

EMPLOYEE EFFICIENCY IN HYBRID MODEL WORK CULTURE WITH SPECIAL REFERENCE TO IT SECTORS

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ABSTRACT

The hybrid model work culture, characterized by a combination of working from home and the office, has gained increasing popularity in recent years. The present research study investigates the way IT professionals work in a hybrid model work culture. Work-life balance, communication channels, remote work technologies, and organizational support are just a few of the important elements that will be examined and seek to provide knowledge about the relationship between employee efficiency in the IT sector and hybrid work models by examining these factors and looking for patterns, trends, and relationships. A hybrid model work culture encourages IT professionals to increase productivity, work flexibility, collaboration, positive working relationships, and effective work habits. The research method in this study was descriptive, and a questionnaire through a Google Form survey of 105 IT professionals was performed.

Keywords: Hybrid model work culture, Work-life balance, Communication channels, Collaboration, Flexibility.

INTRODUCTION

In the wake of the global trend towards remote work culture sparked by the COVID-19 pandemic, businesses worldwide are embracing hybrid work culture as a strategic approach to navigate the evolving landscape of work. Hybrid work culture represents a fusion of traditional in-office practices with the flexibility and autonomy afforded by remote work arrangements. The new approach recognizes the importance of in-person collaboration, interpersonal relationships, and organizational culture while also recognizing the greater appreciation for the benefits of remote work, such as enhanced work-life balance, less stress from commuting, and increased flexibility.

HYBRID WORK CULTURE

Hybrid model work culture is a flexible approach that combines working in an office environment with working from home. A variety of work arrangements can be adapted by hybrid work, which varies in its flexibility. It allows employees to choose how and where they work, as well as the freedom to arrange their time at work in a way that fits their schedule and meets with the company's guidelines. Organizations can give their employees a better work-

life balance by using a hybrid work trend. As a result, this increases employee engagement and productivity at work, which improves company productivity.

REVIEW OF LITERATURE

Beno (2021) Conducted research on the methods that contribute to a workplace climate that is more productive and positive. This study looks at the advantages and efficacy of an Austrian hybrid and on-site working model. The primary research question this paper looks into is whether there are any fundamental differences or distinct theoretical mechanisms between the negative and positive approaches to various working environments while adhering to the aspects of respect and dignity, support, caring, rewards, forgiveness, and inspiration.

Berger (2021) Carried out research on current hybrid work model trends. Senior executives and HR departments were surveyed widely. They analyzed the pre- and post-COVID approaches to the hybrid work model. Based on their survey results, it appears that industries are moving toward hybrid models. Pre-pandemic, just 25% of public organizations explored hybrid work models; post-pandemic, 86% done this. The result represents the largest shift in planning.

Schmidst and Barath (2022) They examined remote work, focusing on how it affects managers, staff, companies, or organizational culture. The traditional perspective of working from home is that it's beneficial for workers who might rarely complete their tasks outside of the office. It offers options for separating the workday according to each person's responsibilities and for completing both work- and non-work-related tasks. Also, companies who reduce money through decreasing facility expenses benefit from employees who must commute to work as well as time and money spent on transportation.

Divya D. and N. Chellam (2022) They found that businesses are utilizing hybrid models to adjust to the shifting demands of both their workers and customers. The functional change from a conventional to a technological manner of working has resulted in employers being more concerned with their workers' performance and work-life balance. Pandemic affected every aspect of the organization's operations and fundamentally changed the way it was run. This includes work habits, communication styles, operating hours, output, and interactions with others.

John Hopkins (2023) conducted research on the prevalence of hybrid work arrangements and how they affect the job satisfaction and work-life balance of knowledge workers. By means of semi-structured interviews with senior HR administrators in Australia, the most common hybrid work arrangements along with the infrastructure and support pillars needed for their successful implementation were determined. By using COR theory to evaluate the data, the study provided theoretical support for the body of existing literature. This study has important ramifications for academics and HR specialists who want to enhance productivity and working environments.

STATEMENT OF THE PROBLEM

The Development of hybrid work culture creates both opportunities and challenges for organizations aiming to improve productivity, engagement, and well-being. But the knowledge of their impact on performance, adaptability, and mental health is still limited. This study attempts to eliminate the gap by examining productivity, identifying engagement elements, assessing mental health, investigating difficulties, and understanding employee perspectives and

also aims to enhance employee productivity and satisfaction in the emerging hybrid work culture environment by analyzing its impact and providing practical ideas.

OBJECTIVES OF THE STUDY

- a) To analyze the productivity of employees in the Hybrid model work culture.
- b) To identify the factors influencing employee engagement in Hybrid model work culture.
- c) To analyze mental health and well-being of employees.
- d) To study the challenges faced by employees in Hybrid model work culture.
- e) To understand an employee's perspective on the Hybrid model work culture.

