## A STUDY ON EMPLOYEE PERCEPTION TOWARDS HYBRID WORK CULTURE.

Submitted as a part of MBA II year Course Requirement

## By

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Under the guidance of

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**April 2023**

## BONAFIDE CERTIFICATE

This is to certify that, **PRITHAM SUJIR S (RA2152001040036)** is a Bonafide Student of Faculty of Management, SRM Institute of Science and Technology, Vadapalani, Chennai. She

/ he is in the II year of Master’s Degree Program in Business Administration (MBA). She / He has done this project under my guidance and supervision towards part fulfilment of II-year MBA course requirement.

**Project Guide:** Dr. Vijayakumar M **HOD:** Prof. C. Praseeda

### Date:

**Place:** Chennai

### Signature of the Internal Examiner Signature of the External Examiner

**DEPARTMENT SEAL**

## DECLARATION

I **PRITHAM SUJIR S (RA2152001040036)** studying in II-year MBA program at Faculty of Management, SRM Institute of Science and Technology, Vadapalani, Chennai, hereby declare that this project is an original work of mine and I have not verbatim copied / duplicated any material from sources like internet or from print media, excepting some vital company information / statistics and data that is provided by the company itself.

### Signature of the Student:

**Date:**

**Place:** Chennai



08th April 2023

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that **Mr. Pritham Sujir S - Master of Business Administration (RA 2152001040036)** student from **SRM University** has completed his internship program at our company **WALTO** in the Human Resources Department from **20thFebruary 2023** to **08th April 2023.**

During this tenure, we found him sincere, hardworking and keen learner. We wish him all the best for future endeavors.

Yours Sincerely,



For Walto **Shyam Sundar Sr. HR Manager**

No.3, Apex Plaza, 5th Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034 Ph- 044-42636892, e-mail–[**finance@walto.ai**](mailto:finance@walto.ai)

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I wish to express my heartfelt gratitude to WALTO for providing me this opportunity. I sincerely thank Mr. Shyam Sundar for his constant motivation and guidance for the successful completion of my training. Thank you for providing me all the necessary information about the company and kindly clearing my doubts throughout my training period.

Thank you,

## PRITHAM SUJIR S

**ABSTRACT**

As a result of the COVID-19 pandemic, many organizations have implemented hybrid work arrangements that combine remote work and in-person work. This research aims to investigate employee perceptions towards hybrid work culture, including the advantages and disadvantages of this arrangement, and the impact of hybrid work on employee well-being and job satisfaction. The study will use surveys and interviews to gather data from employees in company. The surveys will be distributed to a sample of employees to collect quantitative data on their perceptions of hybrid work culture. The study will also examine the role of organizational support and flexibility in shaping employee perceptions of hybrid work culture. It will investigate how organizational policies and practices, such as communication tools, technology support, and flexible work arrangements, can enhance or detract from the benefits of hybrid work. The findings of this research will contribute to a better understanding of employee perceptions towards hybrid work culture and can inform organizational policies and practices related to remote work. It can also provide insights for individuals who are considering hybrid work arrangements, as well as for policymakers who are seeking to create policies that promote work-life balance and employee well-being.

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# INTRODUCTION CHAPTER-1

## INTRODUCTION

* 1. **GENERAL INTRODUCTION TO THE TOPIC**

Hybrid work culture is a flexible work arrangement that combines remote work and in- person work. It allows employees to work from home or any location outside of the office for a portion of their workweek and come into the office for the rest of the week. The hybrid work model has gained popularity during the COVID-19 pandemic, as it offers a balance between the benefits of remote work, such as increased work-life balance and reduced commuting time, and the benefits of in-person work, such as effective communication and collaboration with colleagues.

One of the advantages of hybrid work culture is that it offers employees the flexibility to work from home and manage their work-life balance. Working from home eliminates commuting time, allowing employees to spend more time with their families or pursue personal interests. Additionally, employees can adjust their work schedules to accommodate personal needs, such as taking care of children or attending appointments.

The COVID-19 pandemic has accelerated the trend of remote work and has led many organizations to implement hybrid work culture, which combines remote work and in-person work. Hybrid work offers employees the flexibility to work from home and the opportunity to collaborate with colleagues in person. The hybrid work model has potential benefits for employees, such as increased work-life balance, reduced commuting time, and improved productivity. However, it also presents challenges, such as maintaining effective communication, collaboration, and team cohesion.

