Exploring Employee well-Being In A Hybrid Work Environment: Balancing Professional And Personal Life

Renu.G
Dept of Human Resource And Organisation Development
Madras School Of Social Work

RESEARCH PROBLEM:- The research problem focuses on finding the right balance for employees working in both office and remote settings. It involves figuring out the best amount of flexibility, supporting mental health, and keeping teams connected online. Additionally, the research aims to understand personalized support needs,improve leadership communication, and enhance learning and growth opportunities, providing practical solutions for a successful hybrid work environment.

I. INTRODUCTION

Work is changing, and many people now have a mix of working from home and going to the office. This new way of working is called a "hybrid" work environment. We want to learn more about how this is affecting people and how companies can make sure their employees are happy and doing well in this setup.

In the past, everyone used to go to the office every day, but things are different now. With new technologies and important events happening around the world, companies are letting employees choose if they want to work from home or the office. This gives workers the chance to find a balance between their job and personal life in a new way. Our research is about exploring this change and understanding how it's going for everyone involved.

Our main question is: How can companies make sure their employees are happy and doing well when they work in both places? Finding the best ways for people to balance their work and personal life is not only important for companies but also for the people working in them.

We'll be looking at different things in our research. One important aspect is how flexible work schedules can help. Some people might want to work at different hours or on different days. We want to know if this flexibility makes them happier and more satisfied with their jobs.

We're also interested in technology. How do computers and internet tools help or make things challenging when people work from different places? Exploring the role of technology is crucial to making work easier and more enjoyable for everyone.

As we dive into this research, mental health is a significant focus. Working from home can be stressful, and we want to understand how companies can support their employees in managing stress and workload. Our goal is to discover the best ways for companies and employees to succeed in this new way of working, where people can be happy both at work and in their personal lives.

Is hybrid work the way to improved health and happiness?

The recent studies shows that the concept of the hybrid workplace has granted workers the freedom to put their physical health first. Significantly, 75% of respondents said that having a remote work environment motivates them to work more physically and adopt a more dynamic workstyle.

Achieving work-life balance has become a top priority in the current environment. According to 66% of respondents, emphasizing work-life balance is essential for improving corporate culture in the wake of the pandemic.

Putting money into creating cozy workspaces has been shown to increase employee affinities and improve workplace cultures. 62% of the workers emphasized the significance of ergonomic furniture and updated workspaces for a better company culture.Mental health benefits of hybrid work. 56% of employees report improvements to their mental health as a result of the hybrid work environment

II. REVIEW OF LITERATURE

R Rahmatullah et al. - Team Dynamics in a Hybrid Work Environment: Effective Strategies for Enhancing Employee Performance and Well-being (The findings suggest the need

for tailored strategies that leverage team dynamics and individual performance to optimize hybrid work implementation, considering the multifaceted nature of employee well-being.

R Karadag -Uncovering employees' supervisor support needs in the hybrid workplace (The research reveals that employees' primary needs from hybrid supervisors include communication, work-life balance, and trust, with satisfaction influenced by value congruence and leader-member exchange, highlighting potential areas for future research.

Jaiswal et al. -Impact of employee well-being on performance in the context of crisis-induced remote work: role of boundary control and professional isolation (Positive well-being significantly enhances remote work performance, with boundary control and low professional isolation strengthening this relationship.

M Yosunkaya- Hybrid Employees Approaches Toward Hybrid Working and the Work-Life Balance: A Field Study (Most hybrid employees express satisfaction with the model and desire its permanence; however, a substantial proportion is concerned about the potential disappearance of defined work hours due to constant accessibility, contributing to an underexplored aspect in the literature.

Cobaleda et al. -Feel well and do well at work: A post-relocation study on the relationships between employee wellbeing and office landscape (Informants generally welcomed the new office setup, citing positive influences on well-being from spatial attributes, despite some reported shortcomings and conflicting views on certain aspects.

III. RESEARCH METHODOLOGY

Objective of the Study:

- To Assess the effectiveness of the hybrid work model in balancing job and personal life.
- To Evaluate employee satisfaction with the flexibility provided in the hybrid workplace.
- To Examine the impact of communication, mental health support, and flexibility on job satisfaction and performance.

Research design:
- Survey method is adapted in the study.

Sampling Method:

- Random Sampling method.

Type of Data:

- Primary Data was obtained for this study.

Tools Used:

A comprehensive questionnaire has been developed to gather data from employees engaged in hybrid work arrangements. This questionnaire aims to collect information on variables associated with hybrid working. It comprises a total of 10 items designed to elucidate various aspects of the hybrid work experience.

