

Consequences Of A Hybrid Workplace Model Of It Companies In Telangana

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ARTICLE INFO	ABSTRACT
	<p>A hybrid work model is a flexible operational structure that allows employees to work from various locations, encompassing their homes, the office, and other company premises. Descriptive research methodology is applied to hybrid workplace Model of IT companies in Telangana those who are working in IT Companies. Based on the review of literature, the researcher framed the questionnaire. Convenient sampling Technique is used to collect the data. To collect the data from primary source of questionnaire. Here, the researcher has selected top 20 company has complete the pilot study of the research. The 20 company select based on Top 20 for ranking in IT sectors. Mean and standard deviation was computed to know the hybrid workplace Model of IT companies. It is found that poor audio, being stuck on their laptop, noisy environment, many people talking at once, background appearance, difficulty brainstorming and trying to figure out are having high level opinion towards working from home frustrations of video meetings.</p> <p>Keywords: hybrid work, Work from home, Office environment and safe social distancing</p>

Introduction

A hybrid workplace model associations of in-office and isolated work options, providing employee with increased elasticity and support. This approach allows employees to have greater autonomy and achieve a better work-life balance, resulting in higher levels of engagement, John Jacob & sakthivel (2022). Additionally, employers stand to gain from this model by cultivating a more productive, healthier, and more stable workforce. The concept of a hybrid work model has transformed from being a mere workplace perk to an essential strategy for companies transitioning back to the office post-pandemic. This approach combines the benefits of remote and in-person work, granting employees flexibility while ensuring office-based collaboration and presence. This compelling blend has garnered substantial support from workers and employers on a global scale.

In India, a BCG report indicates that around 80% of IT firms and global capability center's (GCCs) are inclined to embrace the hybrid work model. Similarly, Deloitte's research reveals that in India, millennials and Gen Z individuals favour this preparation due to its potential for enhancing their work-life equilibrium. In the United States, an extensive survey underscores that 85% of the workforce, spanning all career levels, expresses a desire for a hybrid work setup. Consequently, a well-defined and effective hybrid work model becomes imperative, outlining the specifics of when, where, and how employees will conduct their work activities.

Hybridity in the workplace refers to the integration of traditional in-person work arrangements with remote work systems (Cook et al., 2020). This means that some employees work physically at the company's location, while others carry out their tasks remotely over the internet. The primary goal of adopting a hybrid work system is to enable organizations to harness the advantages associated with remote work (Trede et al., 2019). Embracing the hybrid work model offers benefits such as workplace flexibility, cost savings in labour, increased employee satisfaction, and positive environmental impacts typically linked to remote work. Additionally, it retains the advantages of traditional in-person work, including active participation in the organization's culture. In this hybrid arrangement, employee efficiency is assessed based on their contributions and efforts

towards tasks, while productivity is often focused on factors such as value, profit, and successful task completion. Employers should understand the distinction between these concepts.

The hybrid working model is to create a flexible and adaptable approach to work that combines in-office and remote work options, offering employees the self-determination to choose the most appropriate work atmosphere for their tasks and preference. It encompasses a wide range of considerations, including the promotion of work-life balance, cost-effective office space management, talent acquisition and retention, investments in technology and infrastructure for remote collaboration, health and safety measures, adjustments in management and leadership styles, the preservation of workplace culture, compliance with legal and regulatory requirements, employee training and development, and the establishment of clear performance metrics. This model aims to optimize productivity, employee satisfaction, and organizational agility by striking a balance between physical presence and remote work capabilities.

Statement of problems

Yang et al. (2021) express concerns regarding the potential negative impact of remote work on creative output due to reduced colleague interactions. Furthermore, isolation has been linked to adverse effects on work outcomes, as noted by Golden et al. (2008). This work preparation has also been found to detrimentally affect employees' stress levels and overall well-being, as pointed out by Como et al. (2021). On the other hand, Zwanka and Buff (2021) claimed that this transformation of work, characterized by increased autonomy in choosing work location and hours, can enhance work-life-balance by enabling employees to juggle multiple roles, such as family, personal, and career-related responsibilities. Nevertheless, working in an office setting is not without its drawbacks. Ding (2008) mentions issues such as a poor privacy and close surveillance. An overcrowded office space can pose challenges for introverted employees, potentially leading to stress, anxiety, and reduced productivity or performance, as observed by Needle and Mallia (2021). Open-plan offices, while offering employers a means to monitor employee performance and enhance communication, can also be problematic in crowded spaces, where excessive noise may hinder employees' ability to concentrate on their tasks, as highlighted by Barath and Schmidt (2022). This study was identified the research gap of how this hybrid work arrangement affects employee human capital and organizational outcomes.

