



To Analyze The Impact Of Regular Work Mode And Hybrid Work Mode On Mental Health And Well Being

Megha Verma

ABSTRACT

This research aimed to analyze the impact of regular work environment and hybrid work environment on mental health and well being. A work environment is the location, social dynamics, and physical conditions in which you carry out your duties. These factors may have an effect on employee health, relationships at work, teamwork, and overall well-being. There is a type of work environment such as hybrid work environment and regular work environment. A hybrid work environment combines office and remote work to give employees flexibility and assistance.

Employees often have greater work-life balance and more autonomy in hybrid workplaces, which results in higher levels of engagement. Building a more productive, healthy, and stable workforce is advantageous to employers and as well as employees that work regular do so in an office or other commercial setting. Employees on-site can inspire one another, enhancing team spirit. Additionally, teammates are there to assist when they require information or assistance in finding a solution. A research question is raised that concerns the difference between mental health and well being approaches towards different working environments. Mental health is “a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community.”(WHO) A sample of 100 participants with equal employees of hybrid work mode and regular work mode. For data collection online form was created and the form was divided into two parts first section contains all the demographic details and other section contains the measuring tools. The measuring tools were The Ryff scale of psychological Well Being and Mithila Mental Health Status Inventory. Analysis done using Multivariate analysis of variance (MANOVA). The result showed that the first hypothesis was proved that There is significant difference between working condition and second hypothesis was also proved that Hybrid mode of working shows greater well being in employees than employees working with regular work.

Key Words: Work Environment, Mental Health, Well being.

INTRODUCTION

Work Environment

The work environment is made from two different words, "**work**" and "**environment**", and is basically used to refer to a workplace where a person or a group of people work for a company, firm, enterprise or the government. One of the main factors to take into account while selecting a career or workplace may be the work environment. You may work remotely or from a physical site run by a corporation, depending on the work structure and location. A person's workplace consists of the setting, related social factors, and physical circumstances in which they carry out their duties.

A pleasant workplace can enhance employee satisfaction and well-being while lowering stress levels and promoting mental health. It may lead to decreased staff churn rates, more productivity, and enhanced overall work performance. It may increase output and inventiveness, which would improve work output. When employees feel comfortable and supported at work, they are more inclined to be imaginative and creative. It can have an impact on staff values, attitudes, and behaviors, shaping organizational culture. A culture of respect, cooperation, and trust can be cultivated with the help of a healthy work environment. The work-life environment as two grandaspects or methods of working one being Hybrid and the other being Regular mode.

Types of work environment Hybrid Work

Hybrid work is a flexible work model that supports a blend of in-office, remote, and on-the-go workers. It offers employees the autonomy to choose to work wherever and however they are most productive.

It combines the physical work arrangement and the remote work system to define hybridity, particularly in a workspace (**Cook et al., 2020**). In essence, some people work physically on the premises of the company or organization, while others operate virtually thanks to the internet.

The same group of individuals may also be included in this arrangement, which would allow them to work part of each weekday on-site at the company and the other days remotely.

Types of work environment Hybrid Work

Hybrid work is a flexible work model that supports a blend of in-office, remote, and on-the-go workers. It offers employees the autonomy to choose to work wherever and however they are

Types of work environment Hybrid Work

Hybrid work is a flexible work model that supports a blend of in-office, remote, and on-the-go workers. It offers employees the autonomy to choose to work wherever and however they are most productive.

It combines the physical work arrangement and the remote work system to define hybridity, particularly in a workspace (**Cook et al., 2020**). In essence, some people work physically on the premises of the company or organization, while others operate virtually thanks to the internet.

The same group of individuals may also be included in this arrangement, which would allow them to work part of each weekday on-site at the company and the other days remotely.

The hybrid working system makes sure the company using it benefits from the unique benefits associated with

the remote working system (Trede et al., 2019b). The benefits of hybrid work include increased job flexibility, lower labor costs, and higher employee satisfaction.

According to Gartner, “where and when work gets done will be determined by what makes the most sense to drive the highest levels of productivity and engagement.”



The hybrid model is best suited to employees whose work is computer-based and doesn't require on-site execution; it is not appropriate for every workplace or industry. A recent McKinsey analysis examined remote work that can be done without sacrificing efficiency. According to its findings, between 20% and 25% of the workforces in industrialized nations might work remotely three to five days per week. In comparison to before the epidemic, this amounts to four to five times as much distant work.

The hybrid workplace model represents the **future of work** and of adaptable, resilient workplaces, it is not a transient model or a stop-gap. Hybrid work models will allow organizations to recruit talent better, achieve innovation and create value for all (Hilberath et al., 2020).

Benefits of a hybrid work environment

A hybrid workplace with a people-first approach to employee experience takes advantage of evolving HR technologies to become flexible, agile, and productive. According to Gartner, “at typical organizations where employees work a standard 40 hours per week in the office, only 36% of employees were high performers. When organizations shift from this environment to one of radical flexibility where employees have choice over where, when, and how much they work, 55% of employees were high performers.”

Increased employee productivity: Increased autonomy in choosing work hours and location, less interruptions at home than in the office, the ability to reuse commute time, and the chance to visit the office when in-person cooperation is most beneficial are some of the variables that lead to productivity gains.

Reduced overhead costs: Businesses are examining their real estate plans and chances to downsize their office space or relocate to smaller towns, all of which can minimize expenses. Employee turnover is lower and costs are decreased since hybrid employees are more likely to be engaged.

Better employee experience and work-life balance: Increased job satisfaction and happiness improve performance at work and overall employee well-being. This is because more flexibility and autonomy are available to employees. A successful hybrid workplace is facilitated by an integrated focus on work-life balance.

Challenges of managing hybrid teams

Increased security risks: Security will remain a risk and a worry when businesses adopt hybrid models. Human resources and information technology departments must concentrate on end-user education and security as a result of employees working from home on their own networks and possibly using their own devices.

Managing people effectively: Managers must take care in a hybrid workforce to give both on-site and remote employees the same chances and exposure, including assessments that are based on work result rather than work procedure. It's crucial to make sure that remote team members don't feel alone or unnoticed, and that they are held to the same standards of conduct and accountability as their coworkers in the office.

Creating seamless connectivity: Businesses must create barrier-free connection that enables hybrid teams to interact effectively in order to prevent discrepancies, silos, and knowledge loss. In a hybrid workplace paradigm, maintaining a flourishing business culture must be a deliberate objective.

Regular Work



Working from a physical office, full-time, is what most employees worldwide were used to before the pandemic struck. Here, workers must adhere to regular working hours defined by employers and pursue a daily commute to the office.

It can also be used to describe a system where staff interact with clients away from the company's main office or work from a construction site. Although working from home has gained popularity, onsite employment may be preferable for individuals who interact frequently with their coworkers, are employed on construction sites, or deal directly with clients. Depending on its primary operations and keeping in mind the necessity for productivity and efficiency, a company may choose the work structure for its personnel.

