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## A Study on Hybrid Work Model

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### ABSTRACT

The purpose of the study is to find the likelihood of employees on working nature. The study was conducted with due reference of certain theoretical background. Hybrid Working Model is the combination of both Work from Office (WFO) and Work from\*- Home (WFH). Team Building, Personnel Management, Mental Health and Wellbeing, Productivity, Time Management in Hybrid Work Model was focused in this study. Data has been validated with analytical tools and founded that there is an increasing trend in working in hybrid work model. In this study a sample (N=150) of Middle level Employees filled out a Survey containing Questionnaire on the Hybrid Work Model. The study adapts the research methodologies comprising of Percentage analysis, Descriptive statistics, One Way ANOVA, Chi-Square test and Factor analysis. The results indicate that Employees prefer Hybrid Work Model for their Comfort. Also the work flow doesn't break during the model. Beyond that's additionally the lesson of flexibility and flexibility within the geographic point. In prioritizing the long run of labor, there's the necessity to embrace the hybrid workplace model. Indeed, the future of labor would seemingly be the hybrid workplace model.

**Keywords:** Work From Home (WFH), Work From Office (WFO), Hybrid Work Model

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### INTRODUCTION

Hybrid work is a flexible work model that supports a blend of in-office, remote, and on-the-go workers. It offers employees the autonomy to choose to work wherever and however they are most productive.

Hybrid work is a people-first approach to managing the workforce that drives increased productivity and job satisfaction while addressing the major challenges of remote work, such as isolation and lack of community. A hybrid work model provides employees with greater flexibility and the option to work from home or anywhere they can be productive. With hybrid work, the workplace is no longer inside the four walls of the corporate office—it's an ecosystem of employees working from home, in coworking spaces, and the office. Team members can migrate between various locations depending on the work they need to get done.

To define what hybridity is, especially in a workspace, it combines the physical work arrangement and the remote work system (Cook et al., 2020). In essence, some work in person on site of the business or organization while some work by virtue of the internet. This arrangement could also involve the same party of people, where they get to show up physically on site of the company and take the rest of the week's days to work remotely.

The hybrid working system ensures the organization employing it enjoys the special advantages that come with the remote working system (Trede et al., 2019b). In the package that comes with remote work, essential elements are flexibility at work, reduced labor cost, more satisfaction on the part of workers, and better environmental experiences. Also added is the benefit which comes with the traditional working system. There is the assurance of hands-on interaction of the existing culture in the work organization. Likewise, there comes the advantage of informal networking, more likely in-person collaboration, and the added benefits of a structure to help foster creativity. Where both the benefits of the traditional and remote workplace system coexist is referred to as the situation of hybridity (Malhotra & Reay, 2019).

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### REVIEW OF LITERATURE

**Dahlia Baker (2021)** finds the pandemic has noncontinuous nearly each facet of our lives, together with tasks as basic as getting to work. The modification has brought with it each opportunities and challenges. The use of digital services to carry conferences, webinars Associate in Nursing conferences has enhanced at an avalanche like pace. Before the pandemic took hold, there was a additional ancient read of labor - with the general perception that employment tasks ought to be performed within the workplace. As a stark distinction to the present more ancient read of labor, nearly seventy five p.c of Swedish workplaces was forced to change to operating remotely in a very short time and lots of believe that this can result in permanent changes in however Swedish offices square measure designed. There square measure varied indications that the majority individuals wish to continue operating in offices within the future further. On the opposite hand, the operating lifetime of the future is characterised by Associate in Nursing enhanced demand for versatile solutions. analysis exhibited that most structure and work variables were significantly connected with the end result measures productivity and work satisfaction, whereas individual and social unit variables were considerably less correlated. For organizations, this is often immensely useful, since structure and work related characteristic variables square measure so much easier influenced by procedures and time unit policies rather than individual work vogue and social unit factors.

**Kanwar Muhammad Javed Iqbal, Farooq Khalid, Sergey Yevgenievich Barykin(2021)** says that the hybrid geographical point may be a idea on the lips of each industry trend within the world nowadays. With digitalization changing into additional normalized across each sphere within the world village. each geographical point must maximize and transcend obstacles and innovations to ease into the hybrid geographical point. The COVID-19 pandemic brought a wave for associate degree inflated would like for a hybrid geographical point. though some countries have relaxed the imprisonment in their states, businesses are taking their time to line up a additional formidable work arrangement. several are already operational the hybrid system whereas others are running totally remote. The pandemic has tutored the work a lesson of preparation and designing. on the far side that's additionally the lesson of flexibility and adaptableness within the geographical point. In prioritizing the long run of labor, there's the necessity to embrace the hybrid geographical point model. Indeed, the long run of labor would possible be the hybrid geographical point model.

