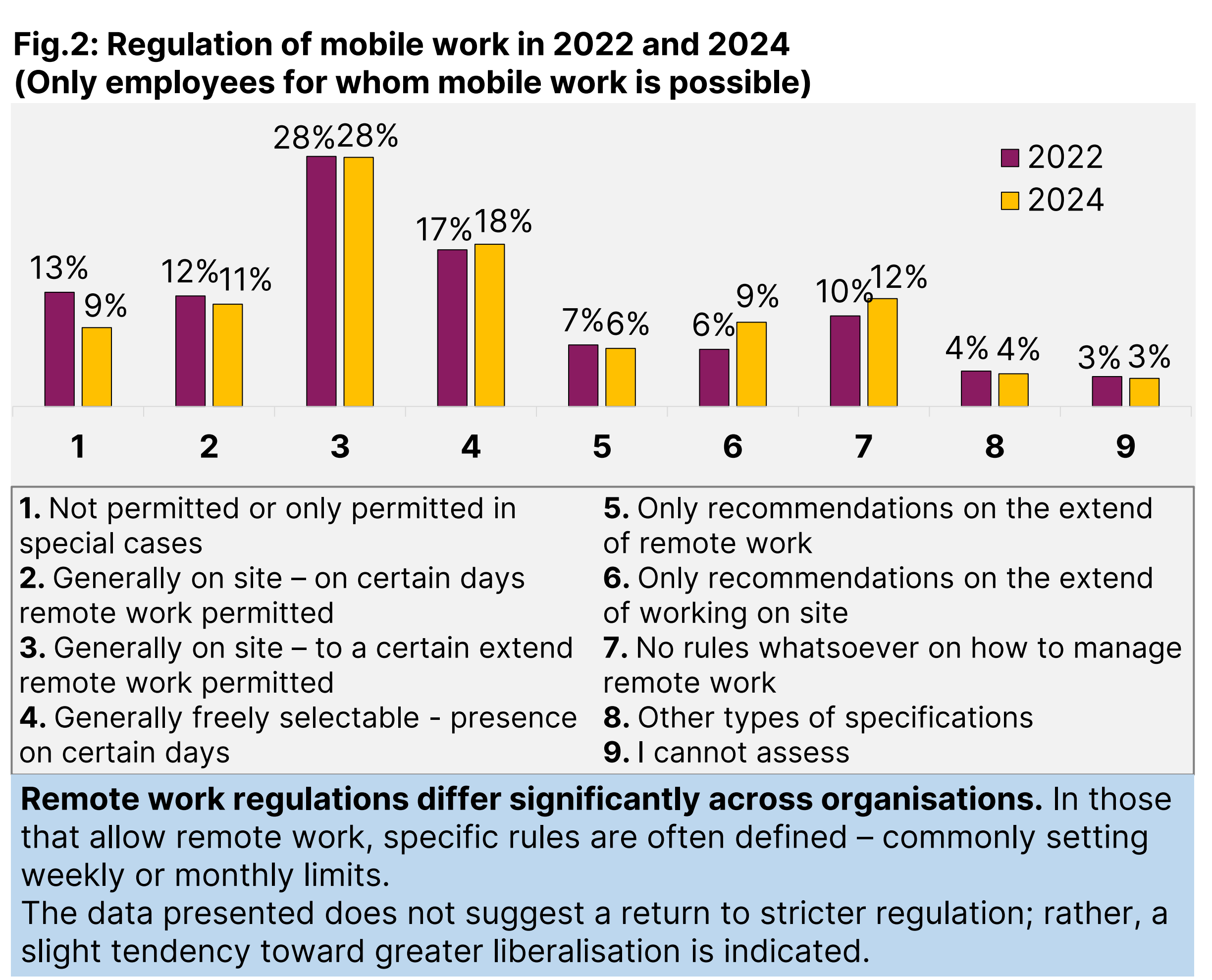
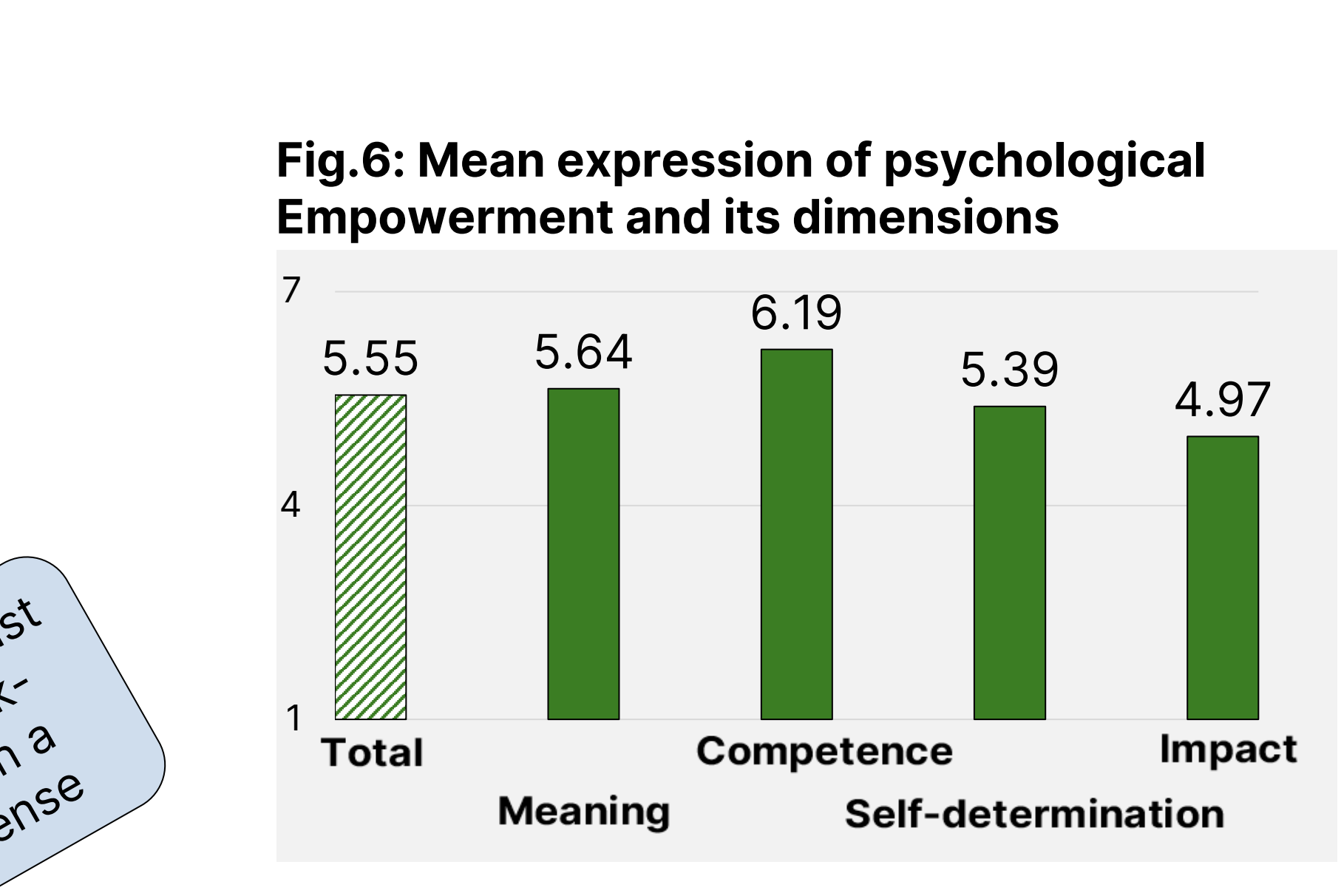