- The effectiveness of Hybrid working model (Item 1)
- Employee satisfaction with flexibility in the Workplace (Item 2-3)
- Factors influencing in the hybrid workplace (Item 4-10)

Data collection:

The size of the sample was calculated with the help of Google Forms. Our goal is to collect 50 samples. Samples were collected from Hybrid working employees through a Questionnaire.
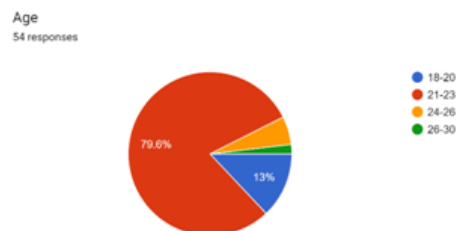
Statistical Analysis:

For statistical interpretation, percentage analysis was used. Microsoft Excel was used to code and interpret the data. Results are represented in tables and pie charts.

IV. DATA ANALYSIS AND INTERPRETATION

Results:

Age of the Employees

The above pie chart shows the age of the hybrid-working employees from whom data have been collected. It's clearly shown that 78.6% are between (21-23), 14.3% are

between (24-26), 5.4% are between (18-20), and 1% are between (26-30).

<u>Effectiveness of Hybrid working model:</u>

4.1 Perceived Effectiveness of Hybrid Work Model on Work-Life Balance

To what extent do you feel that the hybrid work model is Highly Effective in positively impacting your work-life balance?
54 responses
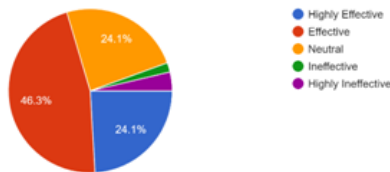
The above pie chart illustrates the effectiveness of hybrid-working employees in balancing work-life, representing the data collected. The highest percentage, at 46.3%, reflects respondents who perceive the hybrid work model as effective, while the lowest percentage, at 1.9%, indicates those who find it ineffective.

<u>Employee satisfaction with flexibility in the Workplace</u>

4.2 Satisfaction with Flexibility in Hybrid Workplace Management of Daily Tasks

How satisfied are you with the Effectiveness of the flexibility provided by the hybrid workplace in managing your daily tasks and responsibilities?
54 responses
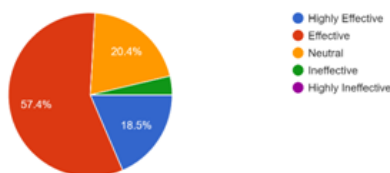
The above pie chart illustrates the Satisfaction with Flexibility in Hybrid Workplace Management of Daily Tasks representing the data collected. The highest percentage is at 57.4% reflects the high satisfaction with flexibility in hybrid workplace on managing the daily tasks, while the lowest is at 2% with less satisfaction in the workplace.

4.3 Workload-Related Stress in Hybrid Work Environment

To what degree do you experience stress related to workload when working in a hybrid environment?
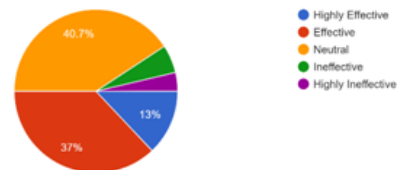54 responses
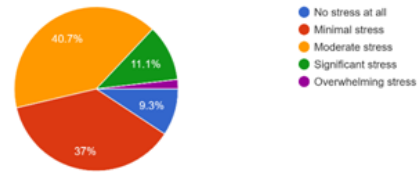
The above pie chart illustrates the work related stress in hybrid work environment representing the data collected. The highest percentage is at 40% of moderate stress while the lowest is at 1% of overwhelming stress.

<u>Factors influencing in the hybrid workplace</u>

4.4 Effectiveness of Communication Tools for Team Collaboration in Hybrid Workplace


How well do you think the communication tools and practices in the hybrid workplace support effective collaboration among team members?
54 responses

The above pie chart illustrates the effectiveness of communication for team collaboration in hybrid work environment representing the data collected. The highest percent is at 40.7% of neutral effectiveness of communication with team members, whereas the lowest is at 2% of highly ineffective of communication with team members.

4.5 Rating of Resources and Support for Mental Health in Hybrid Work Setting

How would you rate the Effectiveness of resources and support for maintaining your mental health and well-being while working in a hybrid setting?
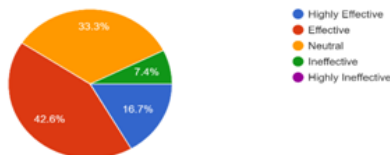54 responses
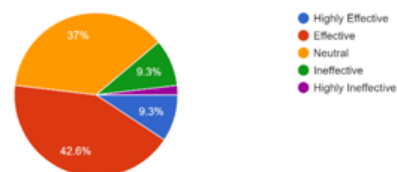
The above pie chart illustrates the rating of resources and support for mental health in the hybrid work environment,

representing the collected data. The highest percentage, at 42.6%, indicates effectiveness in maintaining mental health in the hybrid setting, while the lowest, at 1%, represents ineffectiveness.

