Microsoft Healthy Computing Survey – Russia
August 2013
EMPLOYEE PAIN POINTS

Russian workers are uncomfortable at their desks, but don’t have the tools to address these physical problems.

A new survey from Microsoft finds that today’s employers shouldn’t just be worried about job satisfaction or employee turnover when they think about managing their staff. A startling majority of the computing workforce* is uncomfortable on at least a daily basis, with current desk setups and office accessories partly to blame. Comfort at the office is a top priority for workers, especially because it will make them better at their jobs and happier in their personal lives. But unfortunately, ergonomic accessories are absent from many workplaces. What’s more, workers don’t feel that their employers are invested enough in relieving their pain – but they’re not making strides of their own to get better either.

*Online survey of Russians who work full-time or part-time and spend at least three hours on their computer for work each day.
PERSISTENT PAIN

Uncomfortable workplaces cause pain, and most workers’ desk setups are partly to blame.

Regular Pain. More than four in five (86%) workers report that they experience discomfort at work. And one in ten (10%) of these workers reveal that this happens to them for at least half of each day, if not more often.

- This issue is more common among female workers than male (92% vs. 84%), and 18-34-year-old employees than those who are 35+ (93% vs. 83%).

Thinking Ahead. And many of these sufferers are concerned about what this might mean for them in the long run. Eight in ten (81%) worry more about the impact of these aches and pains on their long-term health than simply having to deal with it on a regular basis.

86% of workers are uncomfortable on the job.
**Pointing to Pain.** Workers cite two of the top sources of their work-related physical distress as spending numerous hours sitting at their desks (49%) and staring at computer screens (42%). Other culprits include typing for long periods of time (36%) and repeatedly using a laptop track pad (15%).

- **Spending a lot of time behind a computer screen is more commonly seen as a cause of discomfort by women than men (51% vs. 38%).**

- **Long periods of typing is more often a cause of discomfort for those 35+ vs. than 18-34-year-olds (40% vs. 27%).**

**Setting Themselves Up for Failure.** Nearly one in five (12%) workers who encounter physical discomfort at work are apt to blame their current setup at work, such as the accessories they use or how things are arranged on their desks.

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**Sources of discomfort at work***

<table>
<thead>
<tr>
<th>Source</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sitting in meetings for long periods of time</td>
<td>51%</td>
</tr>
<tr>
<td>Sitting at my desk for long periods of time</td>
<td>49%</td>
</tr>
<tr>
<td>Staring at a computer screen for long periods of time</td>
<td>42%</td>
</tr>
<tr>
<td>Typing for long periods of time</td>
<td>36%</td>
</tr>
<tr>
<td>An unrelated condition</td>
<td>29%</td>
</tr>
<tr>
<td>Manual labor</td>
<td>23%</td>
</tr>
<tr>
<td>An unrelated injury</td>
<td>23%</td>
</tr>
<tr>
<td>Extensive trackpad use</td>
<td>15%</td>
</tr>
<tr>
<td>My current setup at work</td>
<td>12%</td>
</tr>
<tr>
<td>Extensive use of an external mouse</td>
<td>6%</td>
</tr>
<tr>
<td>Other</td>
<td>2%</td>
</tr>
</tbody>
</table>

*Among respondents who have experienced discomfort at work
Not About Time. Additionally, more than one-third (36%) say that their discomfort is far more likely to be caused by their current setup at work or the specific office accessories they use than the number of hours they’re at the office.

Hurting All Over. This may be why many report that their discomfort has impacted the areas that tend to be most affected by a poorly set up desk area: the neck (45%), shoulders (25%), wrists (17%), upper back (28%) and hands (18%).

- Female workers are more apt than males to report that their work-related discomfort occurs in their upper back (40% vs. 24%).

Body parts affected by discomfort at work*

*Among respondents who have experienced discomfort at work
SEEKING RELIEF

Most employees value comfort at work, and know that it would make them more productive and happier.

At work, is it more important that you are...?

- Comfortable: 55%
- Stress-free: 45%

High Priority. There’s one thing that Russian workers value more than peace of mind at the office. Close to six in ten (55%) employees – regardless of whether they encounter discomfort on the job now -- admit that it’s more crucial for them to be comfortable than stress-free at work.

- This sentiment is more common among laptop or tablet users than desktop users (66% vs. 51%).

#1 Choice. In fact, almost nine in ten (88%) employees would place comfort as a top priority if they were in charge of selecting the office accessories where they work.

Easy Sacrifices. Almost three in five (58%) of those who experience discomfort would be quick to give up their company holiday party to be comfortable all of the time. And 28 percent would choose constant comfort over free food at the office.

- More desktop users than laptop or tablet users (30% vs. 20%) would place comfort at work over their free food in the office.

Pain Relief Over Perks. What’s more, almost one in five (16%) of all workers would prefer comfort at work in the place of an office with a window.
Building Better Employees. Many workers know that more comfort equals more productivity. More than half (56%) of employees believe they’d complete most tasks faster if they never felt any work-related pain. Another 32 percent say they would take fewer breaks.

Personal Profit. A more comfortable workspace is likely to yield some benefits outside of the office, too. A majority think they’d have more energy (55%) and feel better when the workday ends (63%). Forty percent might even sleep better.