Scope of a Study

- The study focuses on the hybrid workplace model of IT companies in Telangana
- The study considers the consequences of hybrid workplace it concentrates on exclusive study is made on them.
- The scope of study cover: home frustrations during video meetings, experience during video meeting from home, uncomfortable office environment, feel safer going back into the office, Team ensuring a safe work environment, and in-office experiences have frustrated

Objectives of the study

- To examine the consequence of hybrid workplace Model of IT companies in Telangana
- To test the employee's opinion towards working environment of hybrid workplace

Research Methodology

To examine the consequence of hybrid workplace Model of IT companies in Telangana. descriptive research is applied to examine the study. Hybrid workplace Model questionnaire developed by Dimensional Research (2020). The researcher has changed some items and modified some items of this research. Convenient sampling Technique is used to collect the data. To collect the data from primary source of questionnaire. There are 50 company availed in Telangana State. Here, the researcher has selected top 20 company has complete the pilot study of the research. The 20 company select based on Top 20 for ranking in IT sectors, (<https://builtin.com/articles/software-companies-in-hyderabad>). Mean and standard deviation was computed to know the hybrid workplace Model of IT companies.

Analysis and interpretation

Table 1 working from home frustrations during video meetings

Statements	Mean	Standard deviation
Poor audio	3.77	1.22
There are no frustrations	3.68	1.13
Trying to figure out who is in the meeting	3.37	1.16
Difficulty taking notes and action items	3.50	1.23

Difficulty sharing content	3.60	1.11
Difficulty brainstorming in creative team projects	3.41	1.21
Concern about the appearance of your background	3.89	1.09
Background noise from your side	3.49	1.23
Being stuck on your laptop for long hours	3.61	1.16
Other participants are in a noisy environment	3.60	1.19
Too many people talking at once	3.59	1.19

Source: Primary data

Table 1 elaborate the when working from home frustrations of video meetings. Mean and standard deviation were calculated. The calculated values are concern about the appearance of their background (3.89), poor audio (3.77), no frustrations (3.68), being stuck on their laptop for long hours (3.61), other participants are in a noisy environment (3.60), difficulty sharing content (3.60), many people talking at once (3.59), difficulty taking notes and action items (3.50), background noise from your side (3.49), difficulty brainstorming in creative team projects (3.41), and trying to figure out (3.37). It is found that poor audio, being stuck on their laptop, noisy environment, many people talking at once, background appearance, difficulty brainstorming and trying to figure out are having high level opinion towards working from home frustrations of video meetings.

Table 2 Improve your experience during video meeting from home

	Mean	Standard deviation
Gadget automatically capture action items in meetings	3.47	1.10
Digital whiteboard technology	3.51	1.14
Dedicated video meeting equipment	3.75	1.17
Improve my video meeting experience	3.75	1.18

Source: Primary data

Table 2 discuss the improve experience during video meeting from home. Mean and standard deviation were calculated. The calculated values are dedicated video meeting equipment (3.75), improve their video meeting experience (3.75), digital whiteboard technology (3.51), and Gadget automatically capture action items in meetings (3.47). It is found that quality of the video meeting experience at home tend to be highly favourable when dedicated video meeting equipment is used, along with digital whiteboard technology and digital assistant to automatically records are having strong opinion about improve experience during video meeting.

Table 3 uncomfortable office environment

	Mean	Standard deviation
To touch shared office devices	3.83	1.18
Too many people ride an elevator	3.71	1.19
To share a desk with others	3.72	1.24
A room was cleaned at last time	3.67	1.27
A room has maximum capacity of safe social distancing	3.67	1.17

Source: Primary data

Table 3 explain the uncomfortable in their company's office environment. Mean and standard deviation were calculated. The calculated values are touch shared office devices (3.83), share a desk with others (3.72), ride an elevator with too many people (3.71), room was cleaned at last time (3.67), and maximum capacity of safe social distancing (3.67). The results that the touch shared office devices, share a desk with others, ride an elevator with too many people, room was cleaned at last time, and maximum capacity of safe social distancing are having high level opinion towards company's office environment.

Table 4 feel safer going back into the office

	Mean	Standard deviation
Increased sanitation for office	3.51	1.28
Fewer people allowed in meeting rooms	3.52	1.23
Social distancing rules enforced for the elevator	3.47	1.23
Decrease of desk-sharing in the office	3.37	1.39
Fewer things to touch in the meeting space	3.39	1.39
Mandatory temperature checks for who enter the building	4.03	1.10
Staggered days in the office for employees	3.81	1.14
Less socialization	3.67	1.09
I feel safer returning to the office	3.74	1.19

Source: Primary data

Table 4 detailed the work environment make their feel safer into the office. Mean and standard deviation were calculated. The calculated values are who enter the building temperature check is mandatory (4.03), staggered days in the office (3.81), feel safer returning to the office (3.74), less socialization (3.67), fewer people allowed in meeting rooms at the same time (3.52), increased sanitation for offices, rooms and devices (3.51), social distancing rules enforced for the elevator (3.47), fewer things to touch in the meeting space (3.39), decrease of desk-sharing in the office (3.37). It is found that who enter the building temperature check is mandatory, staggered days in the office, feel safer returning to the office, less socialization, fewer people allowed in meeting rooms, increased sanitation for offices social distancing rules enforced for the elevator, fewer things to touch in the meeting space and decrease of desk-sharing in the office are having high level opinion towards work environment make their feel safer into the office.

