



## Role of Hybrid Work Model on Employee Performance & Satisfaction

<sup>1</sup>Anamika Singh Chauhan, <sup>2</sup>Neetu Bajpai

<sup>1</sup>Ph.D Scholar, School of Management, SAM Global University, Raisen (M.P.)

<sup>2</sup>Professor, SAM Girls College, Bhopal (M.P.)

[anamika31may@gmail.com](mailto:anamika31may@gmail.com)

### ABSTRACT

The COVID-19 pandemic has significantly transformed the traditional workplace, leading to the adoption of hybrid work models, that combine remote work and in-office presence. This study aims to analyze the impact of the hybrid work model on employee performance and satisfaction. By examining the advantages and challenges associated with this work arrangement, as well as its influence on various aspects of employee well-being, productivity, and job satisfaction, this research provides valuable insights for organizations navigating the transition to hybrid work. The study employs a mixed method approach, combining quantitative surveys and qualitative interviews. The quantitative component involves the distribution of surveys among a diverse sample of employees from various industries and sectors. The surveys measure employee perceptions of their performance levels, job satisfaction, work-life balance, communication effectiveness, and overall well-being in the hybrid work environment. The quantitative data collected will be analyzed using appropriate statistical techniques to identify patterns, correlations, and trends. In parallel, qualitative interviews will be conducted with a subset of employees to gain in-depth insights into their experiences, perceptions, and challenges related to the hybrid work model. The interviews will explore topics such as the impact on collaboration, the effectiveness of communication channels, the role of technology, work-life integration, and the overall satisfaction and engagement levels of employees. By combining quantitative and qualitative findings, this study aims to provide a comprehensive understanding of the role of the hybrid work model on employee performance and satisfaction. The analysis will highlight the advantages of increased flexibility, reduced commute time, improved work-life balance, and enhanced autonomy that the hybrid work model can offer. The findings of this research will contribute to the existing body of knowledge on the impact of the hybrid work model on employee performance and satisfaction. The insights derived from the study can assist organizations in developing strategies and policies to optimize the benefits of the hybrid work model while addressing its associated challenges.

**Keywords:** Quantitative Parameters; Qualitative Parameters; Hybrid Work Model.

### I. Introduction

The hybrid work model allows employees to divide their working time between a company location and a non-company location, such as their home or a co-working space [1]. This model has shown potential in increasing productivity and job satisfaction by providing employees with flexible work arrangements and the option to work from anywhere. It blurs the distinction between a corporate office and remote locations, enabling team members to travel to different locations as needed [2].

The objective of this study is to explore the implications of the hybrid work model on employees. Specifically, it aims to identify employees' preferences for working styles, assess their ability to build and maintain effective teams, examine personnel management issues arising from the hybrid work arrangement, and analyze the impact on employees' mental health and overall well-being [3,4].

The study will employ a mixed method approach, combining quantitative and qualitative research methods. Surveys will be used to gather data on employees' working preferences, team-building experiences, and personnel management challenges. Additionally, qualitative interviews will be conducted to gain in-depth insights into employees' perceptions and experiences in the hybrid work environment. The collected data will be analyzed to uncover trends, patterns, and potential areas of concern [5,6].

The findings of this research will contribute to understanding the effects of the hybrid work model on employees and inform organizations about the best practices and strategies to optimize its benefits. By considering employees' preferences, team dynamics, personnel management, and mental well-being, organizations can create a supportive and productive work environment that suits the needs of their workforce. Overall, this study aims to shed light on the implications of the hybrid work model and provide valuable insights for organizations navigating the transition to this flexible work arrangement. By addressing the objectives outlined, the research aims to enhance understanding of the hybrid work model's impact on employees and guide organizations in fostering a positive and effective work environment.

## **II. Methodology**

The study will adopt a mixed method approach, combining quantitative and qualitative research methods. This approach allows for a comprehensive understanding of the role of the hybrid work model on employee performance and satisfaction [7,8].

- **Quantitative Research:**

Surveys will be distributed among a diverse sample of employees from various industries and sectors. The survey questionnaire will be designed to measure employee perceptions of their performance levels, job satisfaction, work-life balance, communication effectiveness, and overall well-being in the hybrid work environment. The survey data will be collected using online survey tools or through in-person administration. Descriptive statistics, such as means, frequencies, and percentages, will be used to analyze the quantitative data. Statistical techniques, correlation analysis and regression analysis are applied to identify relationships and factors influencing employee performance and satisfaction [9].

