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Hybrid Work Popularity Among Students.

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The paper focus on hybrid work. After covid 19 the work culture and structure has been changed completely. To understand what is student expectation towards job market. The primary and secondary data is used in preparing the paper. Google forms are used to collect data. 55 convenient samples are used in the paper. MBA student from Mysore are taken. To know about hybrid work and Job among students. Percentage analysis is used to analyze the data. The results indicate that students have confusion, less preparation regarding the Job and ready to work in Hybrid jobs

KEY WORDS: Students, Hybrid work, Job, Job preparation and Environment.

A people-first approach to workforce management, hybrid work addresses the major issues of remote work, such as isolation and a lack of community, while simultaneously driving increased productivity and job satisfaction. A hybrid work model provides employees with greater flexibility and the option to work from home or anywhere they can be productive. With hybrid work, the workplace is no longer inside the four walls of the corporate office—it's an ecosystem of employees working from home, in co working spaces, and the office. Depending on the work they need to finish, members of the team can move around. Based on their day's priorities, employees choose their work location and hours. For example, if they need to spend time focusing on a project, they can choose to work from home or in a coffee shop. If they want a sense of community, need to meet with their team, attend a training session or join a town hall, they can choose to go into the office. Cisco is leveraging this model and offering its employees the option to choose where they work on any given day.

The days and times when employees can work from home or in the office are set by the company. For example, it could be that certain teams go into the office on Mondays and Wednesdays, while others go in on Tuesdays and Thursdays. Or an organization could allow everyone to work from home on pre-determined days each week.

Employees are expected to be on-site but have the flexibility to choose a few days a week to work remotely. Google plans to adopt this type of model where employees work in the office three days a week but have the option to choose two days for working remotely.

Employees work remotely most of the time with occasional visits to co working spaces or the office for team building, collaboration, and training. In this model, the company may not have an office space and instead relies on team members in the same area to get together when they see fit. All employees at Twitter will be able to work from home once the company adopts this remote-first model.

the transition to a hybrid work model has been underway in many organizations for several years. Advances in technology, from smartphones to cloud computing, have made it possible to work and collaborate from anywhere.

Employees expect flexibility in where and how they work. New business models, work processes, and technology investments made since the start of the global health crisis can make it difficult for companies to even consider returning to their previous status quo. To help them compete and succeed in the future, many businesses are moving to a hybrid work model. Another motivation for companies embracing a hybrid work model is retaining top talent. In a global workforce survey sponsored by Cisco, only 9 percent of workers said they expect to return to the office 100 percent of the time after their office reopens. Not supporting a hybrid work model could prevent companies from attracting and retaining the talent they need to succeed in the future.

Many businesses that shift to a hybrid work model will find they need to maintain less office space. In fact, the global workforce survey Cisco recently sponsored found that more than half (53 percent) of organizations plan to reduce their office footprint.

However, the office, as one of many different hybrid workspaces, serves a critical role in supporting a hybrid work model. It becomes a central hub for workers to engage in rich collaboration experiences, build rapport with their colleagues, connect with the workplace culture, and more.

While many businesses can optimize their real-estate expenses because they have a hybrid work environment, they'll need to invest in transforming the offices they keep. By enhancing employee safety, well-being, collaboration, and productivity, these physical and technological investments will contribute to an improved worker experience. For example, companies may need to modify or even redesign their in-

office work environment to promote social distancing. Or they may need to embrace a secure access services edge (SASE) architecture to support secure and seamless access from anywhere.

Hybrid work should be inclusive. That means organizations do whatever is needed to help ensure all their employees enjoy equal experiences at work.

Companies that maintain a hybrid workforce benefit from a work environment where every person can participate fully and be seen and heard equally. This is impacted by the technology they implement and the corporate culture they foster.

For example, an employer that wants to promote inclusiveness in the hybrid work environment will take care to choose collaboration tools with features that can help eliminate any language barriers between employees and teams.

The recent global health crisis upended work as we know it, but it has also opened the door for employees and their organizations to redefine it. The rise of the new hybrid work environment is a testament to that.

To support the hybrid work vision, businesses will need to promote a supportive mindset throughout every level of their organization. That will help ensure workers are comfortable with ways of working and feel safe, secure, supported, and included.

Organizations will also need to invest in building more intelligent networks and workplaces, including smarter buildings, to support their hybrid workforce and begin preparing for the future of work that's already emerging now.

The success of the new hybrid work environment is dependent on reliable and secure connectivity. This makes sure that everyone on the team can work and collaborate freely wherever they want. All employees will be able to take pleasure in worry-free, secure app experiences as a result of adopting a hybrid work model. This allows the organization to easily maintain network connectivity and apply its security policies consistently across all work spaces, including campus, branch, home and micro-office environments.

The hybrid work model is complex and dynamic, requiring a different IT management approach. IT teams must be able to:

- Provision users and devices at scale and with ease
- Access robust and relevant analytics
- Secure and troubleshoot issues for end users, devices, applications, and environments anywhere
- Collaborate through a solution that provides single-pane-of-glass management

- In a large organization that adopts a hybrid work model, an approach known as full-stack observability can be useful for optimizing user experiences and enhancing enterprise technology management.

