A Study on "Hybrid Working Mode-The future trend

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ABSTRACT
The hybrid working model allows employees to combine on-site and off-site work as they and their employers see fit. It is a location-flexible arrangement. Adaptability and versatility in the workplace are additional lessons that follow from that. The hybrid workplace paradigm is undoubtedly the way of the future of work. A wide variety of hybrid arrangements have developed since COVID lockdowns around the world were lifted, giving staff flexibility that was previously infrequently provided. Nevertheless, certain unfavorable effects have also been mentioned. Some workers have been shown to experience stress because of the lack of employment visibility and predictability, social isolation, and level of uncertainty associated with hybrid working.
**Keywords** – Hybrid working, Technology, Flexibility, Virtual Mode, Remote Work, Employee Engagement, Pandemic.

I. INTRODUCTION
The physical work arrangement and the work-from-home system are combined to define hybridity, specifically in a workspace. A hybrid system is also known as a blended system. Adopting the hybrid workplace paradigm is necessary in order to prioritize the future of work. Flexibility at work, lower labor costs, increased worker/employees' happiness, and better environmental experiences are all important components of the benefits package that comes with remote work. More teams have been able to return to the office due to the restrictions being lifted, but instead of adopting the traditional working arrangement, offices now enable teams to work a combination of in-person and remote work. Working remotely has its share of difficulties along with advantages. Culture and connectivity, communication, productivity, motivation, stress management, and balance are some of the main difficulties of hybrid work.

One thing is crystal clear: workers seek flexibility in their schedules and places of employment. And now organizations are paying attention on the same. 77% of the 800 leaders of the workplace who participated in a recent study said that their organization had implemented a hybrid working paradigm. According to a survey done in conjunction with Wakefield Research, almost 50% of workers (or 47%) say they'd probably look for the organization if the current company didn't provide a hybrid working arrangement. Therefore, it should come as no surprise that 77% of companies have already decided to go hybrid in some way, according to data from April 2022 study. Furthermore, 56% of those businesses provide employees the freedom to decide how often and when to come into the office.
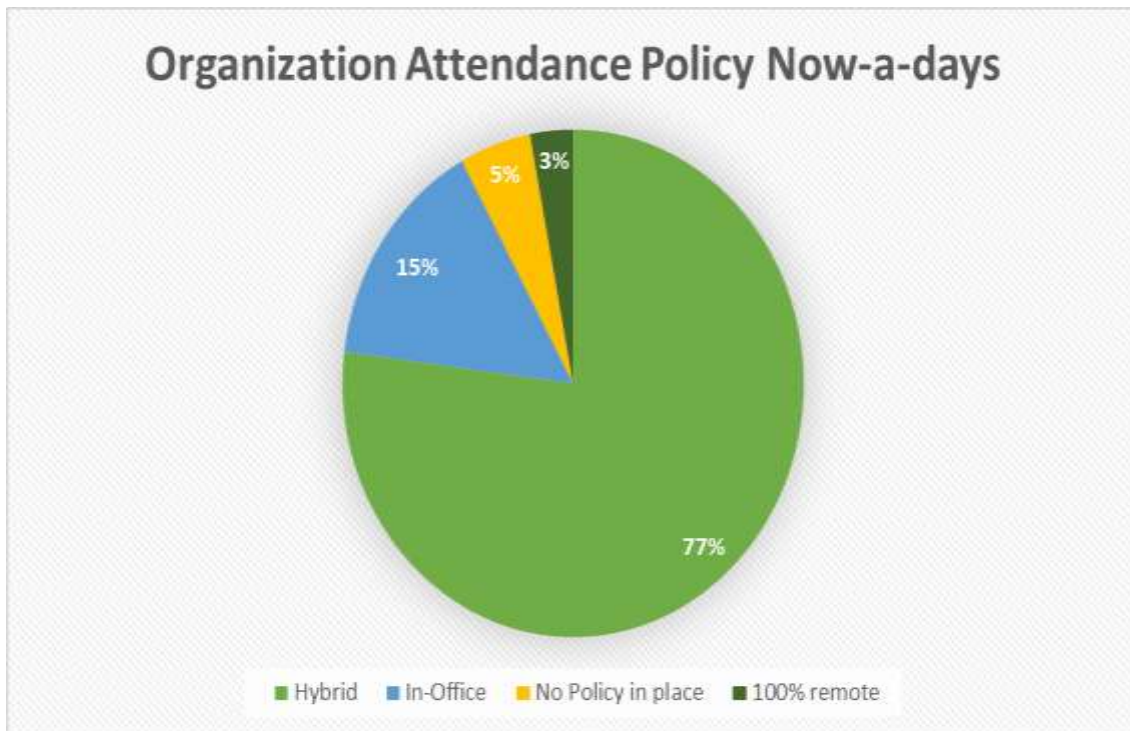
As with every work type, hybrid work has advantages and disadvantages. Exploring the benefits and drawbacks of this flexible employment arrangement.

