



THE IMPACT OF HYBRID WORKING CONDITIONS ON EMPLOYEE PRODUCTIVITY

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ABSTRACT

The concept of hybrid working conditions, characterized by a blend of remote and in-office work arrangements, has gained prominence in recent years, primarily driven by advances in technology and the need for flexible work environments. This abstract provides an overview of the research on how these hybrid working conditions affect employee productivity. Drawing upon a comprehensive review of existing literature, this study highlights key findings related to the impact of hybrid work arrangements on employee productivity.

The research suggests that while hybrid working conditions offer numerous benefits, such as increased work-life balance, reduced commute times, and enhanced flexibility, they also pose challenges to maintaining high levels of productivity. Factors such as communication difficulties, feelings of isolation, and distractions in home environments can negatively affect employees' ability to stay focused and perform optimally. In conclusion, this abstract provides a concise overview of the research on the impact of hybrid working conditions on employee productivity. It underscores the complexities and nuances of this evolving work model, emphasizing the significance of proactive management and support to maximize the benefits of hybrid work while minimizing its potential drawbacks.

KEYWORDS: Hybrid working conditions , Flexible working environment , High Levels of productivity , Evolving work models

INTRODUCTION

In the wake of unprecedented changes to our work landscape, the shift toward hybrid working conditions has emerged as a defining feature of the modern workplace. As organizations adapt to the dynamic demands of the 21st century, this article delves into a critical aspect of this transformation: the impact of hybrid working conditions on employee productivity. In an era where flexibility and remote collaboration have become the new norm, understanding how this paradigm shift influences the effectiveness and efficiency of the workforce is not only essential for businesses but also a matter of keen interest for employees themselves. This article will explore the multifaceted dimensions of this shift, offering insights into the challenges, benefits, and strategies that can help maximize productivity in a world where work is no longer confined to the office. Organizations who use a hybrid work model can offer a better work-life balance to their employees. This in turn drives productivity and employee engagement at work, and helps businesses operate more efficiently as a result. employees see the value in hybrid work. A survey conducted with Wakefield Research shows that almost half of employees (47%) would likely look for another job if their employer doesn't offer a hybrid working model. A April 2022 survey showed that 77% of companies have already opted to go hybrid in some form. What's more, 56% of those companies are allowing employees to choose when and how often they wish to come into the office.

REVIEW OF LITERATURE

Esteban Agulló-Tomás,Joan (2022) The COVID-19 pandemic has forced many companies to adopt different work modalities to ensure their operation during this period. In this study, we described and compared working conditions and perceptions among face-to-face workers, teleworkers, and hybrid workers in Ecuador. A cross-sectional study was conducted with a sample of 542 participants, using a self-report survey to assess socio demographic data, working conditions, and workers' perceptions.

Karamath Ateeq (2022) Hybrid working is the combination of working both from an office and from home wherever the roles will allow and wherever they work best, Greater control on working styles and flexibility at work are the core reasons to choose hybrid working model in organizations. The intention of the paper is to investigate hybrid working, different types of teleworks and flexible work arrangements that are been followed in the organizations by reviewing the papers that are published from last one decade which resulted in improved employee wellbeing, productivity, work life balance, work and non-work balance, individual and team performance, positive and negative work home interaction and employee turnover

Danijela (.2022) Conducted studyon some of the key factors that influence work performance at the organizational and individual levels. The goal of this study is to provide insight on the impact of workplace flexibility on work and the broader implications for both companies and employees. The study concludes that both employees and employers have found arguments to consider remote work, and especially working. From home, as a worthy competitor to traditional on-site work. Although many see remote work as beneficial,

especially because it offers more flexibility to both sides, there are visible and hidden draw backs related to human, social and organizational factors

Antoni & Bobdan, (2022) Conducted study on work engagement as the dependent variable and considers its determinants in the form of stress factors and attitudes toward remote work. This study concludes that the characteristics of work, is related to only two variables: Control and Relationships. In the case of Control, the strongest relations occur with respect to the hybrid and remote modes. In the case of the Relationships variable, the strongest relations occur with respect to the hybrid and on-site modes. This study concludes that the characteristic of work, is related to only two variables: Control and Relationships. In the case of Control, relations occur with the strongest respect to the hybrid and remote modes.