Worth the Investment. This is likely why more than one-third (35%) of workers would be willing to chip in some of their own money to ensure constant comfort at work if their employers weren’t willing to take care of them in this way. On average, this proactive group would spend 594 rubles each month to make this happen.

If workers were more comfortable on the job...

- 63% would feel better when they get home
- 56% would complete tasks faster than usual
- 55% would have more energy
- 40% would sleep better
MISSING PIECES

Even though discomfort repeatedly gets in the way of work, ergonomic accessories are being overlooked.

Undesirable Effects. Just as more comfort would bring productivity, discomfort is dealing a serious blow to job performance right now. Because they’ve been uncomfortable at work, around half of workers admit they’ve been unable to focus (49%) and felt like they weren’t doing their best at work (51%).

Putting in Fewer Hours. What’s more, over three in five (61%) report that they take breaks from their work to deal with their discomfort in the moment; nearly three in ten (28%) confess they take longer breaks due to their pain. And 22 percent are apt to leave work early when discomfort strikes at the office.

- Taking longer breaks to immediately address discomfort is more common among male than female employees (31% vs. 22%).

61% take breaks the moment they feel uncomfortable at work

28% take longer breaks because of discomfort at work
**Unfortunate Obstacle.** Clearly, a lot of time is wasted in the face of discomfort. More than eight in ten (83%) report that they have difficulty doing their jobs at least once a month for this reason. On average, this lasts for **nine hours** each month.

**No Support.** Yet, a quarter (25%) report that not a single ergonomic item can be found at their current workstations. And **30 percent** say that outside of their chairs, ergonomic accessories are not present where they work.

**Uncomfortable Items.** What’s more, less than half have ergonomic external mice (45%) and only one in three are able to say that their external keyboards (33%) are ergonomic, or designed to minimize discomfort or fatigue.

**Which office accessories of yours are ergonomic?**

- **51% Chair**
- **45% Mouse**
- **44% Monitor**
- **40% Desk**
- **34% Computer**
- **33% Keyboard**
- **25% Nothing**
ACHING ALONE

Many workers aren’t getting the support they expect from their employers.

Regular Pain. Perhaps because of the obvious impact of discomfort on efficiency, nine in ten (90%) workers believe that their company should be responsible for addressing this issue when it appears, and not the workers themselves.

Who is responsible for ensuring employee comfort?

- My company: 90%
- Employees: 10%
Not Enough Support. But unfortunately, two in five or less of workers feel that the company they work for truly cares about the comfort (40%) or health (29%) of its employees.

- Fewer employees who are 18-34 years old than those 35+ (32% vs. 44%) feel their employers worry about their comfort.

No Outside Help. And almost one in two (45%) don’t think this would change even when they encounter discomfort. They believe instead that they’d be the ones to suggest more comfortable office accessories, rather than any of the powers that be – including human resources and IT – or their colleagues.

Unwilling to Ask. Yet, a minority of workers would actually feel assertive enough to request new office accessories from their employers, such as a new chair (28%), monitor (27%), mouse (18%) or keyboard (18%). Far more employees would be quick to ask for free lunch at work (37%) or the ability to work remotely (34%).

Not Consulted. Many employees probably feel this way because the current items they use were simply handed to them. More than one-third report that their keyboards (38%) and mice (37%) were selected for them without their input.

I would feel comfortable asking my employer for a new...

- Computer: 34%
- Chair: 28%
- Monitor: 27%
- Mouse: 18%
- Keyboard: 18%
SLOW TO ACT

Though they’re not always getting the care they want from the powers that be, few employees have taken their comfort into their own hands.

An Issue Worth Watching. Whether it’s a normal occurrence or not, nine in ten (90%) workers who have experienced discomfort believe that it should be addressed. And 67 percent of this group sees workplace pain as a standard job hazard.

Discomfort at work should...*

- Be addressed 90%
- Not be addressed 10%

*Among respondents who have experienced discomfort at work
A Reason to Take Action. Almost two in five (37%) also claim that a moment of pain would motivate them to ask for more accommodating office accessories – the same amount would be influenced by a doctor’s recommendation (39%).

No Follow-Through. Yet, less than half (40%) have requested new office accessories to address their long-term discomfort.

Lack of Faith. Many of these workers might not be taking the initiative because they don’t think their need will be fulfilled in a timely manner. Fewer than three in ten (28%) would describe their employers as a company that addresses employee requests quickly.

Actions taken to address long-term discomfort at work*

- Requested new office accessories: 40%
- Spent less time at desk: 31%
- Brought office accessories from home: 23%
- Consulted a doctor: 21%
- Requested a new setup at work: 18%
- Spent own money on office accessories: 17%
- Worked remotely more often: 16%
- Got a new job: 10%
- Moved to a new department: 6%
- Other: 1%
- Nothing: 10%

*Among respondents who have experienced discomfort at work
About The Survey  The Microsoft PC Accessories Survey was conducted between 11 July and 22 July, 2013 among 539 Russian workers (full-time and part-time) ages 18 and over who spend at least 3 hours a day on their computers for work, using an email invitation and an online survey.

Results of any sample are subject to sampling variation. The magnitude of the variation is measurable and is affected by the number of interviews and the level of the percentages expressing the results.

In this particular study, the chances are 95 in 100 that a survey result does not vary, plus or minus, by more than 4.2 percentage points from the result that would be obtained if interviews had been conducted with all persons in the universe represented by the sample. The margin of error for any subgroups will be slightly higher.

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