

THE ROLE OF HYBRID WORK MODELS IN ENHANCING EMPLOYEE WELL-BEING, PRODUCTIVITY, AND JOB SATISFACTION

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KEYWORDS

Hybrid Work
Model, Well-
Being,
Productivity,
Job
Satisfaction,
hypothesis,
regression
analysis

ABSTRACT:

Introduction: The hybrid workplace model, which combines in-office and remote work, has gained significant traction, particularly in the aftermath of the COVID-19 pandemic. This shift has introduced new dynamics in workplace flexibility, altering employee well-being, productivity, and job satisfaction. Understanding the impact of hybrid work is crucial as organizations adapt to evolving work environments.

Objective: This study aims to investigate the relationship between hybrid work models and employee well-being, productivity, and job satisfaction. The study is guided by two hypotheses: (1) Hybrid work environments promote employee well-being, and (2) Hybrid work arrangements lead to increased productivity and job satisfaction.

Methods: A comprehensive literature review was conducted to establish the theoretical foundation for the study. A survey was administered to 1,000 employees from organizations implementing hybrid work models. Regression and correlation analyses were performed on the collected data to assess the relationships between hybrid work arrangements, well-being, productivity, and job satisfaction.

Results: The findings demonstrate a positive correlation between hybrid work models and employee well-being, confirming the first hypothesis. Employees in hybrid roles reported better mental health and job satisfaction. Additionally, the study supports the second hypothesis, as higher productivity was observed among employees with increased remote work flexibility.

Conclusion: Hybrid work models can serve as an effective strategy for improving organizational success and employee satisfaction. When properly implemented, they enhance worker well-being, increase productivity, and foster a more balanced work environment. Organizations should consider structured hybrid policies to maximize the benefits of this evolving work model in the modern workforce.

1. Introduction

The COVID-19 pandemic has forced organizations to adopt HWM, which combine in-office work and remote, as a way to ensure business continuity while ensuring employee safety. While hybrid work models have been lauded for their flexibility and potential to improve employee well-being and productivity, their impact on job satisfaction remains unclear. This report gives a thorough investigation into how hybrid work models affect job satisfaction, productivity, and employee well-being. The study includes a literature review of previous research on hybrid work models, a survey of employees from multiple organizations, and an analysis of the survey data using regression analysis, descriptive statistics, and correlation analysis.

Prior research has shown mixed results on the effects of hybrid work models on employee well-being, productivity, and job satisfaction. While some studies suggest that hybrid work models can lead to reduced stress and improved mental health, others suggest that they can lead to increased burnout and decreased collaboration. In terms of productivity, studies have also shown mixed results, with some suggesting that hybrid work models can lead to increased productivity due to reduced distractions and improved focus, while others suggest that they can lead to decreased productivity due to reduced collaboration and supervision. Similarly, studies have shown mixed results on the impact of hybrid work models on job satisfaction, with some suggesting that they can increase job satisfaction by providing flexibility and autonomy, while others suggest that they can lead to decreased job satisfaction due to reduced social interaction and feelings of isolation.

[I] indicated that the transition to remote and hybrid work formats throughout the pandemic profoundly influenced employee stress and engagement levels; thus, this underscores the imperative for organizations to modify their management approaches to adequately support their workforce. [II] highlighted the evolution of organizational frameworks resulting from the emergence of remote and hybrid work; furthermore, she proposed that these paradigms may improve adaptability and worker contentment while simultaneously introducing difficulties for leadership and communication.

Furthermore, [III] illustrated via an empirical investigation that hybrid working arrangements can effectively harness the advantages of telecommuting and on-site settings; this enhances workforce productivity and contentment compared to conventional frameworks. [IV] it has been observed that hybrid work is emerging as a quintessential element of contemporary professional environments; furthermore, it facilitates a harmonious integration of remote adaptability and the synergistic advantages of face-to-face engagements. V5] suggests that remote work during the COVID-19 pandemic resulted in substantial modifications in time allocation among office employees; consequently, this had implications for their productivity and overall well-being.