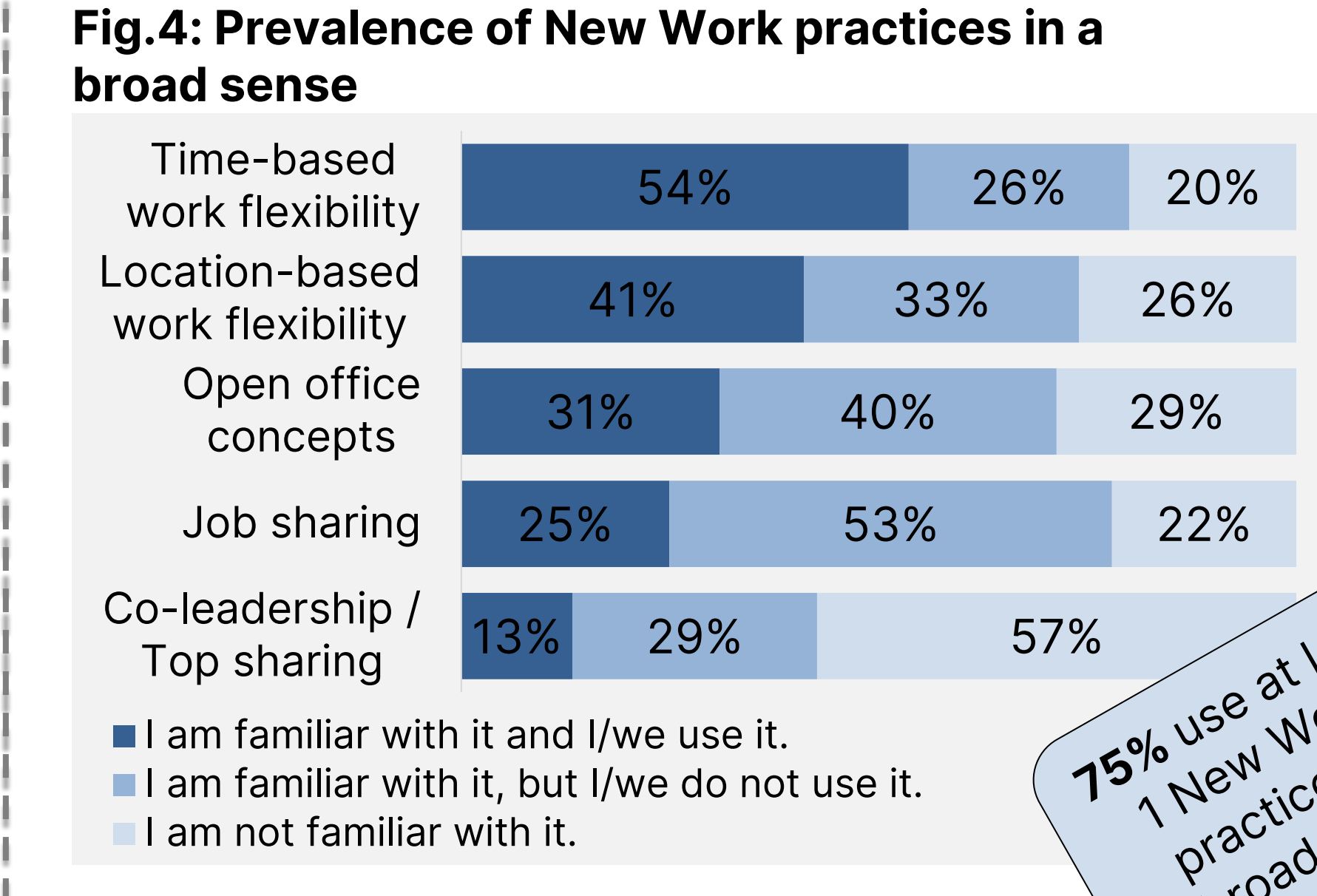
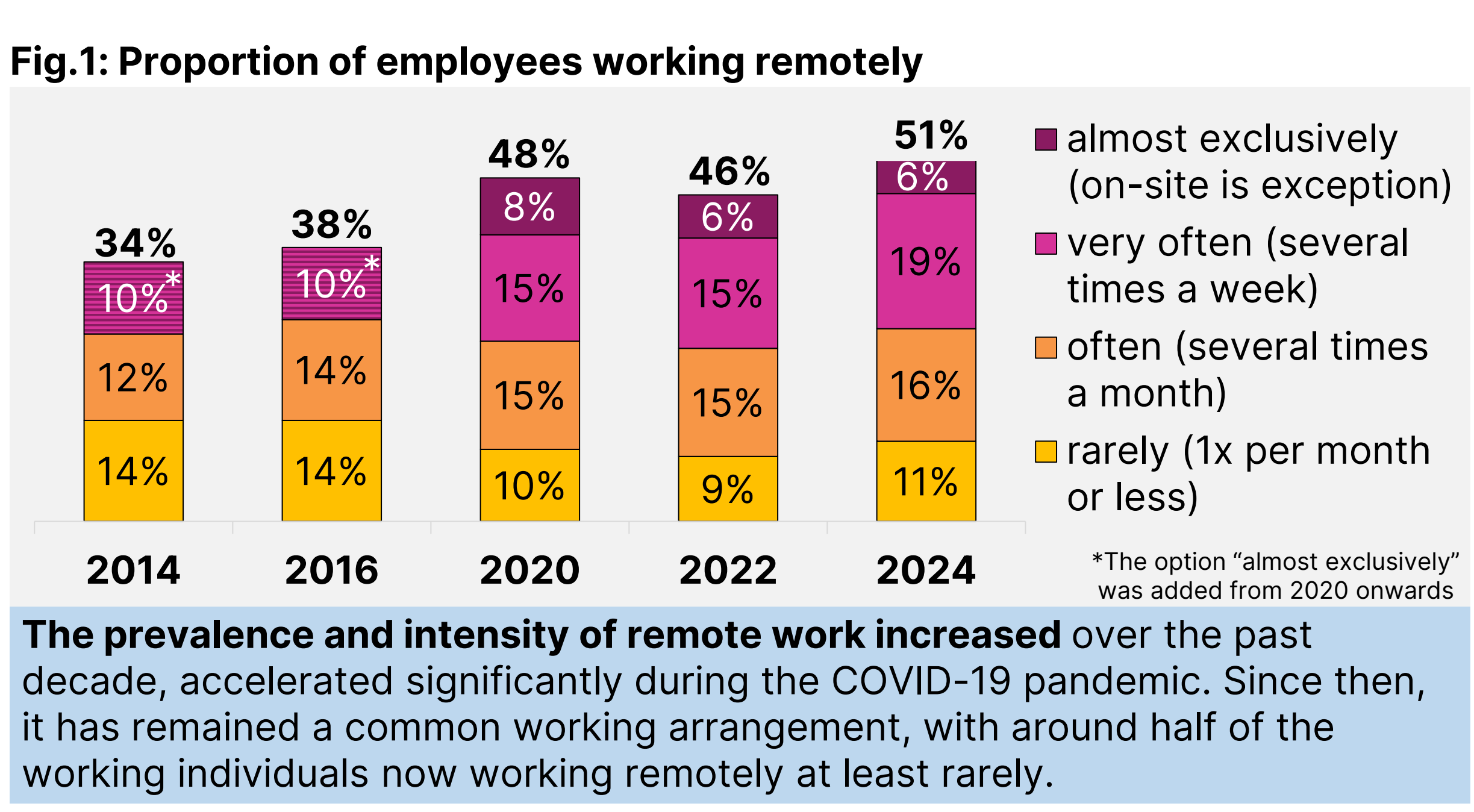
- Which New Work practices are used and how often?
- How do Swiss employees experience psychological empowerment?
- What is the relationship of New Work with psychological empowerment?