Pros of Regular Work

Team collaboration: Working on-site promotes teamwork and increases productivity by allowing you to work as a member of a team. It might also encourage a competitive workplace where workers push each other to perform at their highest level. Additionally, it makes it simpler to acknowledge and comprehend other people's ideas and provide criticism based on performance.

Productivity: While internet meetings are a possibility, in-person meetings are typically more productive since you can ensure maximum participation and cut down on interruptions. Some jobs have to be started physically. Being able to collaborate with colleagues in an office setting while working from home makes you feel more engaged. This may affect productivity and enable you to finish more work in less time.

Work-life balance: Onsite engagement allows you to complete your work away from home. This can help you separate your personal life from your professional life, which can contribute to a greater work-life balance. For instance, it makes it easier to leave work in the office and consider your entire home your place of relaxation.

Cons of Regular Work

Less flexibility: You could be subject to specific job practices when working remotely that have an impact on your output. Commute times, breaks, standup meetings, and daily duties are a few examples of these routines. While these routines can aid in concentration, they may also reduce effectiveness. This problem can be solved by developing a more adaptable work schedule that yet complies with business policy. To make changes or locate a job with more flexibility, you can speak with your manager.

Regular distractions: Working from the office could make you more susceptible to interruptions, especially if you share spaces. These interruptions could come from coworkers or office supplies. In these situations, you can talk with your manager to address the distraction's root cause and consider alternative work arrangements that will still allow you to contribute to the team.

Increased anxiety: Working from the office may make you feel extremely driven, but it may also be stressful. This could result from a hectic work atmosphere, frequent meetings, and frequent encounters with people. You can talk to your manager if you're feeling stressed out since you're working from home to find out how to handle the situation and keep up your productivity. For instance, you might choose a hybrid work arrangement where you spend a few days a week working on-site.

Both the types of workplace have their share of pros and cons and it hits on an individual level. Both of the types of workplace have their fair share of stress and irregular work life balance but covid 19 being one of the major change factors to both the working environment.

Mental Health

According to the World Health Organization (WHO), mental health is “a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community.”

The **WHO** states that mental health is “more than just the absence of mental disorders or disabilities.” Peak mental health is not only about managing active conditions but also looking after ongoing wellness and happiness.

The importance of protecting and regaining mental health on a personal level as well as at the level of a community and society is also emphasized. **According to the National Alliance on Mental Illness**, over 1 in 5 adults in the **United States** struggle with mental health issues on a yearly basis. A dynamic internal equilibrium known as mental health enables people to apply their skills in accordance with society's core principles. Basic cognitive and social abilities, the capacity to understand, regulate, and express one's own emotions as well as those of others, adaptability and the capacity to deal with negative life events and fulfill social roles, as well as a harmonious relationship between the body and the mind, are all significant aspects of mental health that, to varying degrees, contribute to the state of internal equilibrium.

The idea of a "dynamic state of internal equilibrium" is meant to reflect the fact that various life stages necessitate modifications to the equilibrium already attained. Adolescent crisis, marriage, becoming a parent, and retirement are a few examples of life stages that necessitate an active search for a new mental equilibrium. This idea also takes into account the reality that mentally healthy people are capable of feeling normal human

emotions like fear, anger, sadness, and grief while still having the resilience to swiftly restore the dynamic state of internal equilibrium.

Characteristics

In addition to emotional well-being, mental health also includes one's thoughts and behaviors. Numerous elements have been discovered to have an impact on mental health.

Life Satisfaction: The capacity to enjoy life is generally regarded as a sign of psychological well-being. It is frequently described as how much someone appreciates the most significant things of their life.

Resilience: Resilience is a term used to describe the capacity to overcome hardship.⁵ Additionally, those who are resilient frequently have a favorable opinion of their capacity to overcome difficulties and seek out social assistance when required. People with greater resilience are better able to handle stress and even thrive while dealing with it.

Flexibility: Having strict expectations might occasionally lead to additional stress. Perhaps even more crucial than cognitive flexibility is emotional flexibility. People that are mentally healthy feel a variety of emotions and are able to express them. Some people suppress certain emotions because they believe they are inappropriate.

Challenges to Mental Health

Discrimination: Being treated unfairly due to personal characteristics such as age, race, ethnicity, disability, sexual orientation, or gender identity is linked with increased anxiety and depression.

Low Income: Increased levels of stress, anxiety, and depression are associated with low income. Someone may be unable to obtain essential mental health services due to a low income.

Poor Self-Esteem: When you don't feel worthy of happiness or healthy relationships, it's likely that you have poor self-esteem. Low self-esteem increases a person's chance of developing anxiety, depression, and substance use problems.

Poor Social Skills: Lack of social skills is associated with feelings of isolation, elevated stress levels, and deteriorated physical health.

Substance Use: Increased rates of anxiety, sadness, and insomnia are associated with substance use.

One of the key components of mental health is "**well being.**" We'll begin one of major highlights after the covid 19 hit us , it disturbed not only on a personal level but also the work life balance.

Wellbeing is a term used synonymously with a wide range of concepts including self-esteem, self-efficacy, self-determination, resilience, quality of life, mood enhancement, positive mental health, life satisfaction, and worthwhileness (**Huppert, Citation2017**).

Perspectives on psychological well being and leisure emerged in the 1980s drawing on **Ryff's (Citation1989)** framework for understanding wellbeing as personal growth, self-acceptance, environmental mastery, positive relationships, self-determination, and a sense of purpose in life.

People and civilizations both perceive happiness as a condition of being. It is a resource for daily life and, like health, is influenced by social, economic, and environmental factors. The ability of individuals and communities to make a meaningful contribution to society is a key component of wellbeing. Monitoring the equal allocation of resources, general well-being, and sustainability are all aided by a well-being-centered approach. The degree to which a society develops its capacity for action, is resilient, and is ready to overcome obstacles can all be indicators of how well-off it is (**Glossary of Terms 2021**).

Review of Literature

Pradeep Kumar Bolisetty, Pooja Sharma, Sanjay Bhattacharya The result shows that shows that mental health is better during work from anywhere than working from the office. Analysis of emotional health using AHP shows that emotional health is better during work from anywhere than during work from the office, based on employee relationships. This research contributes significantly to organizations that are adopting a hybrid work model.

Schein (2004, p. 11) highlights that “the only thing of real importance that leaders do is to create and manage culture; that the unique talent of leaders is their ability to understand and work with culture; and that it is an ultimate act of leadership to destroy culture when it is viewed as dysfunctional.”

Neirotti, P., Paolucci, E., & Raguseo, E. (2013) studied the relationship between firms' adoption of telework and the firms' technological, organizational and environmental contexts. The results show that those companies in Italy are likely to implement telework or remote work or WFH which have previously used internet-based infrastructure for their work. It has been seen that technological advancement has happened in the last few years. So, it can be said that assimilating technology-based working far from the office was new for them at that time. Greer,

T. W., & Payne, S. C. (2014) collected survey data from 86 high-performing teleworkers and their respective supervisors. turnover intentions, work-to-family facilitation, and family-to-work facilitation remained major variables of their study.

