

## The digital transformation, changes in employees' needs and impacts of the pandemic: consequently increasing trend in flexible work frames and schedules in Hungary

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### Abstract

**Purpose of the article** Three great challenges of our times are the fourth industrial revolution, climate change and the coronavirus crisis. On the one hand, surviving the pandemic is helped by digital development, and on the other hand, the environmental damage has been temporarily and minimally reduced due to the pandemic. Teleworking can be linked to each of the three challenges. The main purpose of our research is to identify the effects of flexible work schedules in light of theoretical and empirical views.

**Methodology/methods** We conducted quantitative research and received valuable and usable responses from nearly 200 employees in Hungary. Although our sample is not representative, it is a good starting point for getting a better overview of the behavioral patterns of employees regarding flexible work schedules and frames.

**Scientific aim** We aim to present that employees demand a more flexible form of work than employers intend to provide. The opinions of employees were compared with socio-demographic characteristics. We analyzed the forced and voluntary job changes as well.

**Findings** The use of flexible work schedules has increased during the pandemic. Based on our results, among the most important advantages of working from home, we found the absence of commuting time and the possible recordability of online negotiations and meetings. The greatest disadvantages include the lack of personal contacts with colleagues, the lack of team-building training, and decreased physical activity. Teleworking motivates employees to change jobs in case of less salary.

**Conclusions** Employer inflexibility can lead to job transition, and highly skilled employees change jobs and apply to companies where work processes are more advanced due to the digital transformation. It can be a competitive advantage for both management using modern methods and for owners. This subject could be one of the main elements of further researches in this particular field.

**Keywords:** Teleworking, Hybrid employment, Digital transformation, Coronavirus crisis, Advantages, Negative impacts, Flexibility, Job changes

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