SCOPE OF THE STUDY

- a) Evaluate the impact of hybrid work arrangements on employee productivity and performance hybrid work model.
- b) This study explores various aspects of hybrid work model.
- c) This is an attempt to find out the adaptability of employees to hybrid work model.
- d) The analysis and findings will be helpful for organizations to optimize employee efficiency and satisfaction in hybrid work culture.

LIMITATIONS

- a) The study is limited only within the employees of IT sectors in Bangalore.
- b) Less interest shown by the respondents in filling the opinion.

RESEARCH METHODOLOGY:

According to Clifford Woody research comprises refining and redefining problems, formulating hypothesis or suggested solutions; collecting organizing and evaluating data; making deductions and reaching conclusions; and atlast carefully testing the conclusions to determine whether they fit the formulating hypothesis.

Research Design:

The study examined a descriptive research design as its research methodology. Surveys and different kinds of face-finding questions are included in descriptive research. The main objective of descriptive research is to describe the present situation of factors. "A research design is the setup of factors for data collection and analysis with the goal of balancing process economy with relevance to the researcher's purpose." It acts as the guide for collecting, calculating, and analyzing data.

DATA COLLECTION:

Primary Data

Primary data are those that are newly collected and original as a result because they were collected for the first time. The primary source of data for this study was the questionnaire.

Secondary Data

The data that have already been collected and analyzed statistically by someone else are known as secondary data. Secondary data was collected from literature, and the internet.

SAMPLING SIZE

The sample size is certified to its nature of data collection, data collection is based on the primary data. 105 respondents are taken for the study.

Sampling Technique:

The sampling technique adopted for the purpose of the study is Probability sampling. The simple random sampling is used for this research purpose in which researcher randomly selects a subset of participants from a population.

STATISTICAL TOOLS:

The data collected from the employers during the survey are analyzed using various tools.

- Percentage analysis
- Chi- Square analysis
- Correlation
- One way ANOVA

PERCENTAGE ANALYSIS

The particular sort of ratio is referred to as the percentage analysis method. When analyzing two or more data series, percentages are utilized. Because percentage converts data into a base, it allows for meaningful comparisons to be made.

CHI-SQUARE ANALYSIS TEST:

A method of statistical analysis called the chi-square test is used to determine if two categorical variables strongly relate with one another. In order to determine if the variables are independent of one another, the test analyzes the observed frequencies with the expected frequencies.

CORRELATION

A statistical measure of linearity, or the rate at which two variables change together at a constant value, is correlation. It's a widely used technique for summarizing simple relationships without proving cause and effect.

ONE WAY ANOVA

ANOVA – Analysis of Variance

If the means of more than two groups need to be compared, an ANOVA statistical test is utilized. A univariate ANOVA involves just one independent variable. A two-way ANOVA has two independent variables.

DATA ANALYSIS AND DISCUSSION:

PERCENTAGE ANALYSIS

Particulars		No. of respondents	Percentage
Gender	Male	56	53
	Female	49	47
Age	18 – 25 Years	15	14

	26 - 35 Years	54	51
	36 - 45 Years	25	24
	46 – 55 Years	10	10
	Above 55 Years	1	1
Education Qualification	Bachelor's Degree	30	29
	Master's Degree	50	48
	Doctorate	15	14
	Others	10	9
Work Experience	Less than 1 year	15	14
	1-3 years	24	23
	4-6 years	28	27
	7-10 years	21	20
	More than 10 yrs	17	16

INTERPRETATION

The above table shows that 105 respondent's data. In that 53% of respondents are male and 47% of respondents are female.

The above table shows that age group of the respondents, 14% of the respondents are the age group between 18- 25years, 51% of the respondents are the age group 26-35years, 24% of the respondents are the age group 36-45 years, 10% of the respondents are the age group between 46-55 years and 1% of the respondents are 55 and above.

The above table shows the educational level of the respondents in which 29% of the respondent's education levels are Bachelor's degree, 48% of the respondent's education levels are master's degree, 14% of the respondent's education levels are Doctorate and 9% of the respondents are others.

The above table shows that experience of the respondents, 14% of the respondents have less than 1 year experience, 23% of the respondents have 1-3 years of experience, 27% of the respondents have 4-6 years of experience, 20% of the respondents have 7-10 years of experience and 16% of the respondents have more than 10 years of experience.

AGE AND MENTAL HEALTH CHALLENGES

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	19.424 ^a	9	.024
Likelihood Ratio	19.658	9	.010

Linear-by-Linear Association	.720	1	.612
N of Valid Cases	105		

a. 8 cells (50.0%) have expected count less than 5. The minimum expected count is 3.58.