Employee perception towards hybrid work culture is crucial for the success of the hybrid work model. Employees' attitudes and perceptions towards hybrid work can determine the effectiveness of the hybrid work model and can impact employee well-being and job satisfaction. Research has shown that employee perception towards remote work culture affects job satisfaction, organizational commitment, and job performance. Therefore, understanding employee perception towards hybrid work culture is crucial for organizations seeking to implement hybrid work models successfully.

Previous research has focused on the advantages and disadvantages of remote work, but less attention has been paid to hybrid work arrangements. This study aims to fill this gap in the literature by investigating employee perception towards hybrid work culture. The study will

examine the advantages and disadvantages of hybrid work culture, how hybrid work impacts employee well-being and job satisfaction, and how organizational policies and practices shape employee perception of hybrid work culture.

The study will use a mixed-methods approach to collect data from employees in various industries and job roles. The study will use surveys to collect quantitative data on employees' perception towards hybrid work culture and interviews to gather qualitative data on employees' experiences with hybrid work culture. The surveys will include questions related to employees' attitudes towards hybrid work culture, their preferences for remote work, and the impact of hybrid work on their work-life balance and productivity. The interviews will provide a deeper understanding of employees' experiences with hybrid work culture, including their experiences with remote work, their experiences with in-person work, and how they manage to balance work and personal life in the hybrid work model.

The study will also investigate how organizational policies and practices shape employee perception towards hybrid work culture. Organizational policies and practices, such as communication tools, technology support, and flexible work arrangements, can enhance or detract from the benefits of hybrid work culture. Therefore, the study will examine how these policies and practices impact employee perception of hybrid work culture and how they can be improved to promote employee well-being and job satisfaction.

The findings of this study can provide insights for organizations seeking to implement hybrid work models successfully. The study's findings can inform organizational policies and practices related to remote work and can provide insights for individuals who are considering hybrid work arrangements. The study's findings can also provide insights for policymakers who are seeking to create policies that promote work-life balance and employee well-being. The study's findings can contribute to a better understanding of employee perception towards hybrid work culture and can inform future research on the topic.

## INDUSTRY PROFILE

The IT service and consultancy industry is a crucial sector that provides businesses with various IT-related services and solutions. It consists of different types of companies, including IT consulting firms, IT service providers, system integrators, and software development companies.

IT service providers offer a wide range of services, including cloud computing, network design and implementation, IT support and maintenance, cybersecurity, and data management. Cloud computing has become a game-changer in recent years, with many companies moving their IT infrastructure to the cloud. This has allowed businesses to benefit from lower costs, greater scalability, and improved security.



IT consulting firms provide expert advice and guidance to businesses on how to make the most of their IT investments. They help businesses assess their IT needs, develop strategies for implementing new technologies, and provide training and support to ensure that these technologies are used effectively. IT consultants also help businesses identify and mitigate IT- related risks and vulnerabilities.

System integrators specialize in integrating different IT systems and applications. They work with businesses to ensure that different software applications and IT systems work seamlessly together, improving efficiency and productivity. System integrators also help businesses migrate to new systems and technologies, ensuring that the transition is smooth and that the new systems are fully integrated with existing ones.

Software development companies specialize in developing customized software applications for specific business needs. They work with businesses to understand their unique requirements and develop software solutions that are tailored to their needs. Software development

companies also provide support and maintenance services to ensure that the software remains up to date and fully functional.

The IT service and consultancy industry is driven by several factors, including the growing importance of technology in business, the need for businesses to remain competitive in a rapidly changing market, and the increasing demand for expert IT advice and support. The industry is also influenced by trends such as the move towards cloud computing, the increasing use of mobile devices, and the growing importance of data analytics.

One of the significant challenges faced by the IT service and consultancy industry is keeping up with the rapidly changing technological landscape. This requires businesses to invest in training and development to ensure that their employees have the skills and knowledge needed to provide effective IT services and solutions.



Another challenge faced by the industry is balancing the demands of technology with the needs of business. This requires IT service providers and consultants to work closely with businesses to understand their unique requirements and develop solutions that meet their specific needs.

In conclusion, the IT service and consultancy industry plays a critical role in providing businesses with essential IT services and solutions. As businesses continue to invest in new technologies and look for ways to improve their IT infrastructure, the IT service and consultancy industry is likely to play an increasingly important role in helping businesses achieve their goals.