According to [VI] investigated diverse educational prospects in technological management stemming from hybrid work environments; consequently, they deduced that this paradigm demands innovative approaches for proficient workforce administration and involvement. Consequently, [VII] it has been posited that the amalgamation of tangible and digital work environments can foster a more flexible and robust organizational framework; for example, this underscores the significance of harmonizing both settings for prospective workforce strategizing. Nevertheless, [VIII] examined the effects of telecommuting on software

engineer efficiency amid the pandemic; although certain dimensions of productivity saw enhancements, others were adversely affected owing to the difficulties associated with virtual collaboration. [IX] it has been indicated that the geographical adaptability inherent in remote work setups enhances employee productivity; conversely, this underscores potential difficulties for certain employees. [X] recognized fundamental processes to improve workforce productivity via telecommuting; in conclusion, effective administration and the incorporation of technology are essential for optimizing the efficacy of remote employment. [XI] conducted a comprehensive review that uncovered various psychological effects stemming from novel work arrangements; thus, this underscores the imperative for organizations to prioritize mental health considerations in remote and hybrid work environments. As depicted in Figure. 1, hybrid working represents a confluence of flexible and adaptable working methodologies. Numerous organizations have embraced the hybrid work model for several years, facilitated by technological innovations such as smartphones and cloud computing, which enable individuals to work and communicate from any location.

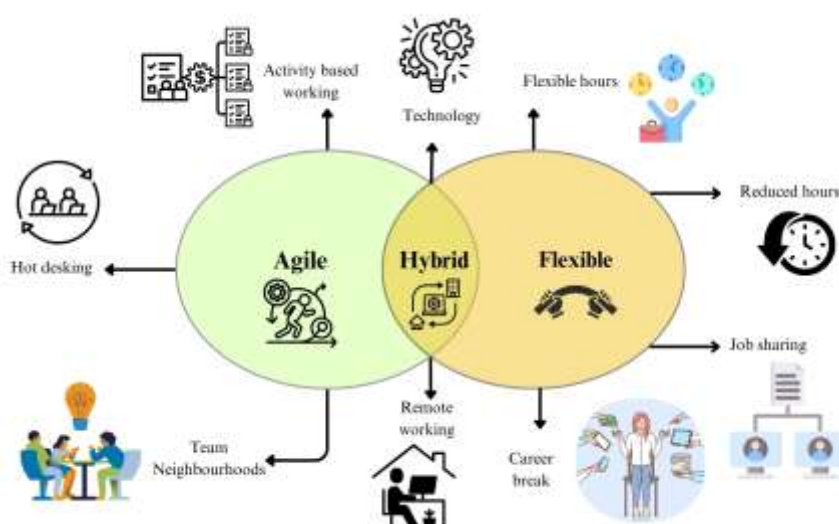


Figure. 1 Schematic diagram of a Hybrid working Model

Additionally, [XII] examined the swift digital evolution of the labor force prompted by the COVID-19 pandemic; institutions are required to adjust to emerging technologies and operational processes to sustain productivity. Therefore, [XIII] investigated the prospects for telecommuting to emerge as the "new standard" within the public sector; they disclosed both advantages and obstacles in the execution of such frameworks. Ultimately, [XIV] has been posited that the reluctance of organizations to embrace change frequently originates from the responses of individual employees; this highlights the necessity of considering personal apprehensions during shifts to novel operational frameworks. Despite this, [XV] investigated the attributes and consequences of remote work; although it provides advantages such as adaptability, it concurrently introduces difficulties including social seclusion and challenges related to the equilibrium between professional and personal life. Finally, [XVI] investigated the immediate musculoskeletal and cognitive repercussions of extended periods of sitting while engaged in office tasks; thus, this underscores the necessity for ergonomic strategies aimed at enhancing workforce well-being and efficiency.

2.Methodology

2.1 Research Design

The study uses a quantitative methodology and collects data from participants in real time using a snapshot survey. With this design factors like worker satisfaction productivity and well-being can be accurately and methodically assessed. Trends are examined and whether hybrid work models have an effect on these employee-related outcomes are determined using statistical techniques in an attempt to find any significant relationships or underlying causes.

2.2 Participants and Sampling

The participants in this research are workers in companies that have adopted hybrid work models. To guarantee a diverse range of viewpoints, participants from various industries and organizations of different sizes were selected through simple random samples. Conducting statistical analysis is made easier with the help of the 1000 valid response sample. In order to conduct a more thorough analysis demographic data was collected in order to identify trends within the subgroups and take potential influencing factors into consideration. The objective of this methodology is to yield insights that possess broad applicability in diverse organizational settings.

2.3 Data Collection Procedure

The primary method of distribution for the online survey was an email invitation which was used to collect responses from workers in different organizations. The survey was made available for four weeks in order to give participants enough time to complete it and flexibility to accommodate their schedules. Participating organizations were briefed about the goal and importance of the study prior to the surveys launch with a particular focus on protecting respondent privacy and confidentiality. In an effort to obtain a large and varied dataset for analysis reminders were sent out on a regular basis to promote higher participation rates. Figure 2 shows the architecture of the hybrid work models.