The advantages of the Hybrid working model which we came across are:

Employees can work when and in the manner that makes them most productive: People are expected to be at work from 9 am to 5 pm every day in an office-first approach. Employees have more freedom to complete tasks when, how, and where they are most effective in a hybrid work style. Flexible times and locations are a result of this. For instance, although some people do better in the evening, others function best early in the morning. Additionally, they have the option of working on-site alongside coworkers or working independently from a distance.

Enhanced company culture: Executives are quite concerned about how a hybrid model will affect the corporate culture they have worked so hard to create locally. A quarter of executives believe that in order to sustain a good corporate culture, employees must be present at work every day. But this is not at all the case. Giving workers autonomy over their schedules might actually be motivating. Employees are more likely to arrive at work motivated and prepared to contribute to the company's mission and culture because they can move between remote and on-site work.

Reduced operating expenses: A mixed work model lowers your expenses. There won't be a need for as many desks, computers, printers, or other office supplies. Your utility costs may even go down. Particularly in costly urban locations, businesses can save thousands of dollars on real estate costs by downsizing for a hybrid model. In fact, 56% of business leaders believe that shrinking their physical workspace footprint will result in cost savings. Hybrid work is better for the money accounts of your staff as well. They'll spend less on things like Starbucks beverages and everyday commutes.

Pleased and motivated employees : Most people base their decisions on what will enable them to live comfortably, effectively, and happily. Therefore, for many employees, having the option to work remotely or on-site is empowering. Employees have the flexibility and freedom to decide which days they will come into the office and which days they will work from home under the hybrid model. Increased flexibility promotes a balanced workload, team participation, and a better work-life balance. Engaged workers generate better corporate results and may even boost profitability by 23%. Additionally, those who are pleased and engaged at work tend to remain there longer. By giving your employees the freedom to make their own decisions, you can boost retention and improve company results.

Employ talent all throughout the world : Want to increase the range of your talent? Your business is able to hire personnel from all around the world using a hybrid work model. Hiring employees with specialized expertise is possible when you have access to a larger talent pool. This could provide your business a competitive edge, enable you to enter new markets and guarantee continuous production.

The disadvantages of the Hybrid working model which we came across are:

Collaboration with remote workers is more challenging: People that engage in hybrid work will visit the office at various times throughout the week. It implies that individuals will occasionally miss one another and the opportunity to work together quickly. Investing in the appropriate technology is essential to finding a solution. Your employees may interact with one another and find out when their coworkers will also be on-site thanks to workplace technology.

Create inclusive meeting best practices and guidelines: Inclusive policies and practices. Encourage local leaders to, for instance, pause during Zoom calls and ask online participants if they have any further comments or questions.

Technology: Your office's technology must support work in all environments. Make sure your on-site and remote personnel have access to high-quality video and audio equipment.

Tools for communication: Make chatting platforms like Zoom, Slack, and Asana available to staff. No matter where they are, they'll make sure that individuals can communicate and work together.

