

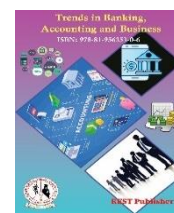


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A Study on Hybrid Working Model of Employees Job Satisfaction Relative with Productivity

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ABSTRACT: In current situation, most of the IT companies are increasing the productivity through hybrid working model. By the name hybrid working model we can understand that it consists of work from home and work from office. Work from home and work from office has many advantages and disadvantages when compared each other. So, hybrid working model extract all the benefits from work from home and work from office. Most of the IT companies are going through hybrid working model to improve the productivity of the organisation. This hybrid working model is providing the flexible work force for the employee which in order creates variation scale in job satisfaction. Another reason these IT sectors mostly adopts to hybrid working model is to cover the time zone variation from other countries, which affects positively and negatively of personal life, work life balance, mental health and physical health balance. In the organisational point of view, the IT (Information Technology) companies passes through the hybrid working model is due to decreasing the cost and be cost effective. All the organisation's goal is to increase productivity in short period of time and be effective with the lowest effective cost and cost beneficial. So, this study will focus on the IT employees who work in hybrid working model and productivity compare with job satisfaction. In this study a sample of 150 employees those working in IT sectors have been taken to analyse the data correlation between productivity and job satisfaction in hybrid working model. Under which the employees are included from lower-level management to top level management. The study adapts the research methodologies comprising of Percentage analysis, One Way ANOVA, Chi-Square test and pie chart. The results indicate that Employees prefer Hybrid Work Model for their Comfort. Also, the workflow doesn't break during the model. In prioritizing the long run of employee, there's the necessity to embrace the hybrid workplace model. Indeed, the future of employee would seemingly be the hybrid workplace model.

Key words: hybrid working model, work from home, work from office, IT, productivity, job satisfaction.

1. INTRODUCTION

The hybrid workplace is a concept on the lips of every industry trend in the world today. With digitalization becoming more normalized across every sphere in the global village. Every workplace needs to maximize and transcend obstacles and innovations to ease into the hybrid workplace. The COVID-19 pandemic brought a wave for an increased need for a hybrid workplace. Hybrid work is a flexible approach that allows employees to split their time between working in the office and working from home. The hybrid working model is a location flexible arrangement, allowing employees to combine both work from office and work from home. To improve the employee retention during the busy and stress filled life were require some leisure time. Through working from home, you can have free access towards a specific job through fewer interruptions from fellow employees in the office and communication time is also wider.

Objectives of the study:

- To analyze mental health and wellbeing of employees in IT sector
- To analyze employee productivity in Hybrid Working model
- To study the employees job satisfaction in hybrid working model
- To analyze employees - work life balance and their preference.
- To find employees preference over the workplace.

Scope of the study: This study is conducted to survey the employee's job satisfaction, productivity and the benefits & challenges faced by them in hybrid work model and to study the preference of their work life balance.

2. REVIEW OF LITERATURE

P V L Ramana and Chethana G Krishna (2022) conducted "A study on hybrid workplaces in post-pandemic india". Effect on communication and managerial functions. The main challenge for the companies in adopting the hybrid working model is the segmentation of employees based on on-site presence and off-site work schedule and that varies from industry to industry. Certain functions like orientation, new project delegation and training on technology might require them to be

present in office. Performance metrics and appraisals is another factor which the HR department might have to seriously consider to maintain employee morale and motivation.

Berger (2021) Conducted, “A 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 towards hybrid models is taking place across industries. Public organizations plan the strongest shift, from only 25% exploring hybrid work model’s pre-pandemic to 86% post-pandemic.

Lenka (2021) Conducted, “A study on a unique Hybrid model with the help of the organizations to overcome many challenges faced by Human resource managers due to remote work”. They found that unique hybrid model is the best solution as in this model maximum times employees will be working remotely and whenever there is a requirement they can come to office. This arrangement will help in smooth work operation, increased performance, motivation, employee engagement and good teamwork can happen. They concluded that every organization in the worldwide should adopt Unique Hybrid Work Model.

Zubaria Andlib (2021) The object is to investigate the current status and future advancement of the workplace within the COVID-19 pandemic setting. Reports, distributions, and overviews from various sources have been broke down to find out additional with regards to the representatives' and associations' involvement in remote working and the benefits and detriments of accessing the workplace during the pandemic. The examination of the information made conceivable the recognizable proof of examples within the accessible writing regarding what has occurred and, particularly, its influence on the workplace. The upheaval initiated by COVID-19 has changed the way organizations and representatives work and will continue doing along these lines, requiring a steady reinvention of how they work and causing activities never seen, generating profound changes in the workplace. Hence, the possibility of the workplace won't ever be what was generally anticipated before COVID-19, where reinvention of work, innovation and security are central issues in its change interaction.