**Patricia Vasconcelos, Elizabeth Furtado, Plácido Pinheiro(2015)** says that The thought of telework is said to the accomplishment of distance work with the support of technology. It needs associate degree execution model of labor activity in programme of flexible Work distance (FW), staff and rules for conducting this execution. This analysis was applied to an company that established an FW project. For analysis of the alternatives of FW models we have a tendency to apply 2 ways of Verbal decision Analysis (VDA). the primary technique was accustomed classify the standards and therefore the second to ordain them with the target of realize a ranking of the alternatives in step with the preferences of concerned.

**Prithwiraj (Raj) Choudhury, Tarun Khanna, Christos A. Makridis, Kyle Schirmann(2022)** tells that Hybrid work is rising as a unique kind of organizing work globally. This paper reports causative proof on however the extent of hybrid work—the variety of days worked from home relative to days worked from the office—affects work outcomes. Collaborating with a company in Asian nation, we tend to randomised the quantity of days that individual staff worked from the workplace for 9 weeks within the summer of 2020. Our leads todicate that associate intermediate variety of days within the workplace results in a lot of emails sent, the next variety of email recipients, and augmented novelty of labor merchandise. Our check for underlying mechanisms suggests that hybrid work may represent the “best of each worlds,” providing staff bigger work-life balance, while not the priority of being isolated from colleagues.

**Danijela Sokolic(2022)** tells that Remote work, particularly performing from home, has become the foremost common kind of add the third decade of the twenty first century. What started at the start of the millennium as Associate in Nursing experimental apply in some corporations (mainly within the IT industry) has become widespread and unintentional in 2020 and 2021, because of Covid nineteen pandemic. It modified a number of the foremost important options of the roles, like the communication patterns and also the conception of the workplace, leading not solely to vital changes within the method work is completed, however conjointly to a different psycho-emotional perception of labor within the context of adjusting socialization patterns. The need to transition to a virtual setting forced each corporations and staff to do out different ways of operating (e.g., managing virtual groups, guaranteeing infrastructure and access to work resources, managing groups, workspaces, etc.). The paper addresses a number of the key factors that influence work performance at the structure and individual levels. It presents how technological developments and growing awareness of different approaches to figure organization square measure dynamical companies' perceptions of managing their Most worthy resource, human potential, and discuss potential failures in teleworking policies. The goal of this study is to supply insight on the impact of geographical point flexibility on work and also the broader implications for each corporations and staff.

**Monika Grzegorzcyk, Mario Mariniello, Laura Nurski and Tom Schraepen (2021)** tells that With the roll-out of COVID-19 vaccines, countries square measure commencing to imagine a future in which workers' and employers' decisions don't seem to be conditioned by the pandemic. The crisis hit everyone onerous however additionally generated a chance. it's shown that employees with appropriate jobs will with efficiency work remotely, with no negative implications for his or her productivity or performance. Telework could even unlock new operating processes with the final word impact of increasing productivity. The pandemic crisis has additionally stressed the necessity for the creation of safeguards at intervals the work surroundings to safeguard employees' well-being Associate in Nursing to make sure an economical mixing of remote and on-the-scene workers, with no variations within the method they're treated or their career opportunities.

**Antoni Wontorczyk, Bohdan Roznowski(2022)** tells that With the COVID-19 pandemic having noncontinuous economies, businesses, and individual activities, it's vital to look at however completely different varieties of work have an effect on worker behaviour. This study applies work engagement (the key construct in organisational psychology) because the dependent variable and considers its determinants within the type of stress factors and attitudes toward remote work. The selection for the study was purposive. Standardised survey questionnaires were utilized in the study: UWES-9, Stress Management Standards, and Attitudes toward Remote Work. The obtained results indicate that there have been no vital differences between teams in terms of the intensity of labor engagement, however work engagement was explained by alternative variables that area unit completely different in every of the studied teams. Relationships and use of social media were the foremost vital factors among remote staff. For on-the-spot staff, the most important factors were management and role definition. For practitioners, the results indicate that aspects of labor ought to be thought of so as to take care of high levels of labor engagement once employees area unit transferring to alternative varieties of work.