Quicker burnout of workers: Even under a hybrid approach, the culture of burnout can infiltrate the workplace if allowed unchecked. Your remote crew may put in more time and take fewer breaks than the people who work on-site. They might even feel worse about taking the afternoon off for themselves and overcompensate by staying at work longer. It will be easier to combat remote burnout if you foster a culture where staff members feel empowered to speak up or take breaks when they're feeling overburdened. Additionally, if you design a workplace that is effective, efficient, and enjoyable, it will aid in lowering on-site burnout.

Not appropriate for many industries: Some industries may not be good candidates for hybrid work models. Some organizations, like nursing or teaching, require a complete remote or full on-site setting to function. The 2022 Workplace Trends Report shows that since January 2021, on-site traffic growth has been the least in the industries of materials, utilities, and telecom services.

Additionally, we observed that smaller businesses with less than 50 workers saw a less dramatic increase in foot traffic, but larger businesses with more than 250 workers were among the first to implement hybrid work. Developing a work schedule that accommodates your employees' demands is crucial regardless of your sector or business size.

Keeping up with hybrid schedules is challenging : The schedules of your employees will be more varied as you have greater flexibility. You can experience resource problems if there isn't a reliable and simple way to maintain track of personnel scheduling. Additionally, it can be challenging for workers who arrive on-site to determine which of their teammates will be there. To get hybrid job right, a lot of care and consideration must be taken. If you want to provide your staff freedom and flexibility at work, you frequently need to strike a balance between those things and the necessary oversight, rules, and upkeep. For instance, to improve team morale and collaboration, executives can mandate that their staff be present on-site on a particular day of the week. Flexibility and autonomy may be at odds with this, but it's important to bring people together so they may benefit from other freedoms like working from home the rest of the week.

A hybrid work paradigm is one that adapts based on who is using it and why. Make sure your hybrid work is created in a way that suits you when you implement it. Choosing the best timetable for your staff or providing smaller, co-working locations beside your main HQ are a couple of examples. Keep in mind that there is no one size fits all approach to hybrid work. Future of hybrid work is still up in the air. It's not simply how people work at your office and at home; hybrid work also refers to how your office runs for its staff. Equip your office with the appropriate tools. Hot-desking, hotel reservations, or a simple system for employees to check in are a few examples. When your employees are engaged in productive work, whether it is team meetings, collaboration with coworkers, or heads-down work, hybrid work works best. Make sure the workplace has everything they require for them to function optimally.

II. RESEARCH METHODOLOGY

A research methodology is a means to describe how a researcher plans to conduct their investigation. It is a rational, methodical approach to a study issue. A methodology outlines a researcher's approach to the study in order to guarantee trustworthy, genuine findings that meet

their goals and objectives. A research methodology is a means to describe how a researcher plans to conduct their investigation. It is a rational, methodical approach to a study issue. A methodology outlines a researcher's approach to the study in order to guarantee trustworthy, genuine findings that meet their goals and objectives. To collect the secondary data, we have gone through various pre-published research papers, articles, news, blogs, etc.

Objectives

·   To analyze the productivity of employees in the Hybrid Working model.
·   To identify the working style of employees in the Hybrid Working model.
·   To understand an employee's perspective on the Hybrid Working model.
·   To study the personnel management issues working in Hybrid mode.

III.   LITERATURE REVIEW

An examination of scholarly sources (such as books, journal articles, and theses) that are pertinent to a given subject or research question is known as a literature review. It is frequently included in a thesis, dissertation, or research paper to place your work in the context of the body of knowledge. In order to carry out the research, we have gone through various literature.

Prithwiraj (Raj) Choudhury, Tarun Khanna, Christos A. Makridis, Kyle Schirmann (2022), in their publication state that globally, hybrid work is becoming more prevalent as a distinct category of organizing employees. The amount of hybrid work—the proportion of days worked from home to days worked from the office—and how it impacts work outcomes are both causatively demonstrated in this paper. Their analysis of the underlying mechanisms indicates that hybrid work may offer employees the "best of both worlds," giving them a greater work-life balance without prioritizing isolation from coworkers.

