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"Navigating the Hybrid Work Culture: A Study on Job Satisfaction and Workplace Dynamics"

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ABSTRACT:

Hybrid work culture means where the employer gets an opportunity to work flexi hours and they are offered with remote work. During Covid 19 period of time and after post COVID 19, Hybrid work culture has become so popular in various sectors and especially in corporate world. Many corporates MNC's, educational institutions like B 'schools, corporate schools and other officer as implemented these hybrid work culture. It allows employer to choose how they work and where they work and their schedules as it is an approach that combines working in a work environment and working from home mainly, these hybrid work culture has established the employer in a good work life balance.

Keywords- Hybrid work culture, corporate, covid 19, corporate world, Work environment, employer, flexi hours, Remote work.

INTRODUCTION

Culture encompasses the intricate entirety of knowledge, beliefs, art, morals, laws, customs, and other skills and behaviours acquired by individuals within society. Work culture is the collection of attitudes and behaviour which makes regular atmosphere in the work environment. Hybrid work culture is a flexible work model. It offers Employees to choose to work whenever and different work schedules which are most productive. It determines how well a person can fit into the environment and ability to build the Professionalism. An employee and employees' attitudes, behaviours, beliefs, growth opportunities, work life balance, job satisfaction etc Will always depends upon the culture of workplace. When it comes to a hybrid work culture, it's not only employees are working by adopting the hybrid Work culture, but company also plays a prominent role. Because a company will always sit a tone for work culture by formulating the company's policies, protocols, benefits for hybrid work culture and a manager should able to shape a employee to practise hybrid work culture effectively and efficiently.

OBJECTIVES

1. To investigate the pros and Cons of hybrid work culture.
2. To know whether employees are satisfied with hybrid work culture.
3. To study the norms in developing hybrid work culture.

LITERATURE REVIEW

1. The study by Dr. Janardhan G Shetty, Prof. Deepika Rani K, Prof. Divya K Murthy analysed the problems and prospects of the hybrid work model, which is a people-first strategy for workforce management aimed at overcoming significant drawbacks of remote work, such as social isolation and low morale, while simultaneously boosting productivity and employee happiness. As businesses navigate the challenges of the modern competitive landscape, the future of work has become a top focus for organizational success.

In the wake of the COVID-19 pandemic, businesses worldwide have been forced to reevaluate their approach to work, with many adopting hybrid work models to ensure a more secure working environment. Despite some regions easing lockdown restrictions, the hybrid work model remains prevalent, with most users currently utilizing this system. This shift serves as a sobering reminder of the importance of preparing ahead and staying current with technology and organizational developments to ensure continued growth and success in the face of adversity.

The hybrid workplace paradigm emerges as a potential solution for the future of work, offering a flexible approach that can adapt to changing circumstances. However, the successful implementation of the hybrid model requires businesses to craft regulations that consider their workforce's unique requirements. By prioritizing the future of work and adopting the hybrid workplace paradigm, businesses can ensure the best outcomes for employees, businesses, and society as a whole.

2. The study by Michal Beno, On-Site and Hybrid Workplace Culture of Positivity and Effectiveness, Workplace culture encompasses a range of elements, including beliefs, attitudes, practices, rules, norms, and customs. An ideal workplace culture is one that focuses on activities that generate and demonstrate trust, fostering a strong sense of essential values that all employees respect and practice. This paper examines the positivity and effectiveness of on-site and hybrid working models, particularly in Austria, with a focus on the differences in negative and positive approaches towards different working environments concerning respect, dignity, support, caring, rewards, forgiveness, and inspiration. The research question posed in this study is whether there are fundamental differences in the negative and positive approaches towards different working environments, particularly in terms of respect and dignity, support, caring, rewards, forgiveness, and inspiration, and whether these differences represent different theoretical mechanisms. The study employs mixed research methods, including quantitative and qualitative approaches using the medium of WhatsApp for data collection. The findings indicate significant differences in 25 out of 29 statements, suggesting that hybrid workers are more supportive, caring, rewarding, forgiving, and inspiring than on-site workers. However, there were no significant differences detected in four dimensions related to respect and dignity: treating each other with respect, demonstrating integrity, fostering dignity in one another, and showing appreciation for one another. The data suggest that organizations offering a hybrid working model score highly in terms of positivity and effectiveness, making them attractive places to work. The hybrid model is increasingly seen as an inevitable arrangement for many organizations, with the benefits persisting as companies shift to hybrid working on a larger scale and at a faster pace. Overall, the study highlights the importance of workplace culture in generating trust and fostering positive attitudes and behaviours among employees. The findings suggest that the hybrid working model may offer advantages in terms of promoting a culture of positivity and effectiveness in the workplace.