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## OBJECTIVE OF THE STUDY

- To identify the likelihood of working style of employees
- To study the Team building ability among employees
- To study the personnel management issues
- To analyze mental health and wellbeing of employees
- To analyze employee productivity in Hybrid Working model

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## RESEARCH DESIGN

The research design used in this study is descriptive analysis. Descriptive research describes data and characteristics about the population or phenomenon being studied. It set up the blueprint for the collection, measurement and analysis of data. The research design is the conceptual structure within which research is shown. It is a plan that specifies the sources and types of information related to the research problem.

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## DESCRIPTIVE METHOD

The descriptive research is worried about depicting the attributes of a specific individual or of a gathering. It is also concerned with specific predictions with narration of facts and characteristics concerning individual, group and situation. This research is completely based on the description of hybrid working model. No influence on researcher's opinion over this study. The design is rigid and the design must make enough provisions for protection against bias and must maximize reliability. This research is completely based on the description of the factors that lead to the perception and awareness of consumers. It is basically valued on the various parameters which include employee likelihood, productivity and their demographic factors.

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## SAMPLE DESIGN

### *Sample Size*

The sample size taken for this study is 150 respondents.

### *Sampling Technique*

Convenient Sampling Method has be employed to collect the primary data. The respondents for the purpose of this study are selected systematically. Convenience sampling is a type of non probability sampling, which doesn't contain random selection of respondents. The opposite is probability sampling, where respondents are randomly selected, and each has an equal chance of being chosen.

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## VARIABLES

The following variables has been used in the study:

- Team Building
- Personnel Management
- Mental Health and Wellbeing
- Productivity
- Time Management

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## STATISTICAL TOOL

The research instrument adopted was structured questionnaire. The questionnaire used in this consists of questions indicating the various dimensions of behaviour of consumers regarding online shopping. The statistical tools applied for the study includes the following:

- Percentage Analysis
- Chi-Square Test
- One Way ANOVA

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## RESULTS AND DISCUSSION

### *Chi- Square Test*

### *Hypothesis-1*

**Null Hypothesis (H0):** There is no significance relation between Gender and Set up of Nice Routine

**Alternative Hypothesis (H1):** There is a significance relation between Gender and Set up of Nice Routine

**Table No. 4.2.1**

**Table Name:** Chi Square test for Gender and Set up of Nice Routine

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.886 <sup>a</sup>	4	.926
Likelihood Ratio	1.145	4	.887

Linear-by-Linear Association	.641	1	.423
N of Valid Cases	150		

a. 4 cells (44.4%) have expected count less than 5. The minimum expected count is .07.

### INTERPRETATION

The Calculated Value is 2.886 and the Table Value is 9.487. Therefore, Calculated value is lesser than the Table Value, Rejecting the Null Hypothesis and Accepting the Alternative Hypothesis. It is concluded that there is a significance relation between Gender and Set up of Nice Routine.

### Hypothesis-2

**Null Hypothesis (H0):** There is no significance relation between Age and healthy working

**Alternative Hypothesis (H1):** There is a significance relation between Age and healthy working

**Table No. 4.2.2**

**Table Name:** Chi Square test for Age and healthy working

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	4.940 <sup>a</sup>	6	.552
Likelihood Ratio	4.740	6	.578
Linear-by-Linear Association	.049	1	.824
N of Valid Cases	150		

a. 8 cells (66.7%) have expected count less than 5. The minimum expected count is .05.

### INTERPRETATION

The Calculated Value is 4.94 and the Table Value is 12.59. Therefore, Calculated value is lesser than the Table Value, Rejecting the Null Hypothesis and Accepting the Alternative Hypothesis. It is concluded that there is a significance relation between Age and healthy working.

### Hypothesis-3

**Null Hypothesis (H0):** There is no significance relation between Gender and Stress

**Alternative Hypothesis (H1):** There is a significance relation between Gender and Stress

**Table No. 4.2.3**

**Table Name:** Chi Square test for Gender and Stress

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	7.947 <sup>a</sup>	4	.001
Likelihood Ratio	7.367	4	.002
Linear-by-Linear Association	5.187	1	.023
N of Valid Cases	149		

a. 3 cells (33.3%) have expected count less than 5. The minimum expected count is .23.

### INTERPRETATION

The Calculated Value is 7.94 and the Table Value is 9.487. Therefore, Calculated value is lesser than the Table Value, Rejecting the Null Hypothesis and Accepting the Alternative Hypothesis. It is concluded that there is a significance relation between Gender and Stress.