Baker (2021) Conducted study as a collaboration with the staff situated in Stockholm working with the East Link Project at the Swedish Transport Administration. The aim of this study is to explore if a hybrid workplace model has the potential to disrupt a traditional office-centric workplace with focus on the aspects of economic, social and environmental sustainability

Berger (2021) Conducted study on the latest trends on hybrid work model. They surveyed a large-scale HR and senior executives. They compared the approach towards hybrid work model during the pre-COVID and post-COVID time. From the results of the survey they conducted the shift to a hybrid model is taking place across industries. Public organizations plan the strongest shift, from only 25% exploring hybrid work models pre-pandemic to 86% post-pandemic.

Jinella Marie M. Castaneda (2021) COVID-19 had remarkable effects on different sectors and industries that pushed them to cope and adjust to the abrupt change in all facets globally. Including universities and colleges, management prepared an effective action plan in response to the current crisis. Institutions decided to adopt the hybrid work model where employees, including the management and educators, work by turns from home or remotely and on-site. The study uses the literature review to investigate available scientific literature on the possible effects of the hybrid work model on the employees' work productivity, specifically in a higher education institution.

Radhana S. Kumar & Jayanti Banerjee Das (2022) Corporates have long hassled to propose their employees with the finest potential working environment, one that encourages supreme productivity, efficiency, and revenue raising, as well as employee job satisfaction. Work from home was a frequent cost-cutting strategy used by corporations, but remote working has clearly resulted in relatively brief cost savings for many businesses, especially for small and medium businesses and startups. The goal of this study is to learn about employee preferences for work environments as well as the impact of work environments on employees' subjective well-being with Hybrid-workplace solutions

Horacio Molina-Sánchez(2021) he widespread adoption of remote and hybrid work due to COVID-19 calls for studies that explore the ramifications of these scenarios for office workers from an occupational health and wellbeing perspective. This paper aims to identify the needs and challenges in remote and hybrid work and the potential for a sustainable future work environment. The results describe opportunities and challenges with the adoption of remote and hybrid work from individual, group, and leadership perspectives. The main benefits of remote work were increased flexibility, autonomy, work-life balance and individual performance, while major challenges were social aspects such as lost comradery and isolation

Muriithi, L. M. (2023) Hybrid working arrangements, which combine physical and remote work, have become more prevalent in the global economy and during the Covid-19 pandemic. However, the effects of these arrangements on employee productivity could be clearer. This study examined how hybrid working arrangements influenced employees' productivity in the Communications Authority of Kenya (CA), a public entity regulating the communications sector. The study focused on four factors: human resource planning, ICT adoption, worklife balance, and work design. The study adopted a positivist research philosophy and utilized the descriptive and correlative research design.

Salima Hamouche (2021) The COVID-19 has grandly shaken all organizations, creating a complex and challenging environment for managers and human resource management (HRM) practitioners, who need to find ingenious solutions to ensure the continuity of their companies and to help their employees to cope with this extraordinary crisis. Studies addressing the impact of this crisis on HRM are sparse. This paper is a general literature review, which aims at broadening the scope of management research, by exploring the impact of the COVID-19 on HRM. It identifies the main challenges and opportunities that have arisen from this new pandemic and it offers insights for managers and HRM practitioners into possible future organizational directions that might arise from these opportunities.

RESEARCH METHODOLOGY

RESEARCH DESIGN

The research is descriptive in nature. This research identifies the impact of hybrid working conditions on employee productivity and describes the significance each factor have on the employee productivity.

SOURCES OF DATA

The research uses both Primary and Secondary data.

Primary Data

Primary data has been collected from 153 respondents using questionnaire (survey method).

Secondary Data

Secondary data was collected from reviewing various literature related to hybrid working conditions and their impact on employee productivity

SAMPLE SIZE & TECHNIQUE

The population size is indefinite as the number of people working in hybrid options is large in number. It is difficult to access the population. The sample size is 154. The respondents are from various locations spread across Chennai City. Sampling technique is the technique used to select the sample size. Convenient sampling technique is used for this research. Employees were taken according to the convenience of the research study. The respondents are from various locations spread across the country.