Work from home in the research is then discussed with the synonym ‘telework’. Yet there was no sign of Hybrid work terminology. Working outside of the traditional office setting (telework) was becoming common in 2015, yet research has not examined how people feel (i.e., their affective experiences) on days when working at home versus in the office. Anderson, A. J., Kaplan, S. A., & Vega, R. P. (2015) have contributed with their study ‘The impact of telework on emotional experience: When, and for whom, does telework improve daily affective well-being?’ Findings show that several of the individual differences moderated the relationships. Discussion focuses on the need to consider the affective consequences of telework and the characteristics that determine who will benefit more or less from working at home. Basile, K. A., &

Beauregard, T. A. (2016) tried To identify strategies successful remote workers use to create and maintain work-home boundaries, and to determine how these strategies relate to employee preferences for segmentation or work-home integration.

Patrícia Vasconcelos, Elizabeth Furtado, Plácido Pinheiro (2015) says that The thought of telework is said to the accomplishment of distance work with the support of technology. It needs an associate degree execution model of labor activity in a program of flexible Work distance (FW), staff and rules for conducting this execution. This analysis was applied to a company that established an FW project. For analysis of the alternatives of FW models we have a tendency to apply 2 ways of Verbal decision Analysis (VDA). The primary technique was to classify the standards and

therefore the second to ordain them with the target of realizing a ranking of the alternatives in step with the preferences of concerned.

(Schuneman, 2019) examined workplace culture can be seen as the general nature of business, including values, beliefs, behaviors, goals, attitudes, work rules and practices. Ideally, it is viewed as positive by employers and employees. Simply, workplace culture is to an organization what personality is to an individual.

(Beno, 2021a, p. 23) demonstrates that different working cultures also lead to different expansions of e-working. In the pre-Covid-19 period, the Home-Office-School environment proved to be a bonus (Beno, 2021). The modern strategy being explored is hybrid working, which was recently defined by Beno et al. (2021) as a mixture of home and cubicle working, working in a hybrid model combining remote and in-person work. This is similar to the situation defined by Grzegorzczuk et al. (2021) as follows: “in a hybrid model, workers can telework for a proportion of their contracted working hours within the limits of individually or collectively negotiated work arrangements” (p. 11).

Dahlia Baker (2021) finds the pandemic has noncontinuous nearly each facet of our lives, together with tasks as basic as getting to work. The modification has brought with it many opportunities and challenges. The use of digital services to carry conferences, webinars Associate in Nursing conferences have enhanced at an avalanche like pace. Before the pandemic took hold, there was an additional ancient reading of labor - with the general perception that employment tasks ought to be performed within the workplace. As a stark distinction to the present more ancient read of labor, nearly seventy five p.c of Swedish workplaces was forced to change to operating remotely in a very short time and lots believe that this can result in permanent changes in however Swedish offices square measure designed. Their square measure varied indications that the majority individuals wish to continue operating in offices within the future further. On the opposite hand, the operating lifetime of the future is characterized by Associate in Nursing enhanced demand for versatile solutions. analysis exhibited that most structure and work variables were significantly connected with the end result measures productivity and work satisfaction, whereas individual and social unit variables were considerably less correlated. For organizations, this is often immensely useful, since structure and work related characteristic variables square measure so much easier influenced by procedures and time unit policies rather than individual work vogue and social unit factors.

Maral Babapour Chafi, Annemarie Hultberg, Nina Bozic Yams(2021) This study found that Hybrid work was perceived to provide the best of both worlds of remote and office work, given that employees and managers develop new skills and competencies to adjust to new ways of working. To achieve the expected individual and organizational benefits of hybrid work, employers are expected to provide support and flexibility and re-design the physical and digital workplaces to fit the new and diverse needs of employees.

Mladen Adamovic(2022)This study examined telework only reduces job stress when employees do not believe that telework will lead to social isolation. The study further expands telework research by showing that employees with high power distance scores have negative beliefs about telework, whereas employees with high individualism scores have positive beliefs about the effectiveness of telework.

The McKinsey Quarterly, 2022 This study shows two out of three employees who prefer hybrid models say they are likely to look for other opportunities if asked to return fully on-site. Despite such popular support, the experience of employees with hybrid work during the pandemic has varied widely in key areas, such as a sense of inclusion and the work–life balance. For some traditionally underrepresented identities, this variability is exacerbated.

Sustainability 14 (24), 16828, 2022 This study aimed to explore the relationship between dimensions of work engagement, namely, vigor at work, dedication to work, and absorption in work, and organizational identification under the moderating roles of different working practices, namely, remote, hybrid, and onsite working, during the COVID-19 pandemic. In this cross-sectional study, 200 randomly chosen employees. The results indicate that each dimension of work engagement, namely, vigor at work, dedication to work, and absorption in work, is positively associated with organizational identification. Therefore, we suggest that work redesign towards hybrid working practices enhanced positive psychological and behavioral changes in employees, i.e., well-being at work, resulting in a strengthened relationship between absorption in work and organizational identification during the COVID-19 pandemic.

RATIONALE OF THIS STUDY

This study aim to analyzing the impact of regular work mode and hybrid work mode on mental health and well-being is important because the way people work can significantly influence their overall health byh and happiness. Here are several reasons why studying this impact is crucial:

1. **Prevalence of Work:** Work is an essential part of most adults' lives, and the average person spends a significant portion of their waking hours at work. As such, the nature of work and the work environment can have a profound effect on individuals' mental health and overall well-being.**Adaptation to Change:** With the rise of technology and changing work trends, many companies have been transitioning from traditional office-based work (regular work mode) to more flexible approaches, such as hybrid work mode, where employees split their time between working remotely and in the office. Understanding how these changes affect individuals can help organizations implement suitable strategies to support their employees better.**Mental Health Implications:** Work-related stress, burnout, and anxiety are prevalent concerns in the modern workplace. Analyzing the impact of different work modes can reveal how each setting influences these mental health factors. For instance, remote work might offer more flexibility but could lead to feelings of isolation, while regular office work might result in higher commuting-related stress.**Work-Life Balance:** The work mode can significantly impact an individual's ability to balance work responsibilities with personal life and leisure. Different work settings may offer varying degrees of flexibility, which can affect work-life balance differently.**Employee Productivity:** Understanding how work modes affect mental health and well-being can also shed light on their influence on employee productivity and job satisfaction. Happier and healthier employees are likely to be more engaged and productive, leading to positive outcomes for both the individual and the organization.**Policy and Decision Making:** Governments, policymakers, and organizations need evidence-based information to make informed decisions about workplace regulations and policies. Analyzing the impact of different work modes on mental health can provide valuable insights into crafting appropriate labor laws and support systems.

Overall, studying the impact of regular work mode and hybrid work mode on mental health and well-being is crucial to creating healthier and more fulfilling work environments for individuals, thereby promoting a happier and more productive workforce.