### Hypothesis-4

**Null Hypothesis (H0):** There is no significance relation between Education and Manageable number of hours

**Alternative Hypothesis (H1):** There is a significance relation between Education and Manageable number of hours

**Table No. 4.2.4**

**Table Name:** Chi Square test for Education and Manageable number of hours

Chi-Square Tests			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	10.600 <sup>a</sup>	9	.304

<b>Likelihood Ratio</b>	13.141	9	.156
<b>Linear-by-Linear Association</b>	.290	1	.590
<b>N of Valid Cases</b>	151		

a. 12 cells (75.0%) have expected count less than 5. The minimum expected count is .03.

### INTERPRETATION

The Calculated Value is 10.6 and the Table Value is 16.91. Therefore, Calculated value is lesser than the Table Value, Rejecting the Null Hypothesis and Accepting the Alternative Hypothesis. It is concluded that there is a significance relation between Education and Manageable number of hours.

### Hypothesis-5

**Null Hypothesis (H0):** There is no significance relation between Gender and Productivity

**Alternative Hypothesis (H1):** There is a significance relation between Gender and Productivity

**Table No. 4.2.5**

**Table Name:** Chi Square test for Gender and Productivity

<b>Chi-Square Tests</b>			
	<b>Value</b>	<b>df</b>	<b>Asymp. Sig. (2-sided)</b>
<b>Pearson Chi-Square</b>	11.197 <sup>a</sup>	4	.024
<b>Likelihood Ratio</b>	12.356	4	.015
<b>Linear-by-Linear Association</b>	3.358	1	.067
<b>N of Valid Cases</b>	151		

a. 7 cells (77.8%) have expected count less than 5. The minimum expected count is .01.

### INTERPRETATION

The Calculated Value is 11.19 and the Table Value is 9.48. Therefore, Calculated value is lesser than the Table Value, Accepting the Null Hypothesis and Rejecting the Alternative Hypothesis. It is concluded that there is no significance relation between Gender and Productivity.

### One Way ANOVA

**Null Hypothesis (H0):** There is no significance relation between Likelihood and Productivity

**Alternative Hypothesis (H1):** There is a significance relation between Likelihood and Productivity

**Table No. 4.3.1**

**Table Name:** One Way ANOVA for Likelihood and Productivity

### ANOVA

		<b>Sum of Squares</b>	<b>df</b>	<b>Mean Square</b>	<b>F</b>	<b>Sig.</b>
Working from Home	<b>Between Groups</b>	1.133	2	.567	4.022	.020
	<b>Within Groups</b>	20.707	147	.141		
	<b>Total</b>	21.840	149			
Likelihood	<b>Between Groups</b>	.529	2	.265	.228	.797
	<b>Within Groups</b>	170.971	147	1.163		
	<b>Total</b>	171.500	149			
Currently Working	<b>Between Groups</b>	2.910	2	1.455	2.979	.054
	<b>Within Groups</b>	71.783	147	.488		
	<b>Total</b>	74.693	149			
Breaks Regularly	<b>Between Groups</b>	.429	2	.215	.310	.734
	<b>Within Groups</b>	101.764	147	.692		
	<b>Total</b>	102.193	149			
Healthy Working	<b>Between Groups</b>	.907	2	.454	4.108	.018
	<b>Within Groups</b>	16.126	146	.110		
	<b>Total</b>	17.034	148			
Work Flow	<b>Between Groups</b>	.224	2	.112	1.944	.147
	<b>Within Groups</b>	8.450	147	.057		
	<b>Total</b>	8.673	149			

**INTERPRETATION**

It is inferred that Alternate Hypothesis (H1) is accepted, There is a Significance relationship between Likelihood and Productivity.