OBJECTIVES OF THE STUDY

- To classify the demographic profile of the respondents.
- To determine the relationship between hybrid working conditions and career growth
- To measure the impact of hybrid working conditions over career growth

HYPOTHESIS

- H₀1: There is no significant relationship between Hybrid Working and Career Growth
- H₁1: There is no significant relationship between Hybrid Working and Career Growth
- H₀2: There is no significant impact of Hybrid Working over Career Growth
- H₁2: There is a significant impact of Hybrid Working over Career Growth

DATA ANALYSIS & INTERPRETATION**DEMOGRAPHIC PROFILE**

FACTOR	FREQUENCY	PERCENTAGE
AGE		
20 - 25	76	50%
25 - 30	35	11%
30 – 35	67	13%
35 – 40	16	10%
40 and above	5	3%
GENDER	112	73%
Male	41	27%
Female		
EDUCATIONAL QUALIFICATION		
Under graduate	35	22%
Post Graduate	76	50%
Professional Education	42	28%
DEPARTMENT OF FUNCTION		
Finance	40	26%
HR	17	11%
General Administration	27	18%
Non Administrative staff	36	24%
Operations	33	21%

ANNUAL INCOME		
3.5 lakhs to 6 lakhs PA	60	39%
6 – 10 lakhs PA	32	21%
10- 15 lakhs PA	53	35%
Above 15 lakh rupees	8	5%

Interpretation

73% of the respondents are male, 27% of the respondents are Female. 50% of the respondents belonged to age group of 20- 25, 3% of the respondents belong to age group of 40 years & above . 23% of the respondents are aged between 35 and 40. 11% of respondents are aged between 25 and 30. 76% of the respondents are Post graduates, 35% of the respondents are Graduates, 42% of the respondents are doctorates & above. that 39% of the respondents fall under 3.5 – 6 lakhs pa category, 21% of respondents earn up to 6-10 lakhs p.a, 35% of respondents fall under the category of income 10 lakhs to 15 lakhs pa, 5% of the employees earn up to more than 15 lakhs p.a. 26% of the respondents fall under finance category, 18% of the respondents are from the general administration department , 11 % of the respondents are from HR department , 24 % of respondents are from non-administrative category and 22 % of respondents are from the operations department.

Inference

Majority of the Respondents are Male , Majority of the respondents were from the age group of 20-25, Majority of the respondents are qualified Post Graduates , Majority of the respondents fall under 3.5 to 6 lakhs pa income category , Majority of the respondents fall under the finance category.

CORRELATION ANALYSIS between Hybrid Working and Career Growth

Correlation analysis has been utilized for studying the relationship between Hybrid Working and Career Growth .

H0: There is no significant relationship between Hybrid Working and Career Growth

H1: There is significant relationship between Hybrid Working and Career Growth

Table of Correlation Between Hybrid Working and Career Growth

	CAREER GROWTH	P Value	Significance Level
HYBRID WORKING CONDITIONS	r = .0.242**	0.03	Significant**

****Significant at 0.01 level**

Interpretation

From the table it is noted that the P value is less than 0.05, Hence the relationship between Hybrid Working and Career Growth is significant. Hence Reject H0

Inference

Hybrid Working Condition has a positive relationship with career growth.

REGRESSION ANALYSIS OF HYBRID WORKING AND CAREER GROWTH

Regression analysis has been utilized for studying the impact of Hybrid Working over Career Growth .

H0: There is no significant impact of Hybrid Working over Career Growth

H1: There is significant impact of Hybrid Working over Career Growth

Table of Regression Analysis Between Hybrid Working and Career Growth

HYBRID WORKING CONDITIONS	CAREER GROWTH					
	R	R Square	Adjusted R Square	F Value	P Value	Significance Level
	0.242	0.52	0.59	9.411	0.003	Significant**

****Significant at 0.01 level**

Interpretation

From the table it is noted that the P value is less than 0.05, hence impact of Hybrid Working over Career Growth Interface is significant. Hence Reject H0.

Inference

Hybrid Working Conditions has 52 % impact on the career growth of employee

CONCLUSION

In conclusion, the advent of hybrid working conditions has heralded a new era in the world of employment, reshaping the way we work, connect, and collaborate. As we've explored in this article, the impact of this shift on employee productivity is nuanced, marked by both opportunities and challenges. While hybrid working conditions offer the promise of increased flexibility, reduced commuting stress, and a better work-life balance, they also come with potential downsides, such as feelings of isolation and difficulty in drawing clear boundaries between work and personal life. The key to maximizing employee productivity in this evolving landscape lies in a blend of proactive measures by organizations and self-discipline on the part of employees.

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