- **Qualitative Research:**

In-depth interviews will be conducted with a subset of employees to gain in-depth insights into their experiences, perceptions, and challenges related to the hybrid work model. The interviews will explore topics such as the impact on collaboration, communication effectiveness, work-life integration, job satisfaction, and overall engagement levels. The interviews may be conducted in person, over the phone, or through video conferencing, depending on the availability and preferences of the participants. The interview data will be transcribed and analyzed using thematic

analysis or other qualitative data analysis techniques. Themes and patterns will be identified to understand the experiences and perspectives of employees in relation to the hybrid work model [10].

### III. Data Integration and Analysis:

The quantitative and qualitative data will be integrated and analyzed to provide a comprehensive understanding of the role of the hybrid work model on employee performance and satisfaction. Findings from the quantitative analysis, such as statistical trends and relationships, will be enriched and complemented by insights obtained from qualitative interviews. Triangulation of findings from both methods will be performed to enhance the validity and reliability of the results. The integrated analysis will help identify common themes, challenges, and opportunities related to employee performance and satisfaction in the hybrid work model [11,12].

- Sampling Plan:

1. Universe: Different sector employees located in the Indore region.
2. Sampling Unit: The research targeted 200 employees working in different companies with different mode as respondents.

**Sample Size:** 200 enterprises have been examined, falling into different categories.

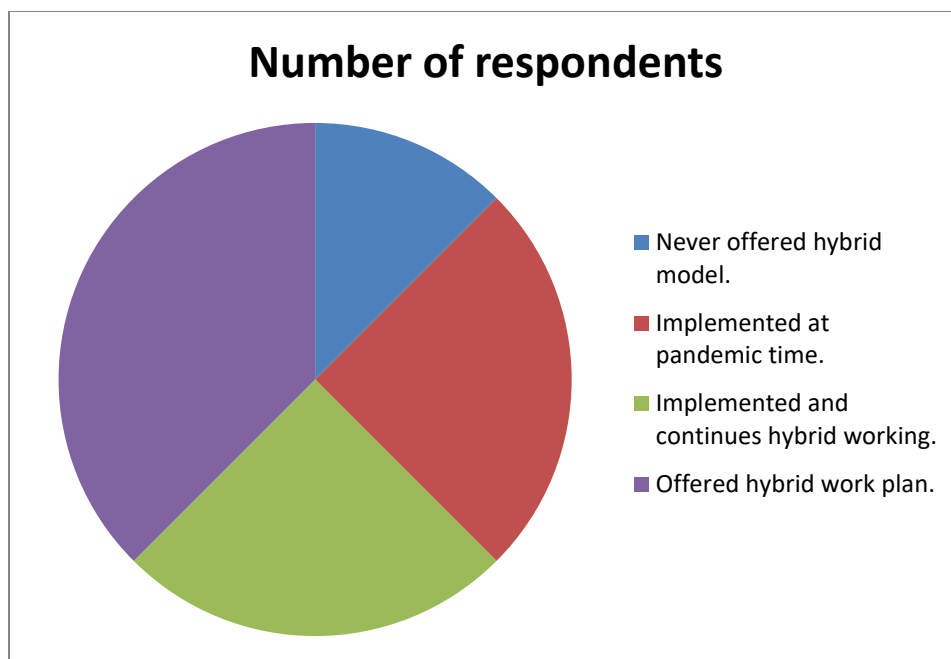
#### a. The Tools

- For Data Collection: Data has been collected using self-designed questionnaire. The questionnaire was based on predetermined questions. The questionnaire was based on five-point scale.
- For Data Analysis: Once the response is collected it was converted into the useful data that can be used for statistical analysis.

#### b. Research Hypotheses

H<sub>01</sub>: There exists no performance improvement in employees working in hybrid model.

S.No	Number of respondents	Types of hybrid work model
1	25	Never offered hybrid model.
2	50	Implemented at pandemic time.
3	50	Implemented and continues hybrid working.
4	75	Offered hybrid work plan.