Methodology

Methodology is a process which reveals all the methods and techniques followed by the researcher during the course of research work. The success of any research work depends largely upon the suitability of the methods, tools and techniques followed by the researcher in collecting and processing data. Thus the role of methodology is to carry on the research work in a scientific and valid manner.

DESIGN: Descriptive Design

OBJECTIVES

1. To investigate the impact of working mode on the level of mental health and well being.
2. To find out the difference in mental health and well being in working mode.

HYPOTHESIS

1. There will be a significant difference in the mental health and well being of employees working in regular work mode and hybrid work mode.

VARIABLES: The present study involves two types of variables viz Independent variable and Dependent variable.

INDEPENDENT VARIABLE- Types of Work mode

DEPENDENT VARIABLE

D1- Mental Health

D2- Well Being

SAMPLE: The samples were selected using convenience sampling technique. The sample consists of 100 participants.

INCLUSION CRITERIA

1. This study only includes the age group of (25 to 40) years.
2. This study only includes private sector employees.
3. All the participants should be able to comprehend basic English.

Exclusion CRITERIA

1. Participants below or above the selected age limit of (25 to 40)years were excluded.
2. Government sector employees have been excluded in this study.
3. Participants who aren't capable of comprehending basic English language were excluded .

TOOLS

Ryff scale of psychological Well Being

The Ryff scale of psychological Well Being is developed by psychologist Carol D. Ryff, the 18 item. Psychological Well Being (PWB) Scale measures six aspects of wellbeing and happiness: autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance (Ryff et al., 2007; adapted from Ryff, 1989). Respondents rate statements on a scale of 1 to 6, with 1 indicating strong disagreement and 6 indicating strong agreement.

The following are example statements from each of the areas of well-being measured by the Ryff inventory:

Autonomy:

I have confidence in my opinions, even if they are contrary to the general consensus.

Environmental Mastery:

In general, I feel I am in charge of the situation in which I live.

Personal Growth:

I think it is important to have new experiences that challenge how you think about yourself and the world.

Positive Relations with Others:

People would describe me as a giving person, willing to share my time with others.

Purpose in Life:

Some people wander aimlessly through life, but I am not one of them. For each category, a high score indicates that the respondent has a mastery of that area in his or her life. Conversely, a low score shows that the respondent struggles to feel comfortable with that particular concept.

Self-acceptance

High scorer: Possesses a positive attitude toward the self; acknowledges and accepts multiple aspects of self, including good and bad qualities; feels positive about past life.

Low scorer: Feels dissatisfied with self; is disappointed with what has occurred with past life; is troubled about certain personal qualities; wishes to be different than what he or she is.

Positive relations with others

High scorer: Has warm, satisfying, trusting relationships with others; is concerned about the welfare of others; capable of strong empathy, affection, and intimacy; understands give and take of human relationships.

Low scorer: Has few close, trusting relationships with others; finds it difficult to be warm, open, and concerned about others; is isolated and frustrated in interpersonal relationships; not willing to make compromises to sustain important ties with others.

Autonomy

High scorer: Is self-determining and independent; able to resist social pressures to think and act in certain ways; regulates behavior from within; evaluates self by personal standards.

Low scorer: Is concerned about the expectations and evaluations of others; relies on judgments of others to make important decisions; conforms to social pressures to think and act in certain ways.

Environmental mastery

High scorer: Has a sense of mastery and competence in managing the environment; controls a complex array of external activities; makes effective use of surrounding opportunities; able to choose or create contexts suitable to personal needs and values.

Low scorer: Has difficulty managing everyday affairs; feels unable to change or improve surrounding context; is unaware of surrounding opportunities; lacks sense of control over the external world.

Purpose in life

High scorer: Has goals in life and a sense of directedness; feels there is meaning to present and past life; holds beliefs that give life purpose; has aims and objectives for living.

Low scorer: Lacks a sense of meaning in life; has few goals or aims, lacks sense of direction; does not see purpose of past life; has no outlook or beliefs that give life meaning.

Personal growth

High scorer: Has a feeling of continued development; sees self as use rowing and expanding; is open to new experiences; has a sense of realizing his or her potential; sees improvement in self and behavior over time; is changing in ways that reflect more self-knowledge and effectiveness.

Low scorer: Has a sense of personal stagnation; lacks sense of improvement or expansion over time; feels bored and uninterested with life; feels unable to develop new attitudes or behaviors.

Scoring: The Ryff scale of psychological Well Being consists of 18 items. It is a 7 point Likert scale with response category 1(strongly agree), 2(agree), 3(slightly agree), 4(neither agree or disagree), 5(slightly disagree), 6(disagree), 7(strongly disagree). The Autonomy subscale items are 5,17,18. The Environmental Mastery subscale items are 4,8,9. The Personal Growth subscale items are 11,12,14. The Positive Relations with Others subscale items are 6,13,16. The Purpose in Life subscale items are 3,7,10. The Self-Acceptance subscale items are 1,2, and 5. Q1, Q2, Q3,Q8, Q9, Q11, Q12, Q13, Q17, and Q18 should be reverse-scored.

Reliability and Validity: To find out the reliability of the scale Internal consistency was computed for each category and it was found that self acceptance is having on Internal Consistency .93, Positive Relation with Others .91, Autonomy .86, Environmental Mastery .90, Purpose in life .90, Personal Growth .87

Mithila Mental Health Status Inventory

The "Mithila Mental Health Status Inventory " scale is developed by **Dr. Anand kumar and Dr. Giridhar P.Thakur (1986)**. Original test in English (Thakur, 1984) had five scales viz, Egocentrism, Alienation, Expression, Emotional Instability and Social Nonconformity. These five scales were considered cardinal ones for estimating mental health status of people. Alienation, egocentrism and social non-conformity scales were included to assess psychiatric and social problems, expression and emotional instability were put to ascertain personality disturbances. Selection of the scales was made after a careful review of the relevant literature on the

subject and discussions with experts of clinical psychology. Items of the selected scales were made more meaningful especially in the Indian context. These five scales, therefore, covered important areas of mental health status of people.

All finally selected items of the five scales were scrutinized by three experts with a view to giving them meaningful shapes in the form of inventory. Final form of the inventory had 10 items in each of the scales, of which 5 were positively worded and remaining 5 were negatively worded, the total number of items in the inventory being 50. The responses were to be obtained in a 5-point response format: “very true” “true”, “doubtful”, “false” and “completely false”. The positively worded items of the inventory were given scores of 5, 4, 3, 2 and 1 for the “very true”, “true”, “doubtful”, “false” and “completely false” responses. Respectively, and the negatively worded items were scored in the reverse way. The maximum possible score, therefore, on each scale was 50 and minimum score being 10 and on the whole inventory 250 and 50 respectively.

