



Influence of Hybrid Work Model on Employee Performance and Organisational Development

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Abstracts:

The COVID-19 pandemic sprang into action, leading to the swift widening of viruses. Due to the epidemic, there were refusal social gatherings, and conferences and social events were cancelled. Organizations have likewise adopted the novel policy of preserving social separation. Every company formulates a hybrid model tailored to requirements of the organization and each person employee. The hybrid model is a work style that enables all employees to integrate operational from various locations. A hybrid work approach promotes employee performance, work flexibility, and pleasant workplace relationships.

Keywords: Hybrid Work, Employee Performance & Organization Development

Introduction:

The hybrid work paradigm signifies that we can work part of our point in time from a company site and part from a non-company place. Hybrid work is the primary approach that individuals administration the workforce have adopted to enhance efficiency and job satisfaction. A hybrid work style offers employees effective work habits and possibilities to work from various locations. In a hybrid model, the workplace is no longer a corporate office; it is a space where workers work from home and from the office, in co-working environments.

The hybrid model facilitated team members' travel to various locations based on the tasks they needed to complete. Hybridity in the workspace refers to a blend of both physical and remote work arrangements. This model comprises some individuals physically attending the company's premises while others may work remotely during weekdays. Depending on the organization and the nature of the tasks, the hybrid work paradigm can take several forms.

Objectives

- To assess the probability of employees' working styles.
- To examine the team-building capabilities of employees.
- To study personnel management challenges.
- To analyze the mental health and well-being of employees.
- To evaluate employee productivity within a hybrid working paradigm.

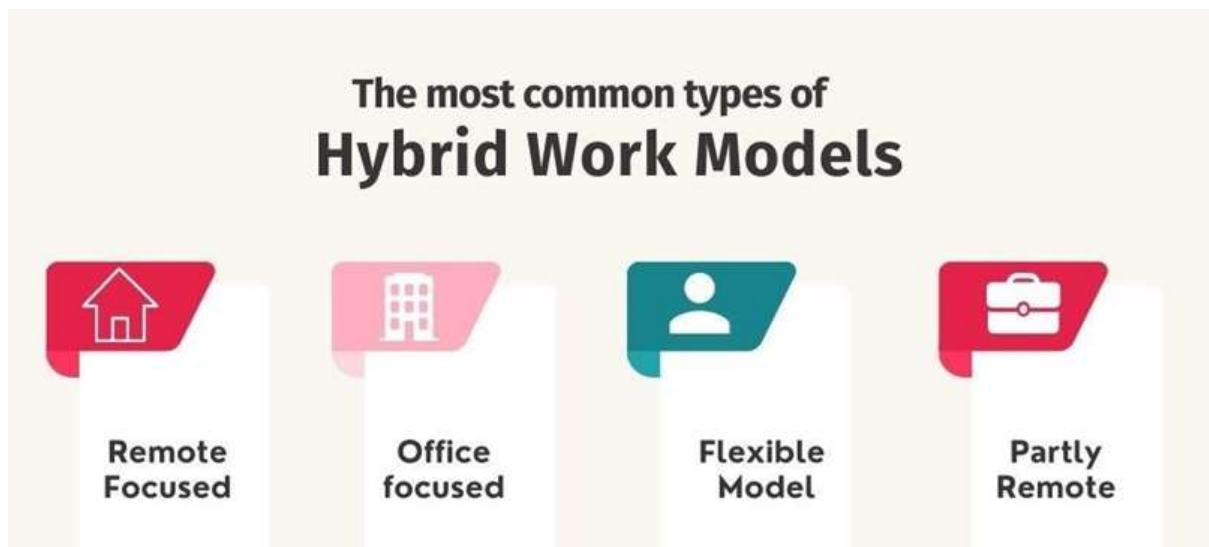
Review of Literature

When obtaining information for the literature review, a clear and systematic research strategy was employed. The information was obtained from articles, newspaper websites, and companies. To categorize the articles, the subject information is organized and supplemented with subtopics based on keywords and research. The articles examine aspects of hybrid learning and propose various instructional approaches and faculty recommendations. A working description of this article is presented, and the learning advantages of the hybrid model are identified through enhancements in teamwork and communication. This review delves into the hybrid model's future developments and delineates the crucial elements necessary for its triumph. Finally, we summarize and appropriately position the important points of each article within the thesis.