Danijela Sokolic (2022) says that the most prevalent type of addiction in the third decade of the twenty-first century is remote work, especially working from home. This research seeks to shed light on the effects of geographic location flexibility on the workplace as well as the broader ramifications for both employers and employees. The paper discusses some of the crucial elements that have an impact on both organizational and individual work success in terms of the hybrid working model.

an introduction to a hybrid work model including more holistic frameworks that are also valuable for organizations in different industries (**Lisa Tran, 2022**). Since the findings highlight the hybrid work model to suit different types of needs, a future study that includes, for example, the gender of the population, maternal health, and parental leave can thus be valuable for future research with the aim to increase the understanding of the future of work and how it can be adapted to other needs than work.

A hybrid work model is a timetable that divides an employee's time between in-office and remote work (**B.Vidhyaa and Dr. M. Ravichandran, 2022**). It is occasionally possible for workers to choose when to work from home and when to report to the office. Autonomy, Flexibility, High Performance, Collaboration, Positive Work Relationships, and Effective Work Habits are all encouraged in an effective hybrid work environment.

Kanwar Muhammad Javed Iqbal, Farooq Khalid and Sergey YevgenievichBarykin (2021) They said the future of work should be a top focus for any workplace whose stakeholders intend to go beyond the expectations of the continuously changing workplace. Even if some nations have loosened the state-wide lockdown, corporations are taking their time to establish a more imposing working arrangement. Many organizations have already adopted the hybrid system, while others run completely remotely. The pandemic has provided the workplace with a lesson in planning and preparedness as well as a wake-up call to the need to keep up with managerial and technology improvements to ensure productivity and growth.

Dr. Reena (Mahapatra) Lenka (2021),Shed light on hybrid working models stating that organizations worldwide are attempting to adopt numerous new rules that were previously unheard of. The entire globe had never imagined that working remotely would become the new standard. It is extremely difficult to imagine a scenario in which everyone would be required to work from home. The majority of businesses are still attempting to adapt to this new norm. Globally, the COVID-19 pandemic has significantly altered how businesses typically operate. The entire world is attempting to deal with the unprecedented circumstance in every manner conceivable.

Monika Grzegorczyk, Mario Mariniello, Laura Nurski and Tom Schraepen(2021) they highlighted that with the introduction of COVID-19 vaccines, nations are starting to envision a time when decisions made by employees and employers are not influenced by the pandemic. Everyone was

heavily struck by the crisis, but it also created a chance. It has been demonstrated that employees with suitable employment can work effectively from home without any detrimental effects on their performance or output. The pandemic problem has also brought attention to the necessity for workplace safety measures to preserve employees' well-being and to ensure an effective mix of remote and on-site workers without any inequalities in their treatment or career chances.

N. Chellam and Dr. Divya D (2022)they found that in order to adapt to the changing needs of both their consumers and employees, organizations are adapting hybrid/WFH model. Employers are paying more attention to employees' work-life balance and performance as a result of the functional shift from a traditional to a technological mode of working. Pandemic has dramatically altered the way the organization was operating and had an impact on all of its operations. This covers work habits, modes of communication, hours of operation, productivity, and interpersonal interactions.

IV.   CONCLUSION

As per the various surveys, reports and studies it has been found that workers value mixed work. However, not everyone believes that a hybrid way is the best option. The success of your company, as well as the productivity and well-being of your employees, may be impacted by the work policies that are established for the team. It might be challenging to choose a working model that meets the demands of the team with so many distinct variations available. Since the COVID-19 pandemic, hybrid models, or "flexible working where an employee splits their time between the workplace and remote working," have become the most popular work arrangement for knowledge workers . These types of arrangements give employees more freedom regarding where (location) and when (time) their professional activities are completed, which may increase flexibility, autonomy, and work-life balance.This study provides distinctive insights into the hybrid work models' structure and how these new arrangements are created and put into practise. For those who use hybrid work, there has been a lot of trial and error over the years, and there still will be as many organisations figuring out how it can best serve them. The final destination of hybrid work is ambiguous. Even though we already know what it is, as more people find employment again, hybrid work will continue to take on new forms. The correct tools are necessary for hybrid work to succeed.

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