

In a Distributed Environment, Automation Brings Harmony

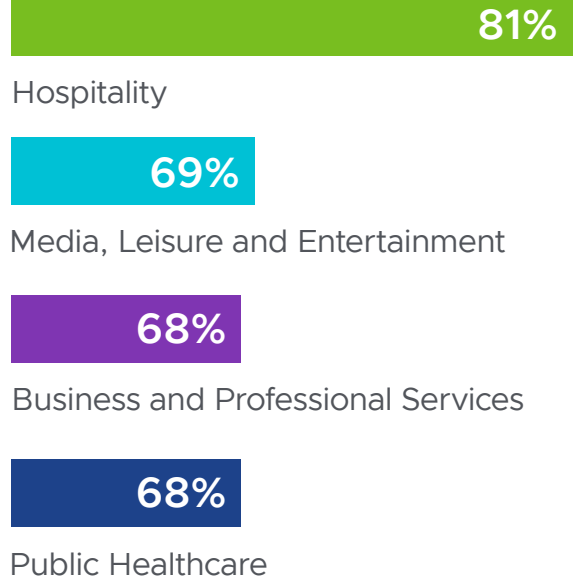
Insights from *The Distributed Work Dilemma: When Innovation and Job Satisfaction Compete*

Conducted by Vanson Bourne and commissioned by VMware, a new global survey* of 5,300 HR, IT and business-decision makers, and employee-level respondents revealed that organizations are experiencing widespread talent shortages and are turning to automation to fill in the gaps, especially those with work-from-anywhere policies.

Talent shortages across the board

62 percent of respondent organizations are currently experiencing talent shortages, and these are even more pronounced in certain industries.

TOP SECTORS EXPERIENCING TALENT SHORTAGES



And the bigger the organization, the bigger the gap.

"MY ORGANIZATION IS CURRENTLY EXPERIENCING A TALENT SHORTAGE."



Turnover in cybersecurity outpacing the rest



Since the start of the pandemic, respondents report significant increases in employee turnover.



But these numbers are even higher within cybersecurity teams.



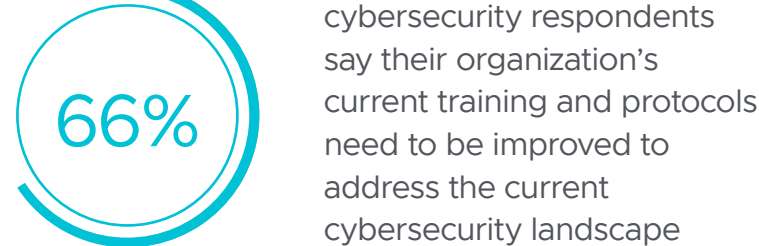
These high rates of turnover are likely correlated to the burnout these teams are facing as a result of personnel shortages and other challenges.

TOP REASONS YOUR ORGANIZATION'S CYBERSECURITY TEAM HAS SUFFERED FROM BURNOUT



The need for tools and training

Across industries, there's a craving for more tools and training to alleviate talent shortages and burnout.

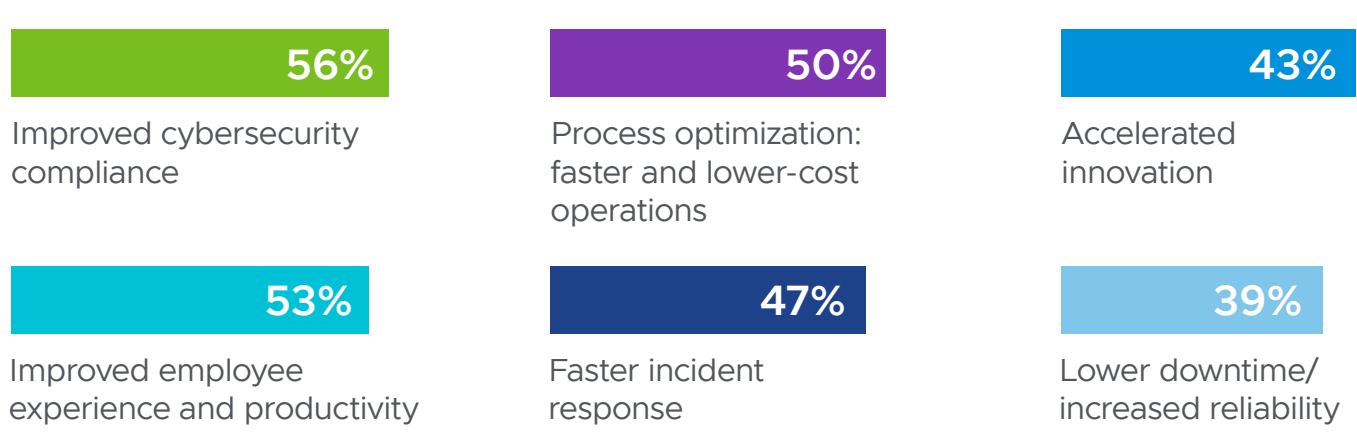


Automation to the rescue

With lack of personnel being the #1 cause of burnout among cybersecurity teams, automation stands to play an important role in improving the situation. Respondents with involvement in cybersecurity anticipate a host of benefits.