PROBLEM STATEMENT

As a college students they have many ambition, dreams and desire regarding job. To understand their job expectation, which type of job they like to work hybrid, Government, startups is the mystery.

OBJECTIVE OF THE STUDY

- To understand about student interest to work in hybrid job.
- To know about hybrid job.

RESEARCH DESIGN

The research design used in the paper is descriptive, using the survey method. Descriptive research accurately and systematically describes the characteristics or behaviour of an observed phenomenon or a particular population.

SAMPLE DESIGN

Non parametric, convenient sampling was used for the paper.

SOURCE OF DATA

Data was collected from both primary and secondary sources. Primary data was collected through structured questionnaire was given to MBA students form Mysore. The secondary data was extracted from different Journals, publishers and websites.

SAMPLE SIZE

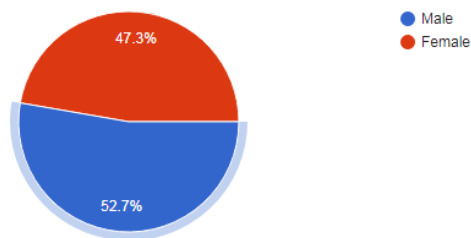
Fifty five MBA students form Mysore were choosen for the paper.

STATISTICAL TOOLS ADOPTED

The percentage Analysis.

Table 1

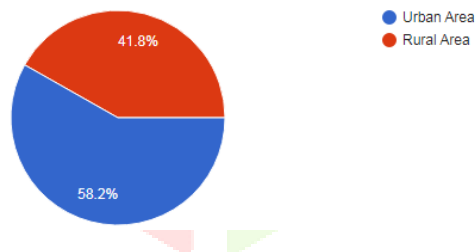
2.Gender
55 responses



The above Table 1 show that among 55 respondents, 52.7% are male and 47.3% are female students
It can be observed that most of the students are male.

Table 2

3.Location
55 responses

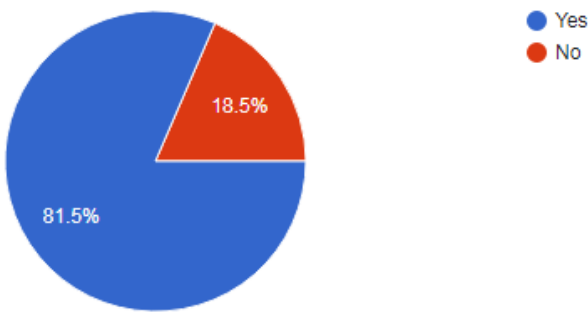


The above Table 2 show that among 55 respondents, 58.2% are Urban Area and 41.8% are Rural Area.
It can be observed that most of the students are from urban area.

Table 3

4. Do you like to prefer hybrid work environment

54 responses



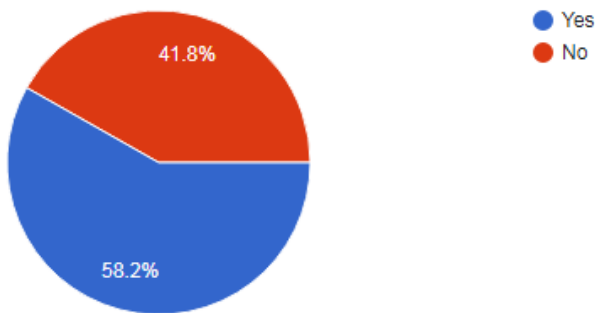
The above Table 3 shows that among 55 respondents, 81.5 % students say yes and 18.5% say No

It can be observed the student prefer to work in Hybrid Environment.

Table 4

5. Do you like regular Job from 10 to 5 Daily

55 responses



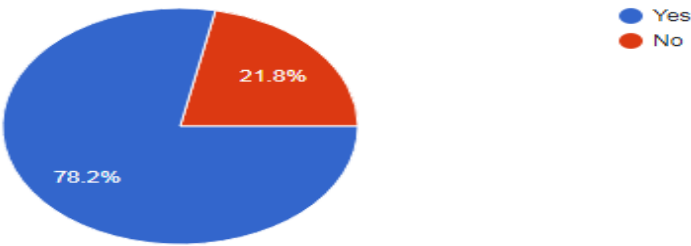
The above Table 4 shows that among 55 respondents, 58.2 % students say yes and 41.8% say No

It can be observed the student like regular job from 10 to 5 daily.