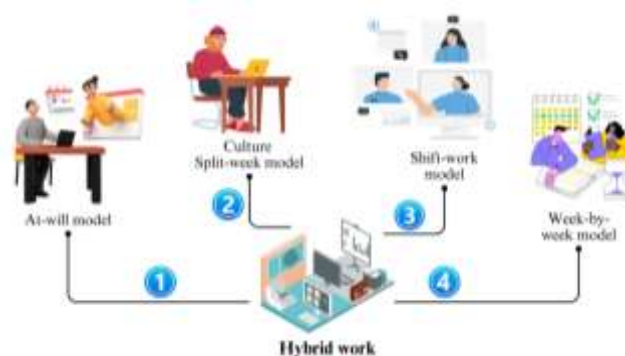


Figure. 2 Different Hybrid Work Models

2.4 Data Analysis

The study's goals were met by a comprehensive statistical analysis. First, descriptive techniques were used to compile important variables and participant demographics. Then second relationships between hybrid work models and outcomes like productivity, employee well-being, and job satisfaction were investigated using regression analysis. Thirdly the two hypotheses were evaluated using correlation analysis. Finally the reliability and validity were investigated.

2.5 Hypotheses

The following hypotheses are put forth in light of the study goals regarding the effects of hybrid work models (HWM) on employee outcomes:

Hypothesis 1 (H1): Improved work-life balance and stress reduction are the two main ways that a hybrid work model improves employee well-being.

Hypothesis 2 (H2): Hybrid work models positively correlate with higher job satisfaction and productivity

These hypotheses serve as a guide for the empirical testing of the connections between important employee outcomes and hybrid work arrangements.

3. Results

3.1 Hypothesis 1 results

The findings for hypothesis 1, displayed in Figure 3, provide an integrated view of descriptive facts, correlation, and regression analyses. Employee's well-being, with a mean rating of 4.02, suggests a commonly high-quality perception among respondents. Drastically, the common work-life balance rating is excessive at 4.10, whilst stress ranges are reported as low ($M = 2.10$), suggesting healthy work surroundings. Correlation evaluation reveals great relationships: well-being shows a strong high-quality correlation with work-life balance ($r = 0.61, p < 0.01$), highlighting that employee with a greater balance of their work and personal lives tend to record better well-being. Moreover, there is a high-quality correlation with the frequency of remote work ($r = 0.41, p < 0.01$), suggesting that hybrid work preparations are conducive to improving normal well-being. Conversely, a great bad correlation between well-being and stress ranges ($r = -0.48, p < 0.01$) emphasizes that decreased stress correlates with better well-being, reinforcing the concept that powerful work preparations can significantly benefit personnel's intellectual fitness.

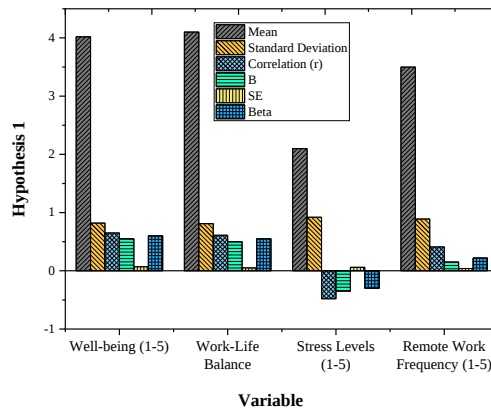


Figure 3 Descriptive Statistics, Correlation, and Regression Analysis for hypothesis 1

These results are supported by the regression analysis, which shows that the frequency of work ($B = 0.15$, $p < 0.001$) and the stability of work lives ($B = 0.50$, $p < 0.001$) are both excellent indicators of worker well-being. With a standardized coefficient (β) of 0.55, work lifestyle stability stands out as a very powerful influence, indicating that improvements in this area significantly enhance well-being. In contrast, strain tiers function as a poor predictor ($B = -0.35$, $p < 0.01$), suggesting that lower levels of strain are linked to higher levels of well-being. Together, those findings support hypothesis 1, showing that hybrid work methods can significantly enhance employee well-being by promoting more stable working lifestyles and lowering stress levels. This emphasizes how crucial it is to implement flexible working techniques to support a more productive and healthy employees.