Administration: MMHSI is a self-administering inventory and can be administered individually or in groups. The instructions given on the test form are sufficient to take care of the statements that are given, Individual and oral administration, however, are effective for non-readers, for visually impaired, and for other handicapped clients who cannot respond to stimulus items without help. They should have the items read aloud to them individually, and the examiner should record responses in the appropriate space on the answer sheet. Written or oral administration of MMHSI generally takes from 20 to 30 minutes. However, no time limit should be given for the test. When subjects are working independently they should be instructed to read and follow directions printed on the form: ‘When the examiner is reading and recording the subject's responses, the examiner should read the directions to the examinees, and again ask if there are any questions about what is to be done.

Scoring: Scores for MMHSI are derived from the responses on each item obtained on a five point response format “very true” , “true”, “doubtful”, “false”, and “completely false”. The positively worded items of the inventory are given scores of 5, 4, 3, 2, and 1 for “very true”, “true”, “doubtful”, “false” and “completely false” responses. Negatively worded items are scored in the reverse manner. Positively and negatively worded items of each scale are given in the table.

Score for positively worded items	Score for negatively worded items
Very true = 5	Very true = 1
True = 4	True = 2
Doubtful = 3	Doubtful = 3
False = 2	False = 4
Completely false = 1	Completely false = 5

The maximum possible score for MMHSI is 250 and minimum being 50. High score on MMHSI is indicative of poor mental health. In addition to the total score one may want to compute separate scores for each of the scale of MMHSI. The maximum possible score, therefore, on each scale is 50 and minimum 10. Analysis of each scale tends to provide additional information which may not readily be revealed in inspection of the total score only.

Reliability & Validity: Reliability coefficient of the MMHSI scales ranged from .74 to .88 with reference to internal consistency and .73 to .89 in test-retest stability.

RESULT

Table 1 Showing Between Subject Factors

Working Condition	N
Hybrid Work	50
Regular Work	50

As evident in the table above, there was one categorical factor (work mode) sub-divided into two mode, hybrid work mode and regular work mode which were equally divided in a group of two where in 50 participants were hybrid work mode and 50 participants were regular work mode.

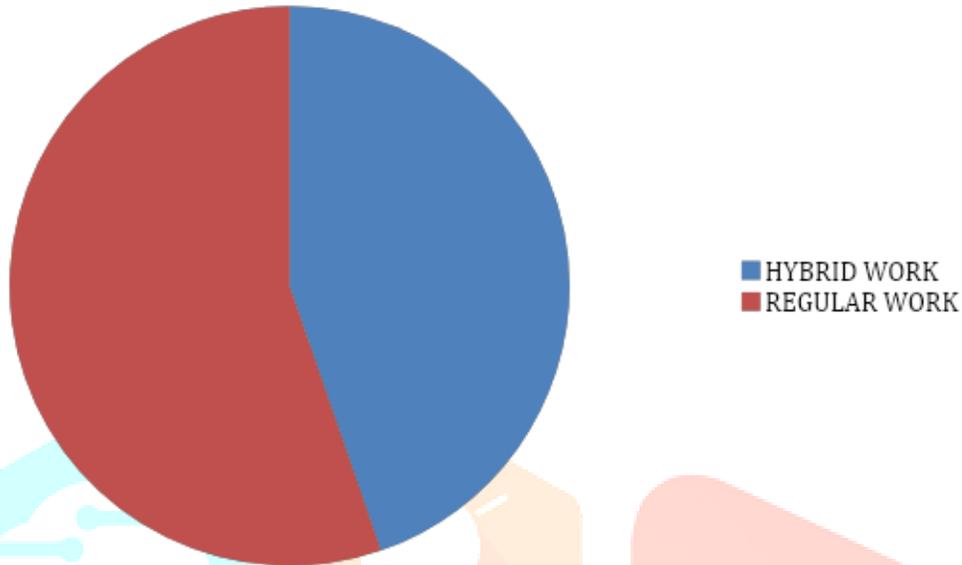
Table 2 Descriptive Statistics

	WORKING CONDITION	MEAN	STANDARD DIVEATION
MentalHEALTH	HYBRID WORK	136.42	25.575
	REGULAR WORK	168.70	27.520
	TOTAL	152.56	31.012
WELL BEING	HYBRID WORK	90.72	18.697
	REGULAR WORK	58.56	15.955
	TOTAL	74.64	23.669

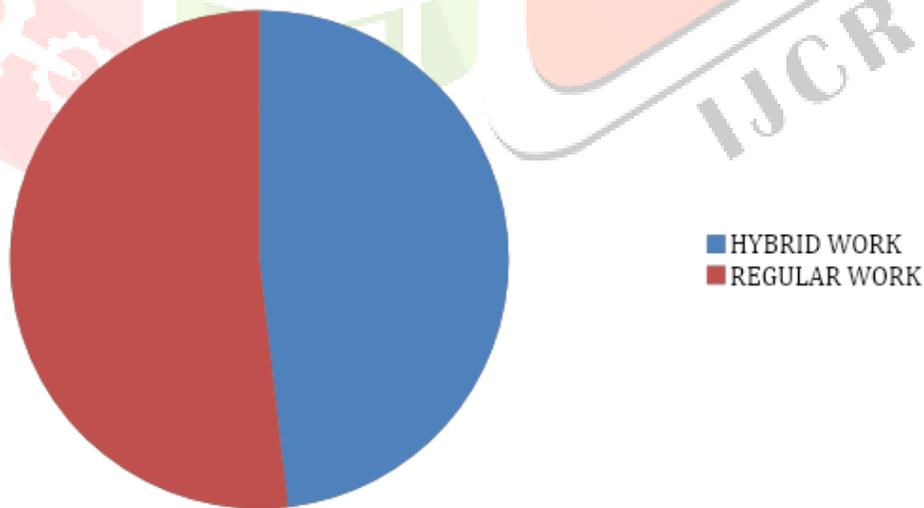
Table 2 clearly reflects the difference in the means of both the groups. The mean of hybrid work mode in mental health came out to be 136.42 whereas mean of regular work mode in mental health came out to be 168.70 and

the mean of hybrid work mode in well being came out to be 90.72 whereas mean of regular work mode in well being came out to be 58.56 suggesting obvious discrepancy between the two groups in terms of mental health and well being. Therefore, in order to identify the effect of work mode (Hybrid work mode and Regular work mode) on the mental health and well being, oneway Manova was calculated to find out the relationship between independent variable(types of work mode) and dependent variables(mental health and well being).