Table 5

6. Do you like to work in corporate organisation

55 responses



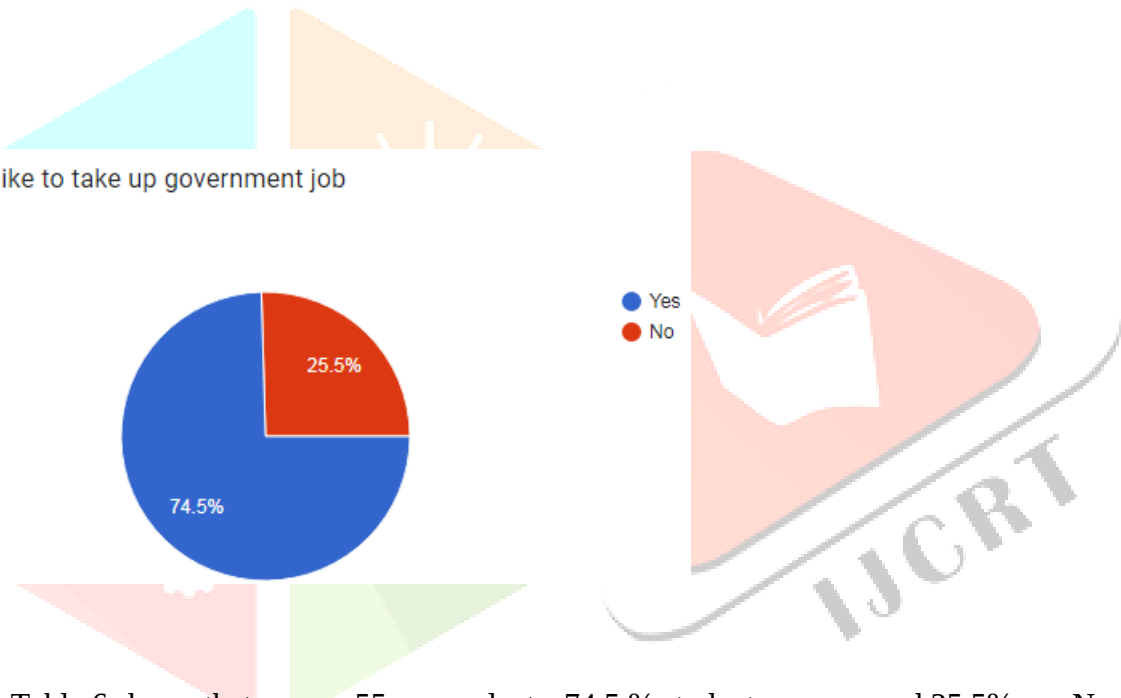
The above Table 5 shows that among 55 respondents, 78.2 % students say yes and 21.8% say No

It can be observed the student like to work in corporate organization.

Table 6

7. Do you like to take up government job

55 responses



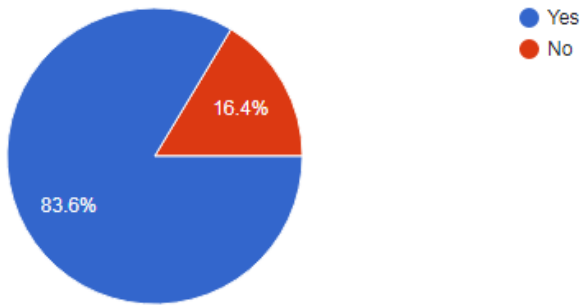
The above Table 6 shows that among 55 respondents, 74.5 % students say yes and 25.5% say No

It can be observed the student like to take up government job.

Table 7

8. Do you like to start up your own Business

55 responses



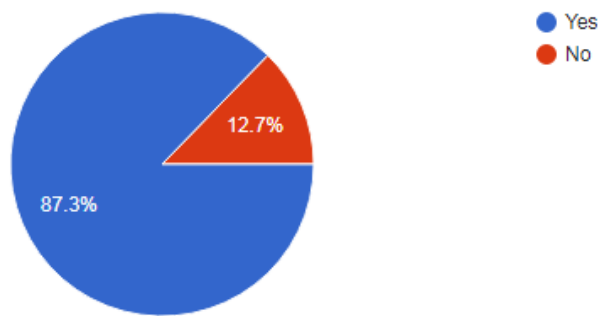
The above Table 7 shows that among 55 respondents, 83.6 % students say yes and 16.4 % say No.

It can be observed that student like start up own business.

Table 8

9. Do you think you have clarity regarding your career

55 responses



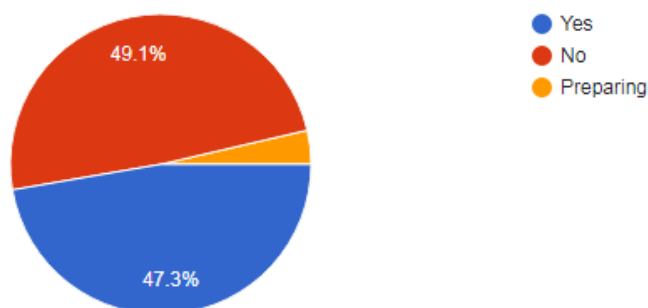
The above Table 8 shows that among 55 respondents, 87.3% students say yes and 12.7% say No.

It can be observed that student have clarity regarding career.

Table 9

10. Do you think you have prepared for job market

55 responses



The above Table 9 shows that among 55 respondents, 47.3% students say yes and 49.1% say No.

It can be observed that student have not prepared for job market.

CONCLUSION

Students are interested in working hybrid environment, student like regular job from 10 to 5 daily, student are interested in corporate organization, student like to take up government job, student are interested in startups, student have clarity regarding career, student have not prepared for job market. From the above observation students have confusion and less preparation regarding the Job. We can notice that hybrid work environment is becoming more and popular among young generation.

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