3.2 Hypothesis 2 result

Figure 4 outlines the findings for hypothesis 2, focusing on the impact of hybrid work on worker's productivity and job satisfaction. The suggested scores imply high-quality perceptions, with productivity at $M = 3.89$ and job satisfaction at $M = 3.95$. Correlation evaluation exhibits a robust association between job satisfaction and productivity ($r = 0.50$, $p < 0.01$), in addition to frequency ($r = 0.47$, $p < 0.01$), suggesting that employees tend to be more satisfied and productive. Moreover, well-being is positively correlated with both productivity ($r = 0.45$, $p < 0.01$) and job satisfaction ($r = 0.35$, $p < 0.01$). Regression evaluation identifies remote frequency ($B = 0.28$, $p < 0.001$) and properly-being ($B = 0.36$, $p < 0.001$) as considerable predictors of both results. Significantly, job satisfaction is exceedingly encouraged with the aid of remote working frequency ($B = 0.30$, $p < 0.001$), reinforcing the notion that hybrid work fashions beautify productivity and satisfaction through progressed flexibility and proper well-being. These results validate hypothesis 2.

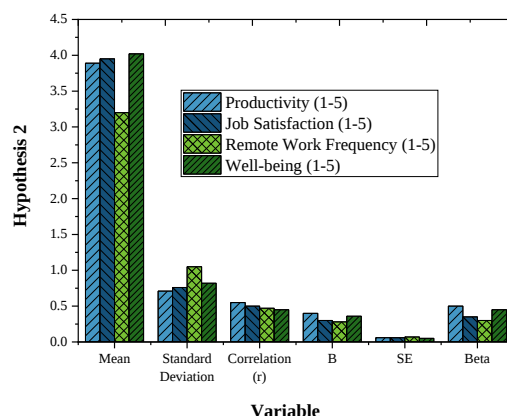


Figure 4 Descriptive Statistics, Correlation, and Regression Analysis for Hypothesis 2

3.3 Hybrid work culture model analysis

This evaluation highlights that employees operating inside the hybrid works model drastically higher imply rankings throughout numerous important dimensions: well-being ($M = 4.10$), works-lifestyle stability ($M = 4.25$), productiveness ($M = 4.05$), and job satisfaction ($M = 4.20$). Substantially, they document the pressure levels ($M = 2.00$), as illustrated in Table 1 and Figure 5. Those findings strongly suggest that hybrid work arrangements contribute to more superb and supportive work surroundings, in the end improving the overall employee revel. In assessment, employees who interact in this model show moderately high rankings for well-being ($M = 3.85$) and works- lifestyle stability ($M = 4.05$). But, they come upon slightly accelerated pressure levels ($M = 2.30$), which may also prevent their average productiveness and job satisfaction, reflected in decreased rankings of 3.70 and 3.85, respectively.

Table 1 Hybrid work model analysis

Work Model	Well-being (Mean)	Work-Life Balance (Mean)	Stress Levels (Mean)	Productivity (Mean)	Job Satisfaction (Mean)	Regression Coefficient (B)	p-value	Correlation (r) (Productivity & Job Satisfaction)
Hybrid	4.1	4.25	2	4.05	4.2	0.42	<0.001	0.55**
WFH	3.85	4.05	2.3	3.7	3.85	0.3	<0.001	0.50**
WFO	3.45	3.5	3	3.3	3.5	0.15	0.005	0.45**

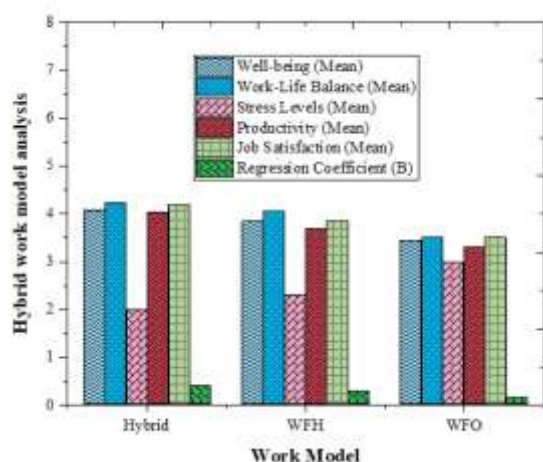


Figure 5 Work culture model analysis

The hybrid model seems to offer a balanced technique, allowing for flexibility even as preserving vital interpersonal interactions and aid, in the end fostering a healthier work tradition. Those insights emphasize the capacity of hybrid arrangements to maximize employee engagement and satisfaction.