**Figure -01: Category distribution of no respondents offered hybrid work plan**

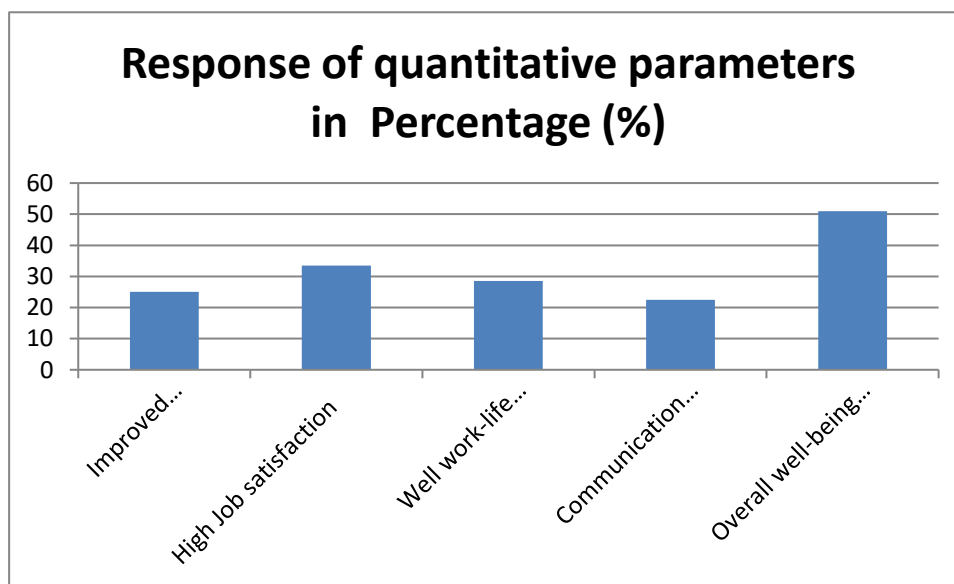
The Quantitative survey is performed with the 200 responded and the parameter analyzed are presented in table-01 and Qualitative parameter are presents in table -02. The interviews are conducted on topics such as the impact on collaboration, communication effectiveness, work-life integration, job satisfaction, and overall engagement levels. The interviews was conducted in person, over the phone, or through video conferencing, depending on the availability and preferences of the participants

**Table-01: Response of quantitative parameters**

S.No.	Parameters	No. of responded agreed out of 200	% Percentage
1	Improved Performance levels	50	25
2	High Job satisfaction	67	33.5
3	Well work-life balance	57	28.5
4	Communication effectiveness improved	45	22.5
5	Overall well-being in the hybrid work environment	102	51

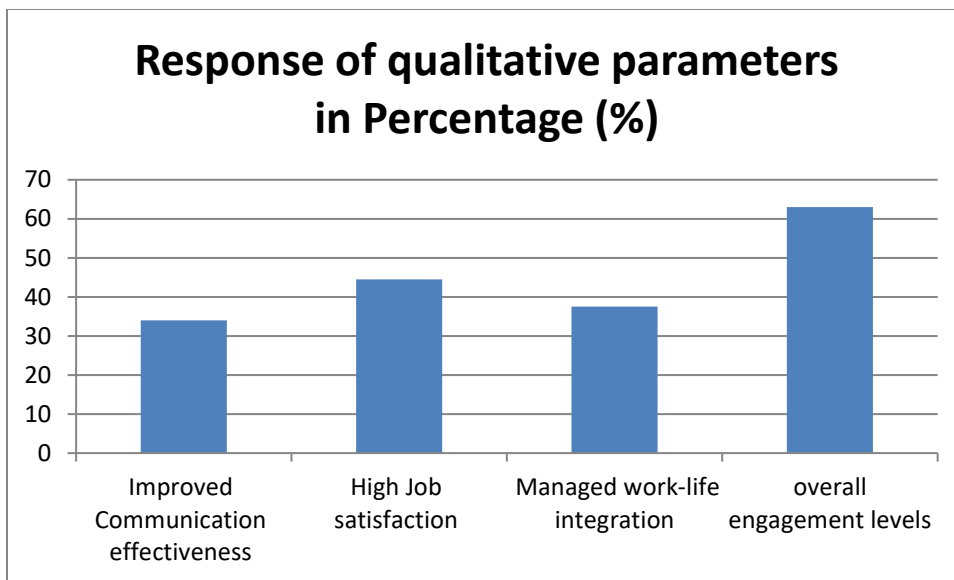
**Table-02 :Response of qualitative parameters**

S.No.	Parameters	Based on Interview conducted out of 200	% Percentage
1	Improved Communication effectiveness	68	34
2	High Job satisfaction	89	44.5
3	Managed work-life integration	75	37.5
4	Overall engagement levels	126	63



**Figure - 02: Response of quantitative parameters in Percentage (%)**

From figure 2 the quantitative parameters matrix is presented on the mentioned scale presented in Table - 01. It is observed that 51% responded out of 200 responses are Overall well-being in the hybrid work environment. Also from figure 2 overall engagement levels are 63 %



**Figure - 03: Response of qualitative parameters in Percentage (%)**

#### IV. CONCLUSION

The hybrid work model is gaining traction as a prominent workplace approach in the post-pandemic era. However, companies are still in the process of defining the operational guidelines for implementing this model effectively. To foster a thriving hybrid work culture, it is crucial to establish clear protocols regarding work hours and locations. Equally important is the need to foster unity among employees, regardless of whether they work remotely or in-person. Building trust, actively listening, and treating all employees equitably, regardless of their work arrangement, are key aspects of this endeavor. As we move forward, the future of work holds promising possibilities, making the upcoming year an intriguing one.

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