

1 Appendix

Interview protocol (questions)

- How long have you worked in the company?
- What is your role at the company?
- What is the objective of the company?
- What do you think about the change in work habits caused by the Covid-19 pandemic?
- What do you think about home office? Do you think your thought about this has changed in the last few years?
- Do you think that your employees have increased their productivity since they started working from home?
- What is the company's position on the flexibility of working from home?
- Do you think that home-office is a trend that is here to stay?
- Do you think that for your employees it is important that the company offers the possibility of working from home?
- 17. In you have to give numbers to each of the following factors as advantage of home office, what do you think is more important for the company?
(the higher the number, the more important. The total sum must give 100)

Factor	Qualification
Less commute stress	
Save money	
Flexibility	
More decision autonomy	
Better work-life balance	
Total	100

Focus discussion group

Guide topics and questions

- How long have you been working at the company?
- What do you think about home office before and after Covid-19
- Have you worked from home before the pandemic or not
- What advantages and disadvantages you can name of home office
- What advantages does working at the office has?
- Do you think home office has improved your productivity?
- Are you comfortable with the flexibility the company offers to employees?
- Give each factor a qualification (the higher the number, the more important and must sum up 100) for the following aspects or advantages of home office.

Survey Form

- Age
- What is your job position?
- 1. How long have you been working at the company?
- 2. Once the Covid-19 pandemic started, did you start working from home?
- 3. Before the Covid-19 pandemic started, how often did you work from home?
- 4. Has working from home increased your productivity?
- 5. Do you miss being at the office around your coworkers when working from home?
- 6. Do you believe that working from home weakens your productivity?
- 7. Do you feel more motivated when working at the office?
- 8. Name a disadvantage you have experienced when working from home
- 9. What is the main advantage of home office?
- 10. If your employer would eliminate the option of working from home, would you consider looking for another job with the same salary and responsibilities?
- 11. What would be the ideal balance between working at the office and from home once the Covid-19 restrictions have been lifted?

- 12. If you worked from home during the pandemic, is there any method your manager applied to make sure you have completed your tasks? If yes, can you explain it?
- 13. Do you believe that completing tasks is easier when working at the office or at home?
- 14. Does your company still allow you to work from home?
- 15. Do you think your working habits have changed due to the Covid-19 pandemic? If yes, can you explain how?
- 16. Name an advantage and a disadvantage of working at the office
- 17. Write from more important to less important the aspects you consider are an advantage of home office. Example: 4,2,3,1,5
 1. Less commute stress
 2. Save money
 3. Flexibility
 4. More decision autonomy
 5. Better work-life balance

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