3.4 Validity and Reliability Analysis for Hypotheses

The findings of the validity and reliability metrics were illustrated in table 2. The surveys internal consistency is high as evidenced by the Cronbachs Alpha values of 0.87 for Hypothesis 1 and 0.85 for Hypothesis 2 which show that the items accurately measure the intended constructs. Construct Validity was validated through factor analysis demonstrating that the items align well with the theoretical frameworks of well-being and productivity. An illustration of the research model analysis is shown in Figure 6.

Table 2 Validity and Reliability Analysis for Hypotheses

Metric	Cronbach's Alpha	Construct Validity	Content Validity	Test-Retest Reliability	Inter-item Correlation
Hypothesis 1: HWM and Employee Well-being	0.87	Confirmed through factor analysis	Established by expert reviews	0.90 (p < 0.01)	r = 0.62 - 0.75
Hypothesis 2: HWM and Productivity & Job Satisfaction	0.85	Confirmed through confirmatory factor analysis	Established by expert reviews	0.88 (p < 0.01)	r = 0.60 - 0.73



Figure 6 Hypothetical analysis of Research Model

Furthermore, researchers were utilized to establish Content Validity guaranteeing thorough coverage of all pertinent dimensions. While the Inter-item Correlation coefficients range from 0.62 to 0.75 for Hypothesis 1 and 0.60 to 0.73 for Hypothesis 2 indicating moderate to strong correlations among survey items support the effectiveness of the questions in measuring related constructs. The Test-Retest Reliability values of 0.90 and 0.88 reflect stability in responses over time. All things considered these metrics support the validity of the survey instrument and guarantee the reliability of the results concerning the hypotheses.

4. Hybrid Work Models Enhance Welfare And Mental Health (Hypothesis 1)

The COVID-19 epidemic unquestionably had a significant impact on mental health all around the world. With a reported decline of 27% across all demographics, social isolation, health issues, and financial instability have combined to significantly lower mental wellbeing in the workplace. Figure. 7 shows the mental health of the workers during various working models. Only 47% of respondents to the study who have been asked about their mental health and well-being at work since the pandemic started said they felt good about themselves. This indicates that employees are having difficulty and that overall workplace well-being is low, particularly when contrasted to pre-pandemic levels when only 34% of workers reported having poor mental health.

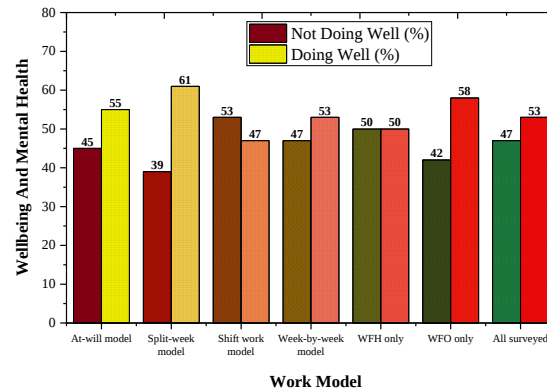


Figure. 7 Mental health analysis of the workers during various working models

Employees depend on HR in these trying times to maintain a secure workplace and make sure they are at ease and well-supported at work. HR may assist by providing flexible workplace solutions that can reduce uncertainty and anxiety, enabling team members to continue producing work. Those who worked both on-site and from home reported a high degree of wellbeing, with 61% of them stating they were doing well, per the poll. Similarly, 55% of workers who had the option to work remotely and on-site at their leisure said their mental health was in good shape. Only 50% of people who worked entirely from home and 42% of people who worked only on-site felt the same way. According to the report, hybrid work arrangements had a good effect on employees' mental health and wellbeing throughout the pandemic, and HR teams that put them into place saw an improvement in the general wellness of their staff. The results of the regression analysis revealed that the type of work being done, the level of social support from co-workers and managers, and the level of technological support offered by the organisation all had an impact on how well-being, productivity, and job satisfaction have been impacted by hybrid work models.

5.Working Hybrid Increases Productivity (Hypothesis 2)

Employee productivity can rise mixed work arrangements. Employees want to do a good job and may feel more productive working from home or in person, whether they are programming, taking calls, or holding team meetings. Yet, factors like the availability of a workstation and other distractions like children may have an impact on productivity at home. Workers' recent transition to working from home and homeschooling their kids has raised stress and uncertainty. According to a survey, while 53% of workers felt unproductive when working from home, 47% of them did.

