

# Impact Of Hybrid Work Environment On It Employees – A Study With Reference To Chennai City

**GOKUL PRASATH S**

Dept of MA ( HR & OD )

MSSW

**Abstract-** *In the modern era which involves technology in every work, hybrid work has become an important part in the day-to-day life of everyone. The study has focused on the relevance of hybrid work with the psychological well-being of IT employees and how it has impacted their work life and personal life. Also, it has interpreted the desirability of hybrid work among them to continue working in the hybrid environment. Various literature reviews were studied through google scholar and a survey was taken to know the intentions of IT employees on a hybrid work environment. The research methods applied are correlation, regression, U- test, to compare the variables and interpret their relationship. An attempt was made to learn about the employees attitudes towards hybrid work environments after the COVID-19 outbreak.*

**Keywords-** Hybrid work, online, Flexible, pandemic.

## I. INTRODUCTION

A hybrid work environment is a combination of online and offline working environments. though from 1970, work-from-home practice started due to "oil crises", it isn't adopted by every organization. recently in 2019, when covid-19 started affecting the world, the concept of working from home has emerged again all over the companies. the covid 19 " pandemic " has steadily changed every organization's standard norms and structure. the concept of remote work has become the new norm and it is followed by many companies for temporary solutions in a dramatic situation. After the decrease of covid spread (cases) organizations have started to go for a " hybrid work environment". A report says " majority of workers is more likely to leave their current job when they are forced to return back to office". in the post covid scenario, a hybrid working model has been chosen as the most efficient method to promote a better working environment. as mentioned earlier, a hybrid environment is just a work style that is a fusion of working from home and at the office. in the beginning, it was a great challenge for the organizations and employees to adopt this work style but later it was accepted and adopted by most of the employers and employees In order to avoid and reduce the high level of employee turnover, flexible hybrid work is highly recommended and it also

benefits all employers in many ways as it reduces the cost of electricity, workspace cost (rent or lease), cost of accommodation of employees, and cost of food serviced by employers have reduced. The idea of a hybrid work model might cause a revolution in the future. Some days, they might be requested to be physically present, on the remaining days, they can either do remote work or work at the office. It totally depends on the nature of work, needs, and preferences of the employee with respect to the work assigned. In remote work, the workforce is allowed to work from convenient places other than the office by utilizing advanced technology like the internet, video conferencing, e-mail, etc. This paved the way for many entrepreneurs and innovators to invent many new technologies for remote work purposes.

Employees choose remote work to avoid daily commutes, fulfill family responsibilities, and reduce workplace distractions. Most of the workforce who choose to adopt the hybrid work methods do not prefer full-time remote work but also come to the office at regular intervals since they all need to interact with people and get together with their friends and colleagues once in a while. Improving their social well-being leads to better performance and increases their intention to stay. So, the prime motive of this hybrid work environment is to create a happy and pleasant working environment, which was lacking in full-time remote work.

## II. LITERATURE REVIEW

Mental well-being at the workplace refers to employees' wellness in all aspects of life – psychological, emotional, and social, within a shared work environment which can be conscious and unconscious. It is the positive mental state an employee experiences in their day-to-day work life. With the ongoing changes in the work environment, the employees need to stay psychologically fit and be positive. Due to a hybrid work environment, employees might feel satisfied or dissatisfied with the work. The objective is to interpret the actual impact on the psychological well-being of IT employees due to hybrid work. Mental well-being is key to happiness and happy employees give their best in their work. There is no hands-on view of the hybrid work and its impact on psychological well-being. Considering certain reviews, one

of which is a review by **Chirico et al.** (1) where he has taken several variables and analyzed how those had an effect on telework and well-being concerning lockdown. Another review for consideration by **Joseph Crawford** (2) (Tasmanian School of Business and Economics, University of Tasmania, Newnham, TAS 7248, Australia) on work from home, telework, and psychological well being where he concluded the difference in telework and onsite work with four sustainable development goal perspectives. It was inferred that there was the possibility of increasing the well-being of employees due to telework. **JAWAHARANI (2011) and RANIA SETAL(2011)** (3), in their study have concluded that work life balance has a great impact on employee job satisfaction which will result in valuable work force, reduced absenteeism, better life balance and reduces employee stress. **MURPHY & DOHERTY** (2011) (4), in their study have found that it is not really possible to measure the work left balance of an employee since it is highly influenced by the personal circumstances. **VEENALATHA** (2019)(5), in this study it is stated that work like balance plays a major role in human resource management, also it has an influence over the growth of both organization and employee. The study also emphasizes that there are many factors which support the employees to maintain a proper workless balance. The study suggests that including employees in framing policies and taking decisions will strengthen and the work and personal life of employees more balanced. Considering certain reviews, one of which is a review by **Lynda Gratton** (6) - How to do hybrid right where she has mentioned employees preference towards hybrid work style during pandemic and by considering various factors she has interpreted that employees desirability and flexibility towards hybrid work style.

