

A Study on The Impact of Hybrid Remote Work on Career Progression And Well Being of Employees Working From Regional Hometowns

Subashree. K¹, Dr.G.R. Dheekshana²
 PSG COLLEGE OF ARTS AND SCIENCE
 M.COM CORPORATE SECRETARYSHIP

Abstract- This study examines the impact of hybrid remote work on career progression and well-being of employees working from regional hometowns. With the increasing adoption of flexible work models, employees are no longer restricted to metropolitan workplaces. The study aims to understand employee motivations, career growth opportunities, and work-life balance under hybrid work conditions. Primary data was collected from 84 respondents in the IT sector using structured questionnaires. Statistical tools such as percentage analysis, descriptive statistics, correlation, chi-square test, and Friedman test were used. The findings reveal that hybrid work enhances flexibility, reduces living costs, and improves well-being. However, challenges such as limited professional visibility, communication barriers, and infrastructure issues affect career progression. The study concludes that organizations must develop structured policies to ensure equal career opportunities and support employee well-being.

I. INTRODUCTION

The nature of work has undergone significant transformation due to technological advancements and globalization. Hybrid remote work has emerged as a dominant model, combining the benefits of both remote and office-based work. Employees now prefer working from their regional hometowns due to lower living costs, improved quality of life, and proximity to family. While this shift offers multiple advantages, it also raises concerns about career progression, networking opportunities, and professional growth. This study focuses on analyzing these factors and understanding how hybrid work influences employee well-being and career development.

II. REVIEW OF LITERATURE

Existing studies highlight that flexible work arrangements improve employee satisfaction, productivity, and work-life balance. However, research also indicates that remote employees may experience communication gaps,

social isolation, and reduced career visibility. Studies emphasize that organizational support, leadership, and digital infrastructure play a crucial role in ensuring effective hybrid work environments. Despite extensive research, limited studies focus specifically on employees working from regional hometowns, creating a research gap addressed in this study.

III. METHODOLOGY

The study is conducted among IT professionals working under hybrid remote work arrangements in Coimbatore. A sample size of 84 respondents was selected using convenience sampling. Primary data was collected through structured questionnaires with Likert-scale responses. The collected data was analyzed using statistical tools such as percentage analysis, descriptive statistics, correlation analysis, chi-square test, and Friedman test to derive meaningful insights.

IV. ANALYSIS AND RESULT

The analysis indicates that most respondents are young, educated, and experienced professionals. Employees show a positive perception of hybrid work due to flexibility and family support. Descriptive statistics reveal that communication and family motivation are key influencing factors. Correlation analysis shows weak but significant relationships between communication and organizational evaluation. Chi-square results indicate no significant association between age and preference for remote work. Friedman test highlights that infrastructure factors such as power supply and internet connectivity are critical for effective remote work.

Percentage analysis:

| Variable | category | frequency | percentage |
|----------|----------|-----------|------------|
| Age | Below25 | 26 | 31.0% |
| | 25-30 | 22 | 26.2% |

| | | | |
|--------|--------|----|-------|
| Gender | Male | 54 | 64.3% |
| | Female | 30 | 35.7% |

Descriptive Statistics:

| Variables | Mean | Std.deviation |
|----------------------|------|---------------|
| Living expenses | 3.55 | 1.155 |
| Family motivation | 3.89 | 1.130 |
| Communication issues | 3.94 | 1.236 |

Correlation:

| Variables | Personal responsibility | communication | Organisational evaluation |
|-------------------------|-------------------------|---------------|---------------------------|
| Personal responsibility | 1 | 0.045 | 0.245* |
| communication | 0.045 | 1 | 0.216* |

Chi-square

| Chi-square | df | p-value | Result |
|------------|----|---------|-----------------|
| 15.659 | 12 | 0.0207 | Not significant |

Friedman test

| Factors | Mean Rank |
|------------------|-----------|
| Power supply | 3.87 |
| Networking | 3.61 |
| Workplace setup | 3.24 |
| Internet | 2.52 |
| Worklife balance | 1.76 |

V. CONCLUSION

The study concludes that hybrid remote work is a beneficial model that enhances employee well-being, flexibility, and cost efficiency. However, challenges related to career progression, communication, and infrastructure must be addressed. Organizations should implement transparent evaluation systems, provide technological support, and ensure equal opportunities for remote employees. With proper management, hybrid work can significantly improve both employee satisfaction and organizational performance.