INTERPRETATION

Since the tabulated value (0.024) is less than significance value 0.05, so we reject null hypothesis and accept alternative hypothesis. There is significant relationship between age and mental health challenges in hybrid work model.

GENDER AND LEVEL OF FLEXIBILITY

		Gender	Employee Flexibility level
Employee Gender	Pearson Correlation	1	.040
	Sig. (2-tailed)		.689
	N	105	105
Employee Flexibility Level	Pearson Correlation	.040	1
	Sig. (2-tailed)	.689	
	N	105	105

Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION

The Pearson correlation value (0.040) is positively correlated between employee gender and level of flexibility.

EXPERIENCE AND CHALLENGES FACED DURING HYBRID WORK MODEL

Null Hypothesis (H₀): There is no significant mean difference between experience and challenges faced during hybrid work model.

Alternative Hypothesis (H₁): There is significant mean difference between experience and challenges faced during hybrid work model.

ANOVA

Employee challenges faced

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	2.654	4	.664	.284	.888
Within Groups	233.536	100	2.335		
Total	236.190	104			

INTERPRETATION

Since the p-value (0.888) is greater than significance value 0.05, so we accept null hypothesis and reject alternative hypothesis. There is no significant mean difference between experience and challenges faced during hybrid work model.

FINDINGS

1. Age wise, Majority 51% of the respondents are the age group between 26-35 years.
2. Gender wise, Majority 53% of the respondents are male.
3. Educational Qualification wise, Majority 48% of the respondent's education levels are master's degree.
4. Experience wise, Majority 27% of the respondents have 4-6 years of experience.
5. Productivity Rate, Majority 38% of the respondents said productivity rate are highly increased.
6. Mental Health challenges, Majority 33% of the respondents said that they occasionally experiencing mental health challenges.
7. Challenges Faced, Majority 29% of the respondents faced technical issues.
8. Changes noticed, Majority 39% of the respondents said there is more flexible work schedule are noticed in the hybrid work model.
9. Level of Flexibility, Majority 37% of the respondents is satisfied with the level of flexibility.
10. Rate of Experience, Majority 52% of the respondents said much better experience with the hybrid work.
11. The tabulated value (0.024) is less than significance value 0.05, so we reject null hypothesis and accept alternative hypothesis. There is significant relationship between age and mental health challenges in hybrid work model.
12. The tabulated value (0.031) is less than significance value 0.05, so we reject null hypothesis and accept alternative hypothesis. There is significant relationship between work experience and production rate in hybrid work model.
13. The tabulated value (0.702) is greater than significance value 0.05, so we accept null hypothesis and reject alternative hypothesis. There is no significant relationship between Education and collaboration & teamwork.
14. There is a relationship between employee gender and employee flexibility level. It is a positive correlation.
15. There is a relationship between education and changes noticed in hybrid model. It is a positive correlation.
16. There is a relationship between employee age and employee level of engagement. It is a positive correlation.
17. The p-value (0.888) is greater than significance value 0.05, so we accept null hypothesis and reject alternative hypothesis. There is no significant mean difference between experience and challenges faced during hybrid work model.
18. The p-value (0.757) is greater than significance value 0.05, so we accept null hypothesis and reject alternative hypothesis. There is no significant mean difference between gender and work life balance.

SUGGESTION

The data analysis and findings suggest both an opportunity and limitation in hybrid work. Optimizing higher productivity and employee well-being requires addressing occasional mental health and technical issues through training and assistance. The positive response to flexible work hours illustrates the need of creating a culture that values individual preferences and needs. In addition, recognizing and prioritizing components that influence employee

engagement, together with constant feedback-driven adaptation, can improve company stability and integration. Managing the complexity of hybrid work requires a focus on learning and development opportunities, as well as the creation of effective leadership communication and support. By implementing these findings-driven suggestions, employers can promote a working environment that enhances employee satisfaction, productivity, and success in the developing hybrid work culture.

CONCLUSION

Based on the current study, employees prefer hybrid work. However, not everyone considers that the hybrid approach is the best option. The work regulations that are established for the team may have an effect on the success of the company as well as the productivity and wellness of the employees. Identifying an effective system and rectifying the challenges in the hybrid work that satisfies the requirements of the employee could be challenging with the wide range of choices available. Hybrid methods, often known as "flexible working" wherein an employee divides their time between the office work and remote work, are increasing popularity among skilled workers after COVID-19. These kinds of arrangements provide employees greater flexibility in terms of where (and when) they can carry out their jobs, which may improve work-life balance, flexibility, and autonomy.

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