### III. RESEARCH METHODOLOGY

#### Objectives:

1. To examine the psychological well-being of IT employees under a hybrid work environment.
2. To determine the Impact of a hybrid work environment on the work life and personal life of IT employees.
3. To interpret whether the adoption of a hybrid work environment is desirable and flexible among the employees' mindset.

#### Limitations of the study:

- Due to the time constraint only 75 responses were collected.

- This survey is limited to certain number of Employees and we can't determine the impact of Employees other than IT sector.

#### Data collection:

Data collected is primary in nature: A questionnaire has been prepared and circulated for responses over the salaried employees IT sector. The responses collected were tested by applying various statistical tools such as Percentage Analysis Correlation, regression and the relationship analysis are determined with the results of, 'U-test' using SPSS software.

#### Hypothesis Tested:

1. There is a significant relationship between psychological well-being and hybrid work environment
2. The hybrid work environment has a significant impact on work life and personal life.
3. There is a significant difference between hybrid work and onsite work environments concerning their desirability.

### IV. ANALYSIS AND FINDINGS

**Table :1 Age of Respondents**

age	No.of. Respondents	PERCENTAGE
22-25	33	43
26-30	17	22
30-40	21	28
40-50	3	4
50 Above	2	3

**Table :2 Respondents feelings towards their Work**

How do you feel about your work?	No.of. Respondents	PERCENT AGE
Overwhelmed	9	12
Satisfied	54	71
Stressed	13	17
<b>TOTAL</b>	<b>76</b>	<b>100</b>

**Table :3 Respondents Dis-regardedness of personal Commitment**

Have you ever disregarded your personal commitments due to hybrid work?	No.of. Respondents	PERCENT PERCENTAGE
No	24	32
Sometimes	28	37
Yes	24	32
<b>TOTAL</b>	<b>76</b>	<b>100</b>

**Table :4 Respondents Increase in Productivity Level**

Do you think your productivity level has increased due to hybrid work?	No.of. Respondents	PERCENTAGE
Agree	23	30
Disagree	9	12
Strongly agree	12	16
Neutral	32	42
strongly Disagree	0	0
<b>TOTAL</b>	<b>76</b>	<b>100</b>

**Table:5**

Hypothesis Test Summary				
	Null Hypothesis	Test	Sig.	Decision
1	The distribution of Do you think that the hybrid work environment provides a proper work life balance is the same across categories of Marital Status.	Independent-Samples Mann-Whitney U Test	.126	Retain the null hypothesis.
2	The distribution of I prioritize my job over my personal life Rate from 1 to 5 1- Highly Agree 2- Agree 3- Neutral 4- Disagree 5- Highly disagree is the same across categories of Marital Status.	Independent-Samples Mann-Whitney U Test	.837	Retain the null hypothesis.
3	The distribution of Hybrid work schedule helps to maintain physical health and practice self care is the same across categories of Marital Status.	Independent-Samples Mann-Whitney U Test	.011	Reject the null hypothesis.
4	The distribution of Rate your overall state of mind at hybrid work environment is the same across categories of Marital Status.	Independent-Samples Mann-Whitney U Test	.310	Retain the null hypothesis.
5	The distribution of Would you agree to adapt and continue to work in the hybrid work environment? is the same across categories of Marital Status.	Independent-Samples Mann-Whitney U Test	.192	Retain the null hypothesis.

Asymptotic significances are displayed. The significance level is .05.

**TABLE :6 REGRESSION**

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.438 <sup>a</sup>	.192	.146	.750

ANOVA<sup>a</sup>

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	9.477	4	2.369	4.212	.004 <sup>b</sup>
Residual	39.931	71	.562		
Total	49.408	75			

a. Dependent Variable: Rate your overall state of mind at hybrid work environment

b. Predictors: (Constant), Would you agree to adapt and continue to work in the hybrid work environment?, I prioritize my job over my personal life

Rate from 1 to 5

1- Highly Agree

2- Agree

3- Neutral

4- Disagree

5- Highly disagree, Hybrid work schedule helps to maintain physical health and practice self care, Do you think that the hybrid work environment provides a proper work life balance?

**V. CONCLUSION**

The outbreak of the COVID-19 pandemic and social distancing have led to unprecedented employment losses, as well as severe disruptions to work and commuting habits.

**REFERENCES**

[1] Chirico, F., Zaffina, S., Di Prinzio, R. R., Giorgi, G., Ferrari, G., Capitanelli, I., & Ilesanmi, O. (2021). Working from home in the context of COVID-19: A systematic review of physical and mental health effects on teleworkers. *Journal of Health and Social Sciences*, 6(3), 319-332.

[2] Crawford, J.; Cifuentes-Faura, J. Sustainability in higher education during the COVID-19 pandemic: A systematic review. *Sustainability* 2022,14, 1879. [CrossRef]