Types of hybrid work models:

There are six types of hybrid work models:

1. Flexible hybrid work model.
2. Fixed hybrid work model.
3. Remote-first hybrid work model.
4. Office-first hybrid work model.
5. Office—occasional hybrid work model.
6. Partly remote hybrid work model.

**Flexible hybrid work model:**

In this flexible hybrid work model, employees have the choice to select when they work from the office and when they work remotely. This approach may occasionally exhibit certain limitations, such as a requirement for closer coordination among teams in the office. A company that employs this strategy will assert that employees with flexible options in choosing their workplaces can achieve more happiness and productivity.

Fixed hybrid work model:

In this fixed hybrid work model, the organization designates specific days and times for workers to work remotely or in the office. For example, certain teams would go to work on Monday and Thursday while

others would go on Tuesday and Wednesday. Alternatively, some organizations might permit everyone to work from home on certain pre-arranged days.

Remote-first hybrid work paradigm: In this approach, several employees are opting for remote work as a priority. The remote-first paradigm is the default for employees who work from home or other non-company settings. The corporations

Remote-first hybrid work model:

This model aggressively promotes remote work. The organizations adhering to this strategy trust their employees regarding their preferred work locations. For instance, numerous businesses are transitioning to this structure. One of the Quora firms said that they are developing a remote-first concept. CEO Adam D'Angelo elucidated that "the primary orientation of our company will be remote work, which is the default for all choices."

Office-first hybrid work model:

In this office-first hybrid work model, the company expects employees to be on-site for flexible work arrangements or may offer a limited number of remote workdays according to policy. Companies that utilize this strategy tend to perceive physical distance as an impediment to effective team communication.

Office – occasional hybrid work model:

In this office – occasional hybrid work model, some organizations and employees are eager to return to the office. Some businesses have established a hybrid approach characterized by occasional office use. In this model, the company is not transitioning to a wholly remote structure; rather, it retains the option to maintain an office and mandates employees to spend time there. This model oscillates between remote-first and office-first strategies. It might be in either direction of the job model without any clear guidance.

The office—the occasional hybrid work model can also be classified into two categories:

a. Split-week:

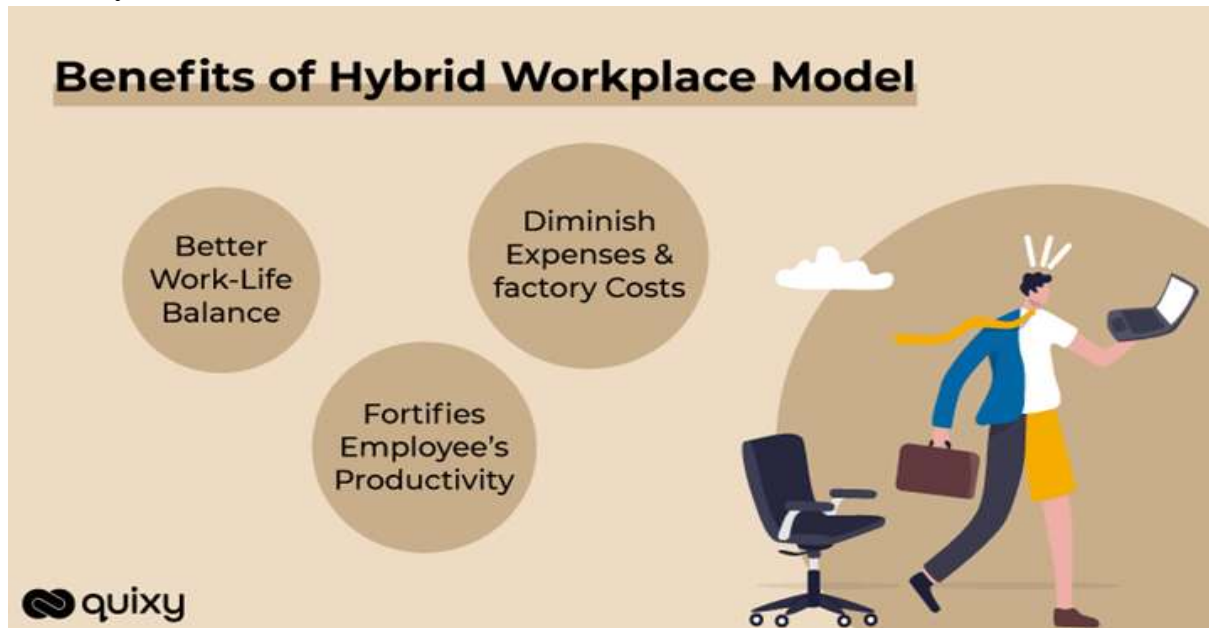
In this split-week approach, the teams are required to work on specific days of the week. These days of the week are typically selected either by individual team members or by the organization.