4. A study by ARADHANA S. KUMAR1 & JAYANTI BANERJEE DAS on The Impact of Hybrid Work Model on Job Satisfaction. Corporations have long sought to provide their employees with the best possible working environment, one that fosters maximum productivity, efficiency, revenue generation, and employee job satisfaction. While work from home has been a common cost-cutting strategy used by corporations, remote working has resulted in only short-term cost savings for many businesses, particularly for small and medium-sized businesses and startups. However, the long-term effects of remote work, including job dissatisfaction, social isolation, lack of collaboration, and increased stress among professionals balancing work and family life, have become apparent. The aim of this study is to understand employee preferences for work environments and the impact of work environments on employees' subjective well-being using hybrid workplace solutions. Employee preferences are investigated through a primary survey focusing on various aspects of working remotely and from an office space. The results of this study can be used by employers to design future workplace solutions that consider these variables and promote employee job satisfaction.

5. The hybrid work model, which combines elements of remote work and office work, has the potential to address some of the challenges associated with remote work while preserving its benefits. By allowing employees to work from both home and the office, the hybrid model can provide greater flexibility and work-life balance, reduce commuting time and costs, and improve job satisfaction and overall well-being. However, the success of the hybrid model depends on various factors, including the nature of the work, the needs and preferences of employees, and the organizational culture. Overall, the hybrid work model has the potential to positively impact job satisfaction by providing employees with a flexible and supportive work environment that meets their individual needs and preferences.

1. The pros of hybrid work culture are:

- Employees can work at flexible schedules and location during pre-COVID 19 period of time, Employees were expected to be on time between 9:00 AM to 6:00 PM Every work day. But now as many companies and other sectors have adopted hybrid work culture so that they have flexibility to get work done However whenever and wherever they are productive.
- Hybrid work culture establishes the better work life balance. As a working man or a working woman, It is very important to balance their personal life as well as professional life. Finding this work life balance is easier in a Flexible working environment.
- Hybrid work culture hire Talents across the globe. It has Access to a wider talent, which helps an organisation to move into new markets to ensure the productivity.
- Hybrid work culture reduces the overhead by providing an opportunity to reduce the office space as well as hybrid employees and lead to be engaged more which leads to less turnover and also reduces cost.

The cons of hybrid work culture

- In hybrid work culture we can't see that employees work at different days and time in a week By these, it is very difficult to collaborate the employees.
- Hybrid work culture is Not only suitable for all the sectors. Some corporates are industries have chosen fully remote But when it comes to manufacturing industries or medical sectors, etc, hybrid work culture.

- In the hybrid work culture employees may face network issues. If an employee is from remote area or due to heavy rainfall Make sure that you manage
- 2. Most of the employees are satisfied with the hybrid work culture mainly because they can establish. Nowadays, we can see many employees with stress issue of mental health. There is no job satisfaction No time to take care of their children or aged parents, etc This is because they lack in balancing of their personal life and professional life The people who stay out of their cities and towns for the sake of job purpose, they would always prefer to work in hybrid work environment. Work field research shows that 41% of employees look for another job If their employer does not offer. April 2022 survey showed that 77% of companies have opted hybrid work culture and 55% of those companies are allowing employees to choose when and how Often, they wish to come into the office. Compare to traditional work culture employees are satisfied with the hybrid work culture so that they can work efficiently and effectively.
- 3. Visiting An office for your routine work is completely different from working norms in hybrid workforce. We must acknowledge the changes Associated with hybrid work culture in order to be successful. We need to take care how to manage the hybrid work culture by implementing certain norms in our routine work Some of the norms are:
 - Make sure that you manage the meeting schedule approximately by Respecting the individual's work schedules allocating the work Oregon, conducting meetings during working hours Avoid zoom or Google meet fatigue by preferring audio only Call to employees Record meetings to allow for later Viewing for the employee who has not attended the meeting and consider travel time when planning meetings.
 - Building team management is very much required for the hybrid work culture Make sure that you create virtual office hours when employees can connect with superiors and coworkers to L to promote engagement and create a shared calendar so that employee can record their work schedules.
 - Engage with remote employer Its employers or team leaders' responsibility to take time to introduce the new employees who Starting their career in remote setting and plan ways for them to participate.
 - Provide learning opportunities for the employees to enhance their productivity in a hybrid work culture.

CONCLUSION

Hybrid work culture has made both employers and employees have learnt that everyone has different needs Employees are already adopted the change in work culture Workers of hybrid working as risen 24% in May. 2022 And in United Kingdom 59% of workers prefer to work in a hybrid work culture Research shows that men are more likely to be offered remote work than women Hybrid work culture captures the best between remote work and in office work but it is also an overloaded culture Hybrid work culture is a huge challenge for managers They have to make sure that the employees are given the proper guidelines and accessories to work effectively wherever they are.

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