3. RESEARCH METHODOLOGY

Convenient Sampling Method has been employed to collect the primary data. The study is limited only to MAVERIC SYSTEM LIMITED, Bangalore. Respondents are randomly selected, and each has an equal chance of being chosen. A well-structured questionnaire was prepared to conduct survey for data collection. The sample size taken for this study is 100 respondents and time is limited to 3 months. In addition to this the secondary data was also collected from various journals, magazines, websites, online books etc. The collected data samples have been analysed with the help of SPSS Software and tools like Percentage Analysis, Chi-square, and One-way ANOVA.

4. DATA ANALYSIS & INTREPRETATION

Percentage analysis:

TABLE 1. Respondents working model.

Type of working model	No of respondents	Percentage
Flexible hybrid working model	69	69%
Fixed hybrid working model	31	31%
Total	100	100%

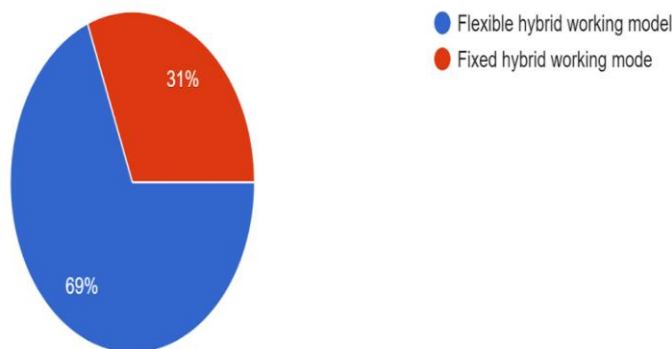


FIGURE 1. Respondents working model.

It is noted from the above table-1 that 69% of the respondents are from flexible hybrid working mode and 31% of the respondents are from fixed hybrid working model.

ONE-WAY ANOVA:

TABLE 2. Respondence satisfaction towards work life balance

ANOVA					
Work life balance [How satisfied are you with your current working hours]					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	16.233	3	5.411	3.539	0.018
Within Groups	146.767	96	1.529		
Total	163	99			

The above table 2 shows that there is no significant difference between the respondents towards total working hours and satisfaction of employees in work life balance in current working hours. As demonstrated by one-way ANOVA, $F = 3.539$, $p = 0.018$.

Chi-square analysis: **Null Hypothesis (H0):** There is no significant difference between age of respondents and satisfaction with work life balance. **Alternative Hypothesis (H1):** There is significant difference between age of respondents and satisfaction with work life balance.

TABLE 3. Respondence satisfaction with work life balance

Age * Work life balance [How satisfied are you with your work life balance] Crosstabulation										
Count										
	Work life balance [How satisfied are you with your current work life balance]							Total	Chi square value	P Value
			1	2	3	4	5		12.796	0.384
Age	20-30	n	15	10	18	25	3	71		
		%	15%	10%	18%	25%	3%	71%		
30-40	n	3	4	4	2	3	16			
	%	3%	4%	4%	2%	3%	16%			
40-50	n	0	3	2	3	0	8			
	%	0%	3%	2%	3%	0%	8%			
50-60	n	1	1	2	1	0	5			
	%	1%	1%	2%	1%	0%	5%			
Total			19	18	26	31	6	100		

Table 3 shows the association between age and satisfaction in work life balance. . Since the P value is lesser than 0.5, null hypothesis (h0) is rejected. Hence, there is significant relation between age and satisfaction in work life balance. Based on overall percentage 31% have rated 4 (satisfied) with the work life balance, 26% have rated 3 (neutral), 18% rated under satisfied, 19% have rated 1 (least satisfied) and 6% had rated 5 (highly satisfied)

Findings: In table 1 - Majority of the respondents are working in flexible working model. In table 2 - Shows that there is no significant difference between the respondents towards total working hours and satisfaction of employees in work life balance in current working hours. In table 3 – shows there is significant relation between age and satisfaction in work life balance.

Suggestions: In this study, it is suggested that employees want enhancement in the working culture, Need more training programs. To improve productivity and job satisfaction in a hybrid working model, set clear boundaries, communicate effectively, prioritize self-care, embrace technology, stay organized, and seek feedback. Balancing work and personal life is crucial for success and happiness in work life balance. Policies can be made clearer in prior in terms of their work culture. Deliver more support during work from home.

5. CONCLUSION

Hybrid work will give workers with additional flexibility, free time, and autonomy. This doubtless harmonious work-life balance permits workers to give additional attention to their personal lives or families whereas still transferal in their financial gains. Most of the respondents refer Hybrid work Model for their Comfort and they also feel flexible working in this model. There can be both Advantages and Disadvantages, this model helps employees to involve more in their work and manage work life balance. In prioritizing the long run of employees, there's the necessity to embrace the hybrid workplace model. Indeed, the future of employees would seemingly be the hybrid workplace model.

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