### 4.6 Contribution of Hybrid Workplace Flexibility to Overall Job Satisfaction

The above pie chart illustrates contribution of hybrid workplace flexibility to overall job satisfaction in the hybrid work environment, representing the collected data. The highest percentage, is at 42.6% indicates the workplace flexibility contribute to our job satisfaction, while the lowest is at highly ineffective where no one chosen the option.

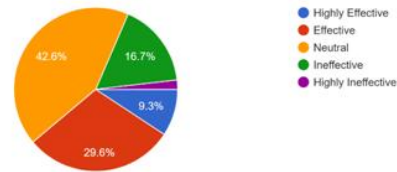### 4.7 Comfort in Addressing Hybrid Work Concerns with Superiors and Colleagues
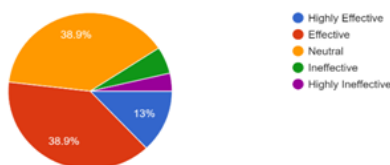
The above pie chart illustrates the concerns with superiors and colleagues in the hybrid work environment, representing the collected data. The highest percentage is at 38.9% indicates the effective comfort towards the superiors and colleagues while the lowest is at 3% indicates the ineffectiveness.

### 4.8 Frequency of Working Beyond Regular Hours in Hybrid Work Setup

The above pie chart illustrates the frequency of working beyond working hours in the hybrid workplace, representing the collected data. The highest percentage is at 42.6% indicates the neutral responses while the lowest is at 1% indicates the highly ineffectiveness.

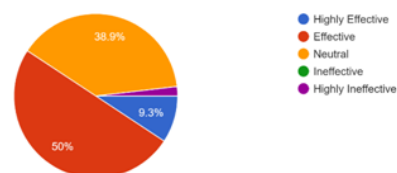### 4.9 Organization's Support for Work-Life Integration in Hybrid Environment
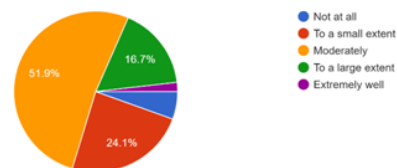
The above pie chart illustrates the organization support in the hybrid workplace, representing the collected data. The highest is at 51.9% indicates the moderate response while the lowest is at extremely well responses.

4.10 Hybrid Workplace Impact on Job Performance and Productivity

The above pie chart illustrates the impact on job performance and productivity in the hybrid workplace, representing the collected data. The highest response is at 50% of effectiveness towards the job performance and productivity, while the lowest is at 1% of highly ineffectiveness towards the performance and productivity in the hybrid workplace.

V. CONCLUSION

The comprehensive analysis of the data gathered from employees engaged in hybrid work arrangements provides valuable insights into the effectiveness and dynamics of this evolving work model.

In summary it appreciate the flexibility it offers, with more than half being really happy about managing their daily tasks. Stress levels seem okay for most, but some find team communication a bit challenging. People generally feel supported in terms of mental health. The hybrid model contributes positively to job satisfaction for many. People feel comfortable talking about concerns, but there's room for improvement in support from the organization. Overall, half of the participants think the hybrid model positively impacts their job performance. Despite some areas for improvement, the study suggests that the hybrid way of working is generally well-received by employees.

In conclusion, the study portrays the hybrid work environment as a predominantly positive and effective model, fostering satisfaction, flexibility, and mental well-being among employees. While certain areas like communication effectiveness and organizational support may benefit from refinement, the overall findings endorse the viability and success of the hybrid work approach.

REFERENCES

[1] Rahmatullah, R., Wibowo, A. H. E., & Mustaqim, M. (2024). Team Dynamics in a Hybrid Work Environment: Effective Strategies for Enhancing Employee Performance and Well-being. JurnalInformatika Ekonomi Bisnis, 100-105.

[2] Jaiswal, A., & Prabhakaran, N. (2024). Impact of employee well-being on performance in the context of crisis-induced remote work: role of boundary control and professional isolation.

[3] Employee Relations: The International Journal, 46(1), 115-132.

[4] Cobaleda Cordero, A., Babapour, M., & Karlsson, M. (2020). Feel well and do well at work: A post-relocation study on the relationships between employee wellbeing and office landscape. Journal of Corporate Real Estate, 22(2), 113-137.

[5] Karadagi, R. (2023). Uncovering employees' supervisor support needs in the hybrid workplace (Master's thesis).