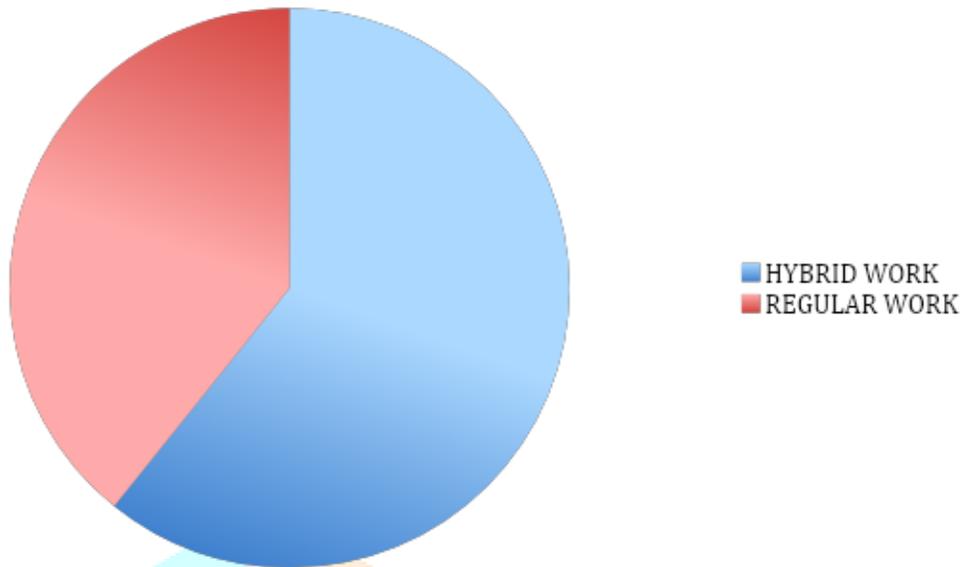
MEAN (MENTAL HEALTH)



STANDARD DEVIATION (MENTAL HEALTH)



MEAN(WELL BEING)



STANDARD DIVEATION (WELL BEING)

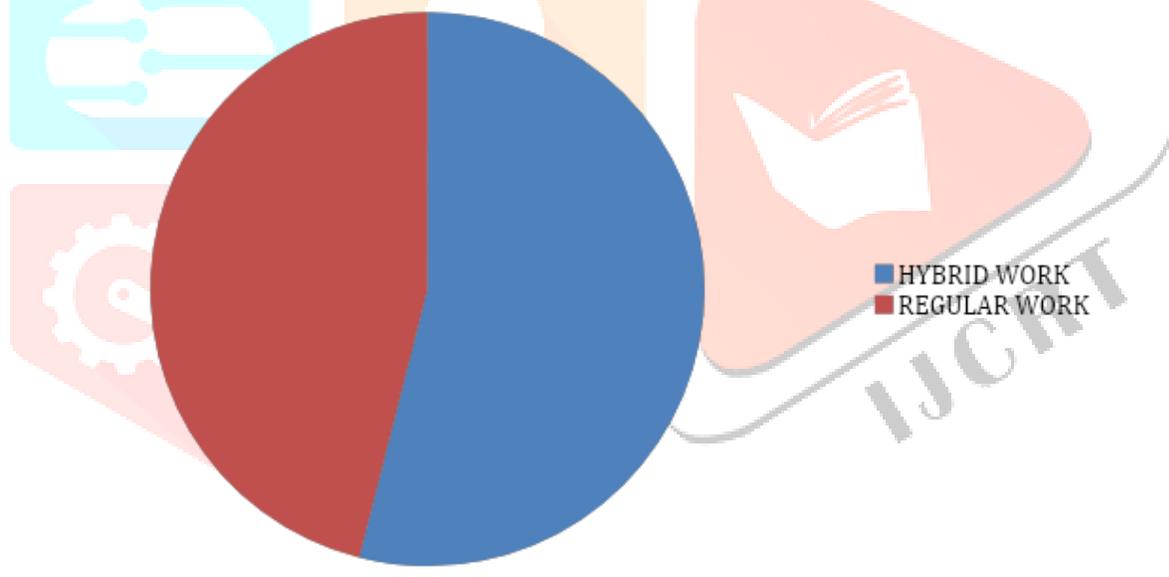


Table 3 Pairwise Comparisons

Mean Difference	Dependent Variable (I H,R (J) H,R (I-J)		Std. Error	Sig. ^b	95% Confidence Interval for Difference ^b		
	Lower Bound	Upper Bound					
MH	H	R	-32.280*	5.313	<.001	-42.824	-21.736
	R	H	32.280*	5.313	<.001	21.736	42.824
WB	H	R	32.160*	3.476	<.001	25.262	39.058
	R	H	-32.160*	3.476	<.001	-39.058	-25.262

Table 3 shows that There will be a significant difference in the mental health and well being of employees working in regular work mode and hybrid work mode.

Discussion: The purpose of the study is to analyze the impact of regular work mode and hybrid work mode on mental health and well being. The result was examined on the basis of hypothesis. The result shows that first hypothesis is proved (There will be a significant difference in the mental health and well being of employees working in regular work mode and hybrid work mode), and (Hybrid mode of working shows greater well being in employees than employees working with onsite work), some of the reason being that the hybrid work mode offers employees the chance to engage in face-to-face communication at work as well as the freedom of working from home. The hybrid working model is a location-flexible arrangement, permitting staff to mix onsite and offsite work as they and their employers see work. Following the lifting of COVID lockdowns worldwide, a good range of hybrid arrangements have emerged, granting staff flexibility that was rarely offered before. Employees who are working hybrid have a a lot of positive read of their company and hour team, each in terms of their ability to adapt to the pandemic and to specifically address their remote work issues. They conjointly feel a lot of productive whereas engaging at home, that is probably going because of a healthy balance between performing from home and going into the workplace. they need higher job satisfaction and report higher well-being and psychological state at work since the pandemic began than staff who are working completely from home or onsite.

Impressively, 66 percent of hybrid employees claim that the change to this type of working has benefited their mental health. This is explained by the fact that 81% of respondents claim to have had more free time during pre-2020. The bulk of them (55%) spend it with their loved ones and friends, (52%) engage in physical activity, or (67%) go for a quick stroll during the day. These all benefit mental health in some way. (**Michelle Quirk**) Stress management and social connections are also incredibly important to mental wellbeing. A healthy work/life balance is essential to achieving these, allowing people to work closer to home and make more time for family, friends and stress-busting hobbies. (**Mark Dixon**). Similar studies conducted by various other researchers show similar results and support my findings. Hybrid work was perceived to provide the best of both worlds of remote and office work, given that employees and managers develop new skills and competencies to adjust to new ways of working. To achieve the expected individual and organisational benefits of hybrid work, employers are expected to provide support and flexibility and re-design the physical and digital workplaces to fit the new and diverse needs of employees. (**Maral Babapour Chafi, Annemarie Hultberg, Nina Bozic Yams**) To back up my hypothesis I conducted an interview on 5 participants the result being in favour my hypothesis. The participants stated in their opinion hybrid work mode is better because " I think that Hybrid work mode will be more effective than regular work mode. As employees get quality time to spend lunch or other breaks with their family members. As per my opinion in hybrid culture weekends will no longer be escaping days for employees. It also make the balance between office and home." "The way we work has changed dramatically in the past few years, as many corporate houses have shifted to remote or hybrid work models due to the pandemic. While some people enjoy the flexibility and autonomy of working from home, others miss the social interaction and collaboration of the office. A hybrid workplace model is a combination of office and remote work that offers a flexible schedule to employees. Hybrid work is a flexible strategy that combines working from home and in an office setting. It enables employees to choose how and where they work and gives them the freedom to organise their workweek in a way that complies with both their needs and company standards.