**FINDINGS**

1. With the Age of the respondents 35.33% of the respondents are in the group of 18-22, 38.66% of respondents are in the group of 23-25, 20.66% of the respondents are in the group of 26-29 and 5.33% of the respondents are in the group of above 30.
2. With the Gender of the respondents 66.6% of the respondents are Male, and 33.3% of respondents are Female.
3. With the Marital Status of the respondents 64.66% of the respondents are Single, 35.33% of respondents are Married.
4. With the Education of the respondents 6% of the respondents completed Diploma, 64.66% of respondents completed Under Graduate, 25.33% of the respondents completed Post Graduate and 4% of the respondents completed Other Qualifications.
5. 36% of the respondents like Fully Remote (WFH), 12% of respondents like Fully at the Office (WFO), 52% of the respondents like Hybrid.
6. 2% of the respondents have Neutral Experience in Working Form Home, 7.9% of respondents have good experience, 90.1% of the respondents have Very Good experience in Working From Home.
7. 87.33% of the respondents have felt connected enough to the teammates, 12.66% of respondents have felt moderate connection with the teammates
8. The above table shows that 64% of the respondents Comfortable, 41.3% of respondents have chosen Flexible, 8.66% of the respondents chosen Productive and 12.66% of respondents chosen Stress Free.
9. 0.66% of the respondents have selected Neutral, 5.33% of respondents have Agreed, 94% of the respondents have Strongly Agreed to Satisfied with the frequency of communication from leadership.
10. 0.7% of the respondents have Disagreed, 0.7% of respondents have Neutral, 3.3% of the respondents have Agreed and 94.7% of respondents have Strongly agreed to the Satisfied with the quality of communication from leadership.
11. 0.7% of the respondents have Disagreed, 5.3% of the respondents have Agreed and 93.4% of respondents have Strongly agreed to connection to other teams at the company while working remotely.
12. 0.7% of the respondents have Disagreed, 0.7% of the respondents have chosen Neutral, 5.3% of the respondents have Agreed and 92.7% of respondents have Strongly agreed to satisfaction with the communication processes chosen by the company.
13. 0.7% of the respondents have Disagreed, 0.7% of the respondents have chosen Neutral, 4.7% of the respondents have Agreed and 94% of respondents have Strongly agreed to Organization has the practice of carrying employee attitude/employee satisfaction surveys
14. 1.3% of the respondents have Disagreed, 0.7% of the respondents have chosen Neutral, 4.7% of the respondents have Agreed and 93.3% of respondents have Strongly agreed to the organization has provision for employee recognition programs and awards.
15. 17.3% of the respondents have work 1 day/week, 20.6% of respondents have work 2 days/week, 32% of the respondents have work 3 days/week and 30% of respondents have work more than 3 days/week.
16. 0.7% of the respondents have Disagreed, 0.7% of the respondents have chosen Neutral, 5.3% of the respondents have Agreed and 92.7% of respondents have Strongly agreed to rate the relationship with their manager when working remotely.
17. 0.7% of the respondents have Disagreed, 6.7% of the respondents have Agreed and 92.7% of respondents have Strongly agreed to rate the remote working tools at your disposal (Trello, Slack, Teams, etc.).
18. 2% of the respondents have chosen Neutral, 6% of the respondents have Agreed and 92% of respondents have Strongly agreed to remote meetings are as productive as face to face meetings.
19. 0.7% of the respondents have Disagreed, 0.7% of the respondents have chosen Neutral, 5% of the respondents have Agreed and 94% of respondents have Strongly agreed to try new or different tactics to manage a team that works remotely.
20. 74.6% of the respondents have set up a nice routine for work, 6.6% of respondents have not set their routine for work, 18.6% of the respondents have set moderate routine for work.
21. 62.6% of the respondents have take breaks regularly, 15.3% of respondents doesnot take breaks regularly and 22% of the respondents have moderately take breaks.
22. 0.7% of the respondents have Disagreed, 6% of the respondents have Agreed and 93.3% of respondents have Strongly agreed that have got a healthy working and living balance at home.
23. 73.3% of the respondents are productive as when they work in their office, 3.3% of the respondents are not productive as when they work in

their office and 23.3% of the respondents are moderately productive as when they work in their office.