Remote Work from 2014 to 2024

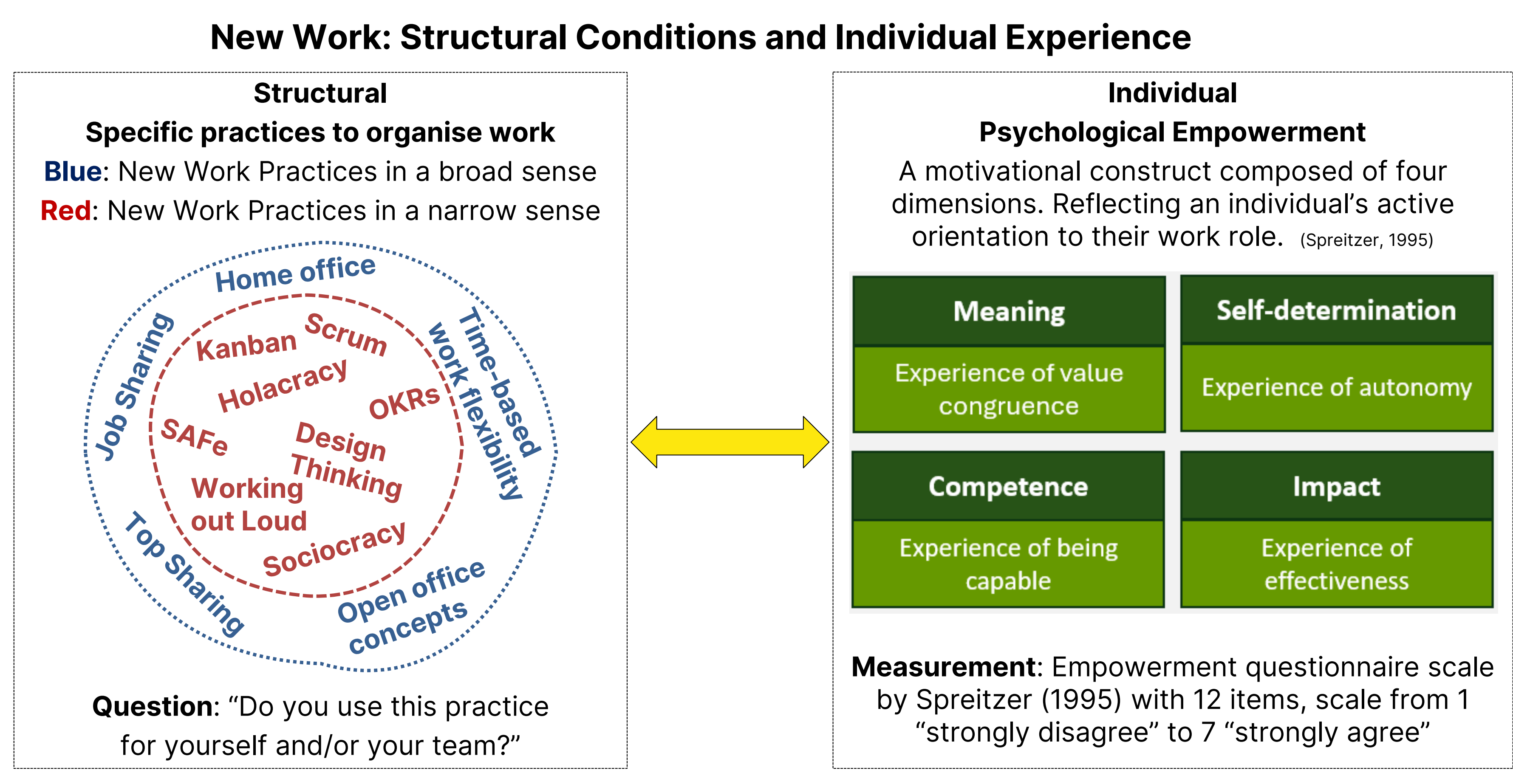
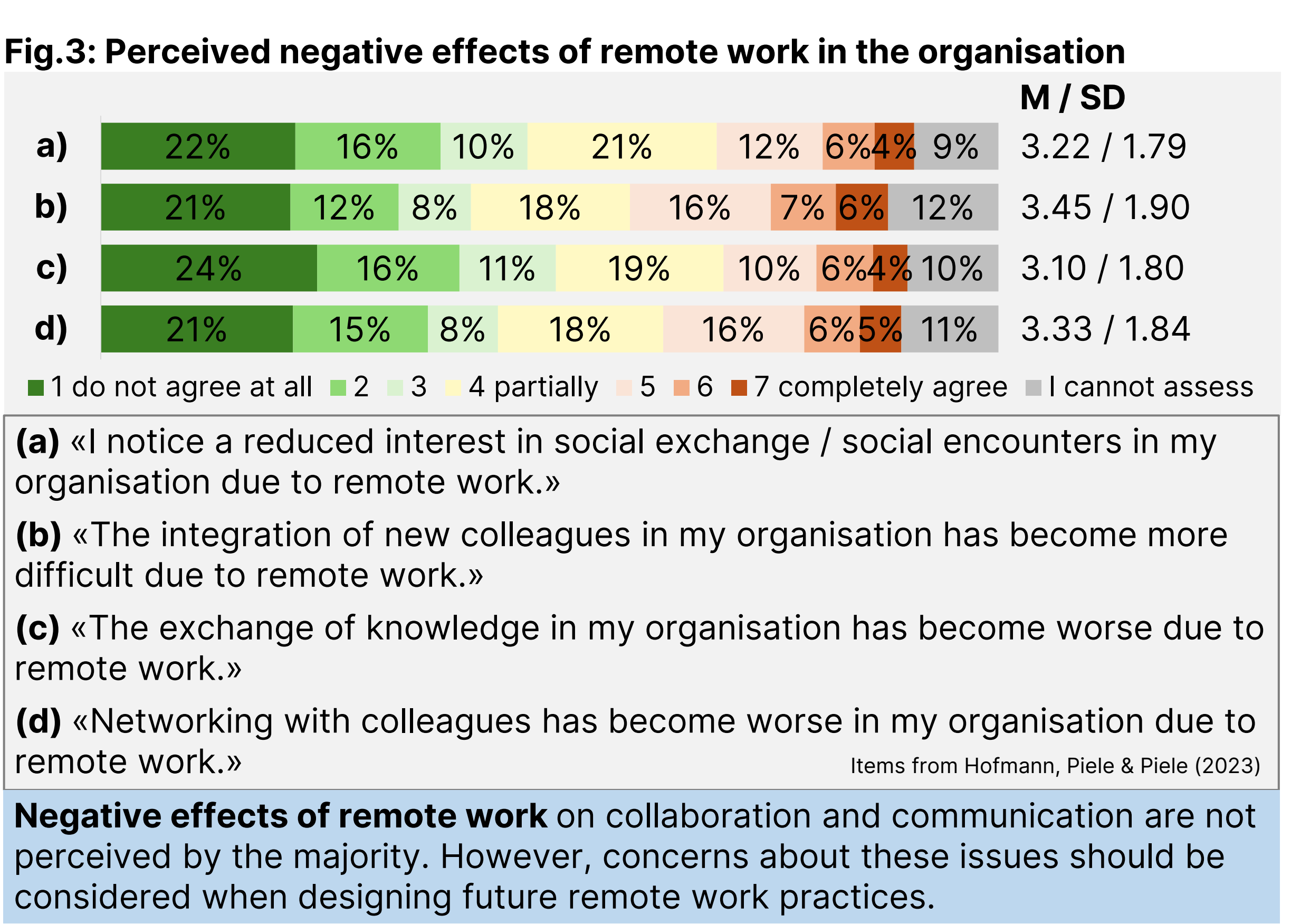
Remote work refers to working away from a fixed, usual place of work (i.e. on the road, at the customer's premises, in the home office or at other locations) using mobile work devices (e.g. laptop, smartphone, tablet, etc.). (Weichbrodt & Schulze, 2020)

New Work in 2024

The term 'New Work' is not defined precisely. We understand it as a concept that encompasses approaches, methods or ways of thinking that aim to make work more meaningful and provide greater freedom, autonomy and personal responsibility.



New Work is not a niche phenomenon in Switzerland. New Work practices in the broad sense are widespread, with 75% using at least one of them. Although individual practices in the narrow sense are not very common, 30% report using at least one. The presence of New Work practices is associated with higher levels of psychological empowerment. The differences are most pronounced for self-determination and impact.



Sources:
 Spreitzer, G. M. (1995). Psychological empowerment in the Workplace: Dimensions, measurement, and validation. *Academy of Management Journal*, 38(5), 1442-1465.
 Weichbrodt, J. & Schulze, H. (2020). Gestaltung mobil-flexibler Arbeit. In M. Zölich, M. Oertig, & V. Calabró (Hrsg.): *Flexible Workforce - Fit für die Herausforderungen der modernen Arbeitswelt?* (2., akt. u. erw. Aufl., S. 157-182). Bern: Haupt Verlag.
 Hofmann, J., Piele, A., & Piele, C. (2023). *Arbeiten nach der Corona-Pandemie*. Stuttgart: Fraunhofer-Institut für Arbeitswirtschaft und Organisation IAO.