Table 5 Team ensuring a safe work environment

	Mean	Standard deviation
Ability to use device screens to display digital signage	3.54	1.16
Technology utilization analytics	3.45	1.25
Ability to capture room utilization rates	3.87	1.19
Track real-time environmental conditions	3.77	1.14
Ability to track desk utilization rates	3.78	1.09

Source: Primary data

Table 5 discuss the technologies benefit ensuring safe work environment. Mean and standard deviation were calculated. The calculated values are use device screens to display digital signage (3.54), technology utilization analytics (3.45), ability to capture utilization rates (3.87), track real-time environmental conditions (3.77), ability to track desk utilization rates (3.78). It is found that ability to use device screens to display digital signage, technology utilization analytics, ability to capture room utilization rates, and track real-time environmental conditions are having high level opinion towards team ensuring a safe work environment

Table 6 in-office experiences have frustrated

	Mean	Standard deviation
Getting meeting equipment to work	3.80	1.16
Discovering meetings rooms that were booked	3.48	1.33
Inability to easily share content in a meeting room	3.44	1.21
Locating meeting rooms in the office	3.52	1.34
Not knowing which meetings rooms are available	3.67	1.29
Finding an available desk for the day	3.62	1.30

Source: Primary data

Table 6 explain the in-office experiences have frustrated. Mean and standard deviation were calculated. The calculated values are getting meeting equipment to work (3.80), not knowing which meetings rooms are available (3.67), finding an available desk for the day (3.62), locating meeting rooms in the office (3.52), discovering meetings rooms that were booked (3.48), and inability to easily share content in a meeting room (3.44). It is found that getting meeting equipment to work, not knowing which meetings rooms are available, finding an available desk for the day, locating meeting rooms in the office, discovering meetings rooms that were booked, and inability to easily share content in a meeting room are having high level opinion towards in-office experiences have frustrated

Finding of the study

- It is found that poor audio, being stuck on their laptop, noisy environment, many people talking at once, background appearance, difficulty brainstorming and trying to figure out are having high level opinion towards working from home frustrations of video meetings.
- It is found that quality of the video meeting experience at home tend to be highly favourable when dedicated video meeting equipment is used, along with digital whiteboard technology and digital assistant to automatically records are having strong opinion about improve experience during video meeting.
- The results that the touch shared office devices (3.83), share a desk with others, ride an elevator with too many people, room was cleaned at last time, and maximum capacity of safe social distancing are having high level opinion towards company's office environment.
- It is found that who enter the building temperature check is mandatory, staggered days in the office, feel safer returning to the office, less socialization, fewer people allowed in meeting rooms, increased sanitation for offices social distancing rules enforced for the elevator, fewer things to touch in the meeting space and decrease of desk-sharing in the office are having high level opinion towards work environment make their feel safer into the office.

- It is found that ability to use device screens to display digital signage, technology utilization analytics, ability to capture room utilization rates, and track real-time environmental conditions are having high level opinion towards team ensuring a safe work environment
- It is found that getting meeting equipment to work, not knowing which meetings rooms are available, finding an available desk for the day, locating meeting rooms in the office, discovering meetings rooms that were booked, and inability to easily share content in a meeting room are having high level opinion towards in-office experiences have frustrated

Suggestions of the study

- To make communication and work processes as smooth as possible, a company needs to make sure that employees are provided with right technology and tools. Employees should be able to switch between different work environments effortlessly.
- Managers need to regularly communicate in-the-moment feedback with team members. They need to engage in conversation and debate, share best practices, and mentor and coach those on their team.
- managers should involve workers in decision-making, they will better understand their needs, which will increase productivity
- It is suggested that Innovation is stimulated by face-to-face contact with colleagues, associates, and clients, who generate ideas in all sorts of ways.

Conclusion

The hybrid workplace model in IT companies represents a dynamic approach that blends in-person and remote work to optimize productivity and accommodate the evolving needs of the workforce. It harnesses the power of technology to facilitate seamless collaboration, communication, and project management, enabling employees to work from anywhere while maintaining strong connectivity. This model not only enhances flexibility and work-life balance but also promotes talent acquisition and retention, as it appeals to a diverse range of professionals seeking a mix of remote and office-based work experiences. IT companies investing in the hybrid workplace model must prioritize robust technology infrastructure, cybersecurity, and effective remote management strategies to unlock its full potential in sustaining productivity and fostering employee well-being.

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