b. Manager - Scheduling:

This manager employs a flexible approach to on-site job scheduling. While utilizing this strategy, teams will operate remotely except on days when management mandates physical presence in the office. This timeline is entirely contingent upon management.

Partially remote hybrid work model:

Under this arrangement, some teams function fully remotely, while others remain based in the office. In certain organizations that adhere to this paradigm, office personnel possess greater flexibility in remote work. The organizations utilizing this strategy must be aware that they require effective communication to connect office and remote personnel. For instance, the senior management utilizing this paradigm is typically office-based.

Benefits of hybrid work model:

The hybrid workplace paradigm is a location-flexible work structure that integrates both office and remote labour. This operational paradigm enhances the overall employee experience and provides numerous advantages for staff members. The hybrid work paradigm does not adhere to a universal approach for implementation; it offers numerous advantages.

- a. Enhanced productivity.
- b. Employee well-being.
- c. Improved collaboration and work relationships.
- d. Broader talent pools.
- e. Strengthened trust between employer and employee.
- f. More efficient workplace.

Enhanced productivity:

One of the primary advantages of hybrid work is that it facilitates employee productivity. Employees who worked from home have noticed a productivity increase throughout the entire workday compared to their office counterparts.

Employee well-being:

Hybrid employment has the ability to enhance employee well-being. It pertains to enhancing the well-being of all employees. Regarding employee well-being. Has improved from a traditional perspective while also offering medical care to employees. Remote employees can reclaim time to engage with their community and achieve an enhanced work-life balance.

Enhanced collaboration and work relationships:

The hybrid work model enables employees to benefit from both remote and on-site office environments. Employees can experience the advantages of collaborative and in-person connections while still having the opportunity to work remotely on projects that require significant focus.

**Wider talent pools:**

Through a hybrid work approach, the organization can select local talents or sources. In this strategy, employers can access a wide talent pool of the workforce.

Trust improved between employer–employee:

A hybrid work arrangement enhances the trust between employer and employee. The flexibility of this strategy can also enhance worker loyalty by assisting employees. Employees who feel trusted and valued are more likely to remain engaged at work for an extended period.

More efficient work place:

A hybrid work schedule results in fewer individuals present on-site on any given day. Consequently, the office will be less congested and will have greater opportunities to establish an effective onsite environment. office.

Obstacles in the hybrid work model:

The primary obstacles of hybrid work include: Hybrid work is establishing improved coordination between home and on-site environments.

The result is

- Stress and burnout.
- Restricted interpersonal relationships.
- Misalignment and inadequate communication.
- Cyber security threats.
- Employees are isolated and disconnected.

Stress and burnout:

In discussions regarding the issues of hybrid work, it is noteworthy that 80% of individuals reported experiencing stress in a hybrid environment. One reason hybrid work is difficult is that overworking leads to poor work-life balance.

Limited Interpersonal Relationships:

In a hybrid workplace, it is challenging to sustain relationships with colleagues. The diminished face-to-face engagement may result in inadequate interpersonal relationships.

Misalignment and inadequate communication:

The hybrid working style results in ineffective communication and misalignments between on-site office personnel and those working remotely.

Cyber security Risks:

Employees working outside of the office may encounter cybersecurity threats. It occurs when employees utilize personal computers and insecure networks for work purposes.

Employee isolation and disconnection:

The hybrid working paradigm enables office-based employees to receive daily motivation to enhance

their productivity. However, employees working from home may experience feelings of loneliness and disconnection, thereby impacting their work performance and overall well-being.

Employee performance in a hybrid work environment:

Most organizations and society seek an optimal hybrid work experience. Where there is freedom to work remotely, as well as on-site office space as required.