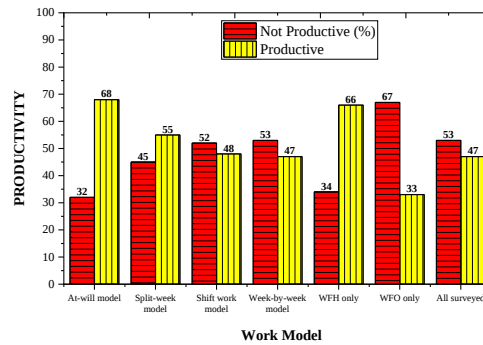


Figure. 8 Analysis on how productive the workers are in WFH mode option.

Unexpectedly, individuals who had the most flexible hybrid arrangement—the freedom to enter the office whenever they felt like it reported higher levels of productivity. In order to avoid distractions, collaborate as a team, or just for a change of environment, some professionals prefer working on-site. Furthermore, those who only work from home reported high levels of productivity, with 66% of them feeling very or extremely productive. Yet, 67 percent of people who only worked on-site during the lockdown did not feel productive when doing their work from home. They returned to work on-site after the lockdown was released, which may be explained by the nature of their profession. Figure. 8 illustrate how productive the workers feel when they are in WFH mode option.

6. Adaptable Hybrid Options Enhance Job Satisfaction (Hypothesis 2)

Our work and level of job satisfaction have changed as a result of the pandemic. 52 percent of respondents to a survey said they were generally content with their work, while 48 percent said they had not been since the pandemic began. This emphasizes how important it is to increase job happiness under these circumstances, and flexible work arrangements like hybrid employment may be the answer.

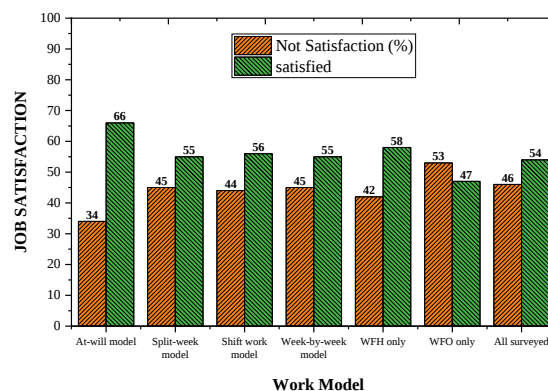


Figure. 9 Analysis of workers under Adaptable hybrid options

Compared to those who exclusively work from home or on-site, employees who operate in a hybrid model tend to be happier with their jobs. Just 54% of those who worked exclusively

on-site and 58 % of those who worked exclusively from home reported being content with their jobs, compared to those who could work whenever they wanted from home and on-site. Figure. 9 depicts the analysis of workers under adaptable hybrid options The high level of satisfaction that employees report is in part due to the at-will policy, which gives them the freedom to choose their place of employment. Flexibility in the workplace is associated with higher productivity and job fulfilment.

7. Conclusion

The study's conclusions highlight how crucial hybrid work models are to increasing employee well-being productivity and job satisfaction. The pandemic has made things difficult for businesses which has increased demand for flexible work arrangements. Employers can create a positive work environment and a sense of workplace culture outside of traditional office walls by implementing the hybrid model which combines on-site and remote work. A strong positive correlation between employee well-being and hybrid work arrangements was found through regression analysis with participants in hybrid roles reporting higher levels of job and mental satisfaction. Additionally, a strong correlation between the amount of remote work and increased productivity was revealed by correlation analysis indicating that flexibility in working from home boosts worker output. These results imply that a comprehensive approach to work fosters personal growth and fortifies organizational resilience in trying circumstances. Moreover the study demonstrated that employees were more satisfied with their organizations pandemic management when hybrid work options were provided. This contentment is associated with employer's perceived flexibility and support which effectively lessens the disadvantages of working remotely. Regression analysis results showed that businesses that prioritize employee happiness and well-being see increases in productivity metrics which validated the adoption of hybrid work models. Businesses need to put employee needs first by putting in place procedures that encourage candid communication and the best possible work-life balance if they want to be genuinely ready for the future. By taking this action companies will create a workforce that is driven and equipped to thrive in a fast-paced work setting which will result in sustained success.

Conflict of Interest:

There was no relevant conflict of interest regarding this paper.

Abbreviation

HWM	– Hybrid Work Model
WFH	– Work From Home
WFO	– Work From Office
BMC	– BioMed Central
AOM	– Academy of Management
SE	– Standard Error

B – Regression Coefficient

R – Correlation Coefficient

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