24. 76% of the respondents have equipped to fulfill the task according to the regular standard , 2.6% of respondents have not equipped to fulfill your task according to your regular standard and 21.3% of the respondents have moderately equipped to fulfill your task according to your regular standard.
25. 15.1% of the respondents feel that the organization offers the proper support , 2.66% of respondents does not feel that the organization offers the proper support and 22% of the respondents moderately feel that the organization offers the proper support.
26. 0.7% of the respondents have Disagreed , 3.3% of the respondents have Agreed and 96% of respondents have Strongly agreed to the workflow doesn't break during hybrid work model.
27. 0.7% of the respondents have Disagreed , 1.3% of the respondents have chosen Neutral , 4.6% of the respondents have Agreed and 93.3% of respondents have Strongly agreed to Thinking about before the COVID-19 pandemic, how important was it then for you to prioritize your mental health.
28. 47.3% of the respondents feels highly stressed from the job, 29.3% of respondents does not respondents feels highly stressed from the job, 23.3% of the respondents moderately feels highly stressed from the job.
29. 57.3% of the respondents have a hard time relaxing , 20% of respondents does not have a hard time relaxing, 22.6% of the respondents have moderately have a hard time relaxing.
30. 0.7% of the respondents have Disagreed , 0.7% of the respondents have chosen Neutral , 6% of the respondents have Agreed and 92.7% of respondents have Strongly agreed that the work a manageable number of hours.
31. 0.7% of the respondents have Disagreed , 0.7% of the respondents have chosen Neutral , 6% of the respondents have Agreed and 92.7% of respondents have Strongly agreed that they have an appropriate amount of work assigned to them.
32. 1.3% of the respondents have Disagreed , 1.3% of the respondents have chosen Neutral , 4% of the respondents have Agreed and 93.3% of respondents have Strongly agreed that they have enough time to complete their work.
33. 1.3% of the respondents have Disagreed , 1.3% of the respondents have chosen Neutral , 4% of the respondents have Agreed and 93.3% of respondents have Strongly agreed that they have time to rest outside of work.
34. 1.3% of the respondents have Disagreed , 1.3% of the respondents have chosen Neutral , 4% of the respondents have Agreed and 93.3% of respondents have Strongly agreed that they get enough time for their hobbies.
35. 1.3% of the respondents have Disagreed , 1.3% of the respondents have chosen Neutral , 4% of the respondents have Agreed and 93.3% of respondents have Strongly agreed that they are comfortable with the technology options which permit them to have meetings with some employees working virtually and others working in a local office..
36. 1.3% of the respondents have Disagreed , 1.3% of the respondents have chosen Neutral , 4% of the respondents have Agreed and 93.3% of respondents have Strongly agreed that productivity is the same or better than it was prior to our new hybrid arrangements.
37. The Calculated Value is 2.886 and the Table Value is 9.487. Therefore, Calculated value is lesser than the Table Value, Rejecting the Null Hypothesis and Accepting the Alternative Hypothesis. It is concluded that there is a significance relation between Gender and Set up of Nice Routine.
38. The Calculated Value is 4.94 and the Table Value is 12.59. Therefore, Calculated value is lesser than the Table Value, Rejecting the Null Hypothesis and Accepting the Alternative Hypothesis. It is concluded that there is a significance relation between Age and healthy working.
39. The Calculated Value is 7.94 and the Table Value is 9.487. Therefore, Calculated value is lesser than the Table Value, Rejecting the Null Hypothesis and Accepting the Alternative Hypothesis. It is concluded that there is a significance relation between Gender and Stress.
40. The Calculated Value is 10.6 and the Table Value is 16.91. Therefore, Calculated value is lesser than the Table Value, Rejecting the Null Hypothesis and Accepting the Alternative Hypothesis. It is concluded that there is a significance relation between Education and Manageable number of hours.
41. The Calculated Value is 11.19 and the Table Value is 9.48. Therefore, Calculated value is lesser than the Table Value, Accepting the Null Hypothesis and Rejecting the Alternative Hypothesis. It is concluded that there is no significance relation between Gender and Productivity.
42. It is inferred that Alternate Hypothesis (H1) is accepted , There is a Significance relationship between Likelihood and Productivity.

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## SUGGESTIONS

1. Organizations could promote Hybrid Work Model as it is more helpful in improving the employee's mental health.
2. Hybrid Work Model increases Team management and relationship building between employees.
3. Organizations could provide relevant training for the employees to work more effectively in Hybrid Work Model.

4. Organizations could departmentalize equally to improve the quality of the work and to help employee's in managing their working hours.
5. Employees could dedicatedly work to complete their day-to-day tasks so that the work flow does not get affected.

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## 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 gain. As this new approach to figure evolves, corporations have the chance to harness it for his or her profit and form a fluid, dynamic, and positive work culture. 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. This model also improves mental health. Beyond that's additionally the lesson of flexibility and flexibility within the geographic point. In prioritizing the long run of labor, there's the necessity to embrace the hybrid workplace model. Indeed, the future of labor would seemingly be the hybrid workplace model.

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2. <https://envoy.com/blog/what-is-a-hybrid-work-model/>
3. <https://www.hibob.com/hr-glossary/hybrid-working-model/>