Human Resources may enhance employee performance in a hybrid work environment by adhering to the following basic elements:

- Leadership that comprehends employee performance within context.
- Deliberate collaboration between both the business and the employee.
- Flexibility that enables employees to determine where, when, and how they work.
- By establishing specific objectives, the organization can effectively assess the performance of its employees.

In a hybrid working environment, individuals perform optimally when they possess defined goals and objectives, providing a focused target to enhance their productivity. In a hybrid working environment, numerous employees who work on-site might frequently get information, making communication more effectively challenging.

Best practices for hybrid workplaces: According to Forbes, "The hybrid workspace aims to maximize productivity without excessively compromising employees' personal time, sacrifices, or their ability to manage their workday." Best practices to include while building hybrid work model are:

- Ensure early employee engagement.
- Investing in the appropriate tools, technology, and equipment.
- Prioritizing employee experience and sustaining a wonderful, engaged culture.
- Providing continuing educational opportunities for employees and management alike.
- Monitoring employees' objectives and performance measures





Getting employees buying early:

- Clear communicating.
- Allow managers to answer questions from their team.

Investing in appropriate technological tools and equipment:

- Productivity and communication tools are activated.
- We are providing equipment to ensure a safe and healthy work environment.

By fully using a hybrid workplace, employees can refine and enhance their hiring methods. In this hybrid work environment, clear, simple, and widely understood ground rules are essential for successful work.

Concentrating on employee experience and sustaining a positive and engaged culture:

Both team members and management must foster effective communication through video calls among employees, which is essential for great outcomes.

Results and Discussion

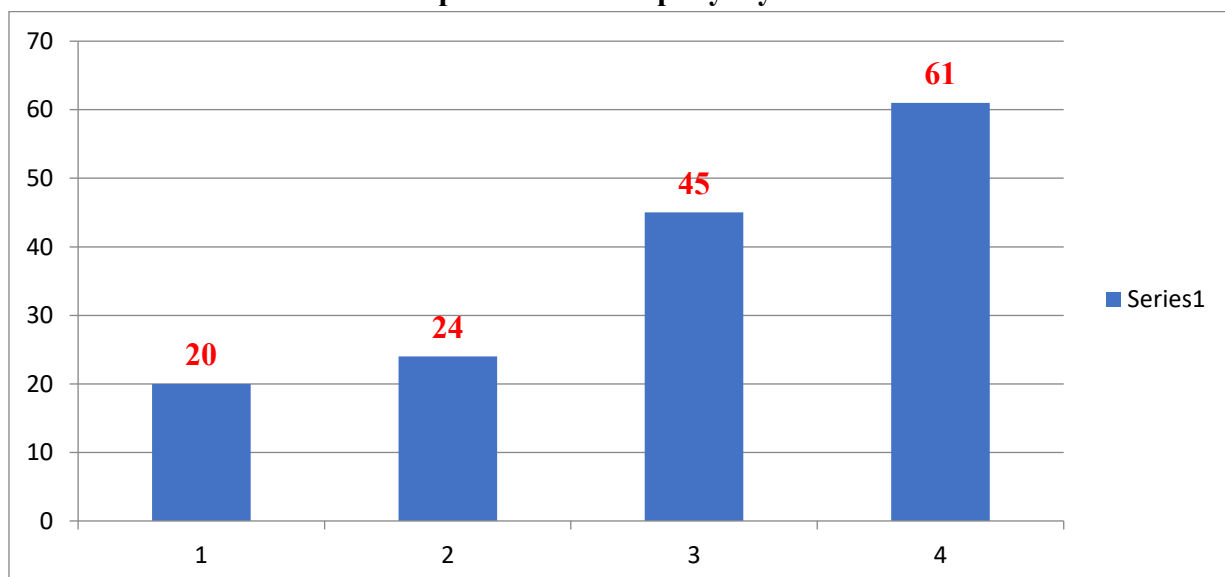
Data analysis of the hybrid work model:

The majority of organizations in India and internationally have adopted this hybrid work environment. One U.S. Corporation has hybrid work model plans for post-pandemic and pre-pandemic scenarios.