Described below are a few advantages of this recent work culture:

1. Freedom and flexibility for employees to set where and when they work.
2. Creates a relationship of trust with staff members, which fosters loyalty and job happiness.
3. Enlarge talent pool, leading to more diversified thinking.
4. Increases the baseline because office space and travel expenses are reduced.
5. Allows people to settle out of office location which are usually situated in Tier I and Tier II cities. This helps reducing over population in metro cities. It also allows people from smaller cities to spend valuable time with their families and friends.

While the hybrid work culture has the above mentioned benefits however listed below are a few challenges it faces:

1. Employees have a hard time finding a good day or time for in-person cooperation.
2. Lack of knowledge on how many employees visit the business each day and if the structure can accommodate them.

Hybrid work model is very helpful to employees, but like any work, the model has benefits and challenges. It is also helpful for environmental aspects." Thus the opinion of my participant clearly states that hybrid working mode is more beneficial for one's well being.

Implications

Further studies analyzing the impact of regular work mode and hybrid work mode on mental health and well-being could have significant implications for individuals, employers, and policymakers.

Here are some potential implications that may arise from such studies:

1. **Employee well-being and productivity:** Understanding the effects of different work modes on mental health could help organizations optimize their work arrangements to improve employee well-being and overall productivity. If one work mode is found to be more conducive to positive mental health outcomes, companies may consider adopting it to support their workforce.
2. **Work-life balance:** Examining the impact of work modes on mental health could shed light on how each arrangement affects work-life balance. A better understanding of this relationship may lead to the development of policies that promote healthier work-life integration for employees.
3. **Mental health support:** If the studies reveal that hybrid work mode or regular work mode is associated with specific mental health challenges, employers can tailor their support programs and resources accordingly. For instance, offering targeted mental health services or flexible scheduling options may help employees cope with the demands of a particular work mode.
4. **Recruitment and retention:** The findings from these studies may influence job seekers' preferences and expectations regarding work arrangements. Companies that offer work modes that align with employee well-being needs may attract and retain talent more effectively.
5. **Organizational policies and culture:** Organizations might need to reassess their policies and culture based on the research outcomes. If hybrid work mode is linked to improved mental health outcomes, companies could incorporate flexible remote work options into their long-term strategies.
6. **Government regulations:** Policymakers could use the findings to inform labor regulations and standards related to remote work and flexible work arrangements. Understanding the impact on mental health could lead to guidelines that protect employees' well-being.

7. Communication and collaboration: Assessing the impact of different work modes on teamwork and communication could guide companies in creating effective strategies for maintaining collaboration and social connection, whether employees are working remotely or in the office.
8. Training and development: If hybrid work mode is found to be more common in the future, organizations may need to provide training and development programs that equip employees with the skills to thrive in remote work environments.
9. Health and insurance policies: Insurance companies and health providers might also take the results into account when designing coverage plans, as mental health support may be more critical for those in certain work modes.
10. Long-term public health implications: On a broader scale, the mental health implications of different work modes could have implications for public health and well-being. Governments and healthcare systems could use this knowledge to design targeted interventions and support systems for the workforce.

Overall, further studies examining the impact of regular work mode and hybrid work mode on mental health and well-being have the potential to shape the future of work and contribute to more supportive and healthier work environments for employees.

Limitation and Suggestions

The present study is to analyze the impact of regular work mode and hybrid work mode on mental health and well-being. The study was conducted on a representative convenience sample of 100 employees belonging to various companies of India. Sample size could be increased. More diverse population can be taken. The age limit was 25 to 40 years. The test can be conducted on different age groups.

The variable hybrid work mode and regular work mode was measured in terms of mental health and well-being only. More variables can be taken in further study.

In spite of all these limitations, the investigator hopes the results will be accurate and dependable and will help to bring about modification in work mode.

References

1. Anderson, D. J. Kanban(2010) Successful Evolutionary Change for your Technology Business: Successful Evolutionary Change for your Technology Business. Blue Hole Press
2. Antoni Wontorczyk, Bohdan Roznowski(2022) “ Remote, Hybrid, and On-Site Work during the SARS-CoV-2 Pandemic and the Consequences for Stress and Work Engagement”, Int. J. Environ. Res. Public Health 2022, 19, 2400. <https://doi.org/10.3390/ijerph19042400>
3. Baker, E., Avery, G.C, and Crawford, J.D. “Satisfaction and perceived productivity when professionals work from home”. In: Research & Practice in Human Resource Management 15.1 (2007), pp.37–62
4. Bailey, Diane E. and Kurland, Nancy B. A review of telework research: Findings, new directions, and lessons for the study of modern work. 2002.
5. Baker, Mary. Gartner Survey Reveals 82% of Company Leaders Plan to Allow Employees to Work Remotely Some of the Time. June 2020.
6. Birkett, Holly, Forbes, Sarah, and Jackson, Gary. Hybrid Working Beyond COVID-19: Research findings

and recommendations for implementing hybrid working. Tech. rep. Birmingham: Birmingham Business School, 2021.

7. Belingheri M., Paladino M.E., Riva M.A. COVID-19: Health prevention and control in non-healthcare settings. *Occup. Med.* 2020;**70**:82–83. doi: 10.1093/occmed/kqaa048.
8. BBC COVID: Belgian Doctors with Coronavirus Asked to Keep Working. 2020. [(accessed on 12 January 2022)].
9. Carnevale J.B., Hatak I. Employee adjustment and well-being in the era of COVID-19: Implications for human resource management. *J. Bus. Res.* 2020;**116**:183–187. doi:10.1016/j.jbusres.2020.05.037.
10. Canedo J., Graen G., Grace M., Johnson R. Navigating the New Workplace: Technology, Millennials, and Accelerating HR Innovation. *AIS Trans Hum.-Comput.Interact.* 2017;**9**:243–260. doi: 10.17705/1thci.00097.
11. Curran, K. (2020). Cyber security and the remote workforce. *Computer Fraud & Security*, 2020(6), 11–12. [https://doi.org/10.1016/s1361-3723\(20\)30063-4](https://doi.org/10.1016/s1361-3723(20)30063-4)
12. Foley L., Piper N. COVID-19 and Women Migrant Workers: IMPACTS and Implications. [(accessed on 17 December 2021)];2020
13. Dahlia Baker(2021) “The Future Of Work Is Hybrid” , Examensarbete Inom Samhällsbyggnad, Avancerad Nivå, 30 Hp , Stockholm, Sverige 2021
14. Danijela Sokolic(2022) “ Remote Work And Hybrid Work Organizations”, Conference: Economic and Social DevelopmentAt: Aveiro
15. Hills, P. J., & Argyle, M.(2002).The Oxford Happiness Questionnaire: a compact scale for the measurement of psychological well-being. *Personality and Individual Differences*, 33(7), 1073–1082. [https://doi.org/10.1016/s0191-8869\(01\)00213-6](https://doi.org/10.1016/s0191-8869(01)00213-6)
16. Hills, P. J., & Argyle, M. (2002). The Oxford Happiness Questionnaire: a compact scale for the measurement of psychological well-being. *Personality and Individual Differences*, 33(7), 1073–1082. [https://doi.org/10.1016/s0191-8869\(01\)00213-6](https://doi.org/10.1016/s0191-8869(01)00213-6)
17. ILO . *Managing Work-Related Psychosocial Risks during the COVID-19 Pandemic*. ILO; Geneva, Switzerland: 2020.
18. Liu P., Wang X., Li A., Zhou L. Predicting Work–Family Balance: A New Perspective on Person–Environment Fit. [(accessed on 15 December 2021)];*Front. Psychol.* 2019 :1804.
19. Lan F.-Y., Wei C.-F., Hsu Y.-T., Christiani D.C., Kales S.N. Work-related COVID-19 transmission. *medRxiv*. 2020 doi:10.1101/2020.04.08.20058297.
20. Patrícia Vasconcelos, Elizabeth Furtado, Plácido Pinheiro(2015) “A Hybrid Approach for Modeling Alternatives of Flexible Working”, <https://doi.org/10.1016/j.procs.2015.07.162>