ANTICIPATED BENEFITS FROM INCREASED INVESTMENT IN AUTOMATION



More anywhere work, more investments in automation

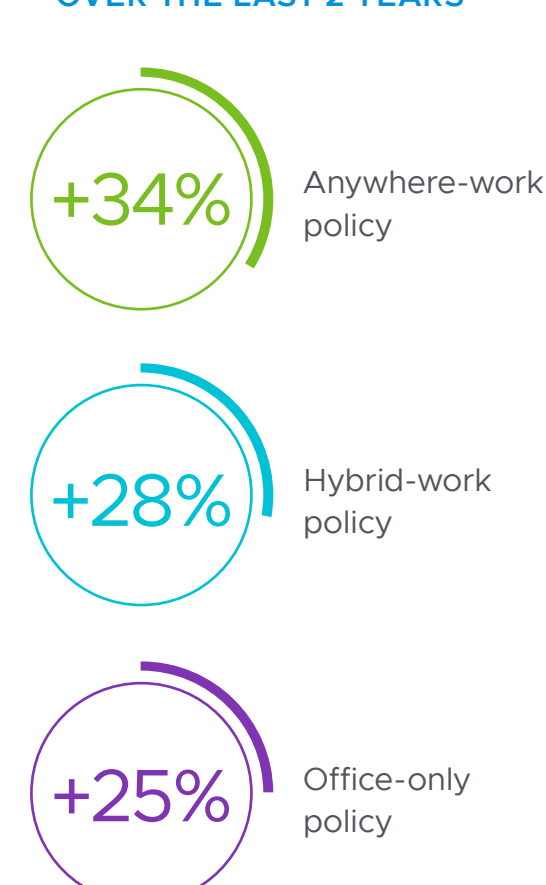
Organizations of all types are investing more in automation.



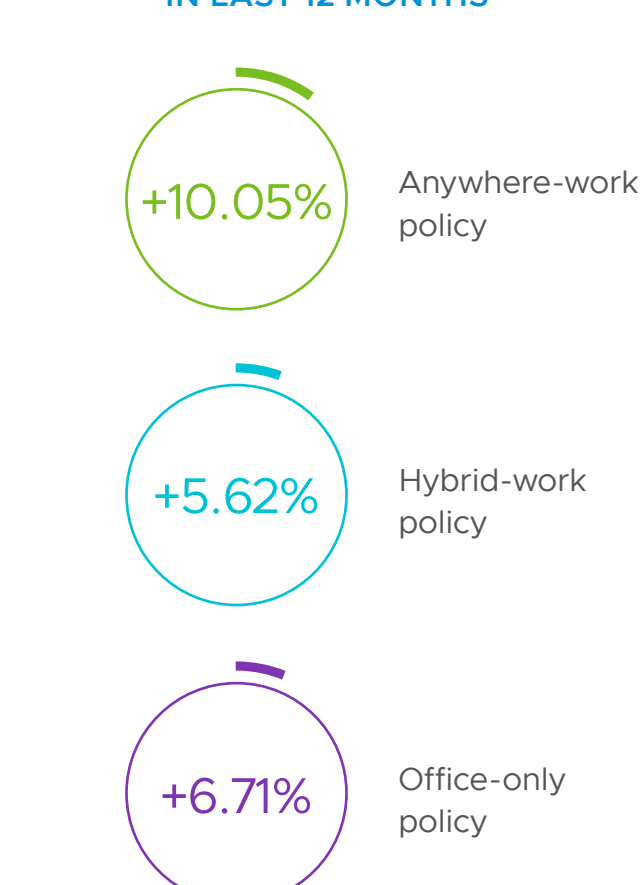
And the highest levels of investment are concentrated among organizations with hybrid- or anywhere-work policies vs. those with office-only policies.

It stands to reason that organizations with anywhere-work policies would be planning the biggest investments in automation, as they now have more endpoints to secure and are seeing the highest increases in turnover rates.

AVERAGE CHANGE IN AUTOMATION INVESTMENT OVER THE LAST 2 YEARS



AVERAGE CHANGE IN CYBERSECURITY TEAM TURNOVER IN LAST 12 MONTHS



Hybrid holds the key

It's noteworthy that while organizations with anywhere-work policies are seeing the biggest increases in turnover, those with hybrid-work policies are seeing the smallest. This indicates that hybrid options really do provide the best of both worlds: giving employees the flexibility they crave, while keeping the benefits of office culture, like collaboration and innovation, in place. And investments in automation can help to fill in the gaps and smooth over the complexities that come with a distributed work environment.



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