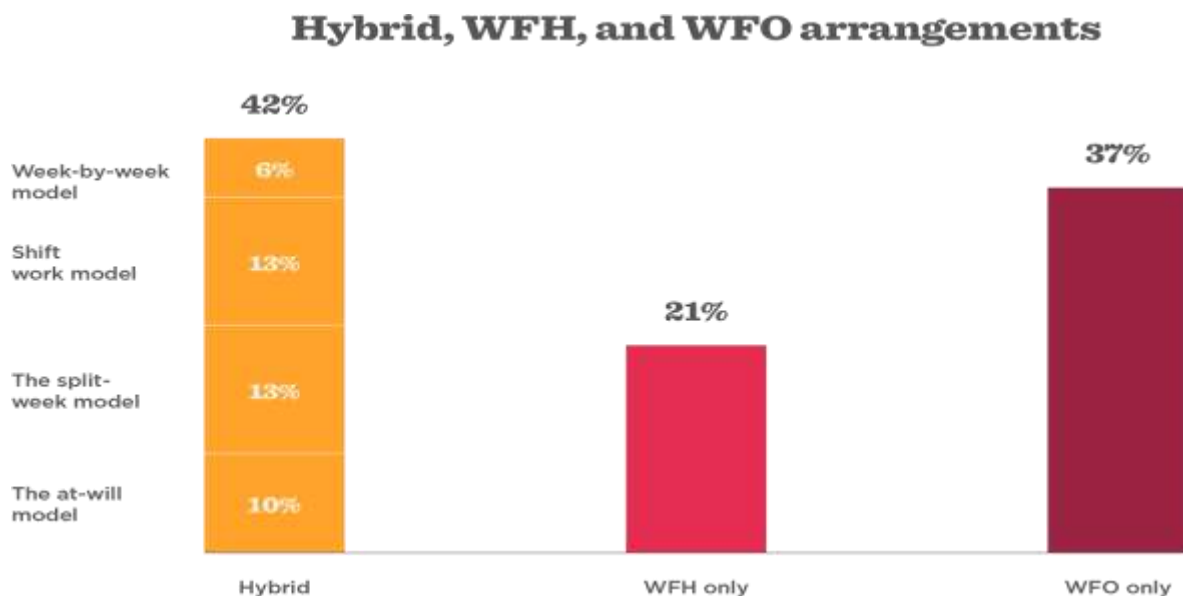
Table: Indian Company Hybrid Work Plan

S. No	Number of Respondents	Types of hybrid work model
1	20	Never offered hybrid model.
2	24	Implemented at pandemic time.
3	45	Implemented and continues hybrid working.
4	61	Offered hybrid work plan.

Graph: Indian Company Hybrid Work Plan



During the pandemic, many employees began to work predominantly from home. Currently, employees are utilizing remote work, office work, and hybrid work models. The statistical graph depicting the WFO, WFH, and hybrid models is presented here.



Future of Hybrid Work:

By instituting a hybrid work policy as the epidemic subsided, the IT firm afforded employees the flexibility to work from home during peak productivity periods while still attending the office for team meetings and collaborative activities. A multitude of firms have adopted a hybrid working model to optimize productivity, efficiency, and output. Many of today's major corporations are adopting a mixed working strategy.

According to Glassdoor's Employees' Choice Award, three of the premier companies for employment are managing the transition to hybrid work.

NVIDIA

Nvidia is an American multinational technology firm. The Chief Executive Officer of Nvidia is Jensen Huang. In an interview with Venture Beat, Mr. Hung expressed his support for the adoption of the hybrid workplace. He comprehends that individuals possess distinct tastes and encourages employees working either on-site, off-site, or in a combination of both.

HUBSPOT

The second-best firm to work for in 2022 grants its global teams the autonomy to select the arrangement that suits them best. Hybrid work, or flexible arrangements, is also available for HubSpot employees. In this arrangement, employees may attend the office two or fewer days each week. The company provides assistance to employees for their remote work arrangements.

Capital One

Capital One is considered one of the premier corporations to work for because of its focus on employee well-being. Capital One's stance on hybrid work exemplifies a split-week paradigm.



Conclusion

Hybrid work is the contemporary workplace model that is advancing in the post-pandemic era. However, there is currently no operational mechanism for enterprises to adhere to this paradigm. To cultivate a successful hybrid working culture, it is essential to develop more organized hours and places. Crucially, hybrid working pertains to the methods by which we might unite individuals. Companies should trust, listen to, and treat remote and in-person employees equitably. The forthcoming year promises to be intriguing for the future of work.

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