21. Prithwiraj (Raj) Choudhury, Tarun Khanna, Christos A. Makridis, Kyle Schirmann(2022) “Is Hybrid Work the Best of Both Worlds?Evidence from a Field Experiment”, Working Paper 22-063

22. Ryff, C. (1989). Happiness is everything, or is it? Explorations on the meaning of psychological well-being. *Journal of Personality and Social Psychology*, 57, 1069–1081.

23. Ryff, C., & Keyes, C. (1995). The structure of psychological well-being revisited. *Journal of Personality and Social Psychology*, 69, 719–727.

24. Monika Grzegorzcyk, Mario Mariniello, Laura Nurski and Tom Schraepen (2021) “Blending The Physical And Virtual: A Hybrid Model For The Future Of Work”, Policy

25. Monika Grzegorzcyk, Mario Mariniello, Laura Nurski and Tom Schraepen (2021) “Blending The Physical And Virtual: A Hybrid Model For The Future Of Work”, PolicyContribution Issue n°14/21 | June 2021

26. Mosley, E. (2016). The human need for recognition in the workplace. Retrieved from:<https://www.wbjournal.com/article/the-human-need-for-recognition-in-the-workplace>

27. Marsh, H. W., Huppert, F. A., Donald, J., Horwood, M. S., & Sahdra, B. K. (2020). The well-being profile (WB-Pro): Creating a theoretically based multidimensional measure of well-being to advance theory, research, policy, and practice. *Psychological Assessment*, 32(3), 294–313. <https://doi.org/10.1037/pas0000787>

28. Neugarten, B. (1973). Personality change in late life: A developmental perspective. In C. Eisdorfer & M. Lawton (Eds.), *The psychology of adult development and aging* (pp. 311–335). Washington, D.C.: American Psychological Association.

APPENDIX**Ryff scale of psychological Well Being**

The Ryff scale of psychological Well Being consists of 18 items. It is a 7 point Likert scale with response category 1(strongly agree), 2(agree), 3(slightly agree), 4(neither agree or disagree), 5(slightly disagree), 6(disagree), 7(strongly disagree). The Autonomy subscale items are 5,17,18. The Environmental Mastery subscale items are 4,8,9. The Personal Growth subscale items are 11,12,14. The Positive Relations with Others subscale items are 6,13,16. The Purpose in Life subscale items are 3,7,10. The Self-Acceptance subscale items are 1,2, and 5. Q1, Q2, Q3, Q8, Q9, Q11, Q12, Q13, Q17, and Q18 should be reverse-scored.

1. "Like most parts of my personality."
2. "When I look at the story of my life, I am pleased with how things have turned out so far."
3. "Some people wander aimlessly through life, but I am not one of them."
4. "The demands of everyday life often get me down."
5. "In many ways I feel disappointed about my achievements in life."
6. "Maintaining close relationships has been difficult and frustrating for me."
7. "I live life one day at a time and don't really think about the future."
8. "In general, I feel I am in charge of the situation in which I live."
9. "I am good at managing the responsibilities of daily life."
10. "I sometimes feel as if I've done all there is to do in life."
11. "For me, life has been a continuous process of learning, changing, and growth."
12. "I think it is important to have new experiences that challenge how I think about myself and the world."
13. "People would describe me as a giving person, willing to share my time with others."
14. "I gave up trying to make big improvements or changes in my life a long time ago"
15. "I tend to be influenced by people with strong opinions".
16. "I have not experienced many warm and trusting relationships with others."
17. "I have confidence in my own opinions, even if they are different from the way most other people think."

18. "I judge myself by what I think is important, not by the values of what others think is important."

Mithila Mental Health Status Inventory

MMHSI are derived from the responses on each item obtained on a five point response format "very true", "true", "doubtful", "false", and "completely false". The positively worded items of the inventory are given scores of 5, 4, 3, 2, and 1 for "very true", "true", "doubtful", "false" and "completely false" responses. Negatively worded items are scored in the reverse manner. Positively and negatively worded items of each scale are given in the table.

1. People around me believe in me.
2. It give me pleasure to meet people of opposite sex .
3. Instead of helping others, one should help himself.
4. People around me believe in me.
5. It give me pleasure to meet people of opposite sex .
6. I do my work with concentration.
7. I have feeling of revolt for the contemporary social system.
8. I am a kind person.
9. I feel that I have supernatural powers within me.
10. I feel shy to meet people.
11. Now adays I have a habit of forgetting.
12. I do not want to do such work which will cause Trouble to others.
13. I deal only with people of my level.
14. I am not very worry about my future.
15. I make friends easily.
16. I rarely get tired.
17. I don't hesitate to break social rules.
18. I find happiness in helping others. Sometimes I heard different voices of dead souls.
19. I do not like to be in dispute.
20. I feel nervous easily.
21. I help my neighbors a lot.
22. I show my dislike about some person.

23. I have never had any mental illness.
24. I am very talkative.
25. I am spending a happy life.
26. I am a critic of the present social system.
27. I feel happy when I see others happy.
28. I am the most unlucky person in the world.
29. I start any task after lot of thinking .
30. People generally make my life miserable.
31. people who breaks social rules Should be punished.
32. I don't take other people's problems seriously.
33. I meet people with a smile.
34. It seems that I have the qualities of a group leader.
35. I rarely get sick.
36. I don't care about others while doing social service.
37. When I help someone, I don't expect anything back.
38. People look at me with suspicion when i meet someone.
39. I believe in limited circle of friends. I don't sleep well at night these days.
40. I was never punished.
41. I get annoyed when someone approaches me for help.
42. I maintain good relations with others.
43. I'm not a conservative person.
44. I am strong and active person. Current government rule is not in favor of public.
45. We should forgive people rather than taking revenge.
46. For most of my failure other are responsible.
47. I am not able to speak among group.
48. I have lost faith on myself.
49. I don't want to do any work which against people.