## OBJECTIVES OF IT SERVICE AND IT CONSULTANCY

The objectives of the IT service and consultancy industry are to provide businesses with a range of IT-related services and solutions that enable them to improve their operations, reduce costs, and stay competitive in a rapidly changing marketplace. The industry aims to provide expert guidance and advice to businesses on how to make the most of their IT investments, assess their IT needs, develop strategies for implementing new technologies, and provide training and support to ensure that these technologies are used effectively.

### Some of the key objectives of the IT service and consultancy industry include:

* **Helping businesses to achieve their goals**: The IT service and consultancy industry aims to provide businesses with the tools and solutions they need to achieve their goals. This might include improving efficiency, reducing costs, or increasing revenue.
* **Providing expert advice and guidance**: One of the key objectives of the IT service and consultancy industry is to provide businesses with expert advice and guidance on how to make the most of their IT investments. This might include advising businesses on which technologies to invest in, how to implement them, and how to manage them effectively.
* **Improving business processes:** The IT service and consultancy industry aims to help businesses improve their operations and processes by implementing new technologies and solutions. This might include streamlining processes, automating tasks, or improving collaboration between teams.
* **Enhancing security and reducing risk:** Another key objective of the IT service and consultancy industry is to help businesses enhance their security and reduce their risk of cyber-attacks and other IT-related threats. This might include providing businesses with cybersecurity solutions, training employees on how to recognize and avoid cyber threats, and conducting risk assessments to identify vulnerabilities.
* **Supporting business growth**: The IT service and consultancy industry aims to support business growth by providing businesses with scalable and flexible IT solutions that can grow and evolve as the business does.

## COMPANY PROFILE

Technology today is constantly reshaping and reimagining the global consulting and software sector, with companies predominantly opting to go digital as automation and innovation fuel a virtual takeover. Thus organizations who understand, recognize and adapt to these changing times, benefit the most.

Walto embraces arrival of customized software applications, since organizations now look to become more efficient by streamlining and facilitating processes that help reduce costs, gain competitive advantages and build innovative products and solutions all in a technological framework that is geared to design and deploy solutions that are pivotal to business success.

Our Digital Operations Factory model manufactures a structured suite of digital delivery capabilities, allowing us to correctly identify and define the issue at hand, design and subsequently deploy those business products or solutions that have a lasting impact and are of value to our clients.

At Walto, we also understand that the marketplace today is primarily digital and perpetually dynamic, thus through our business products and solutions we strive to marry your purpose with your people and its related processes as these are the prerequisites to navigating within this digital landscape.

Our team consists of functional and technical experts who understand the intricacies of the marketplace and the need for practical, cost-effective and efficient business products and solutions.

At Walto, we strive to provide our clients with business products and solutions that enable them to not be prisoners of their past, rather be pioneers of the future.



At Walto, our products and solutions are fuelled by the diverse voices of our employees that help us reach you, our customers. Diversity and inclusion are more than just words to us, it is the very foundation upon which we have built our company. We embrace all the different ideas, perspectives and backgrounds as they create a stronger and a more creative work environment that yields in results beyond our customers expectations.

We believe that equality in the workforce isn't just the right thing to possess, but the only way employees bring their best to the workforce. Thus we don't see our employees being inclusive or diverse, but equal.

* STRUCTURED APPROACH

Structure & process maturity of the client determines the engagement approach- Measured (or) Agile.

* VISIBILITY

Plan to perform an integrated approach and complete end state visibility for key outcomes and deliverables

* BASE LINING

Accurate & structured diagnostics ahead of the engagement to ensure that all the objectives are met

* BENCHMARKING

Knowledge repositories and industry frame works enable benchmarking of all deliverables to Best-in -Class comparisons

Walto is a Digital Operations Factory (DOF**)** accelerating digital transformations and enabling change. Our DOF model ensures that your business spurt is met by an equally competent technology arm. We aim to churn strategies & products that accelerate change and growth for Businesses.

Our DOF model caters as an overarching umbrella integrating and unifying efforts in Digitization, Automation, Product Experience, Digital Marketing and Analytics in your strategic direction.

Walto embraces the uniqueness of your business and process. Our structured suite of digital delivery capabilities will provide you what works for you – solutions that are smart, sustainable and cost effective. Each engagement follows the define, design, deploy approach that guarantees value to your organisation.

Our unique and cross-functional team with it’s multi-faceted experience understands business, finance, technology and the market in it’s ecosystem. We create, recommend and deploy products and solutions that fit the bill and expend money as you would.

## VISION

Walto envisions driving innovation and value through smart and affordable technology. Together we strive to be a blueprint for excellence in People, Process and Technology and build a culture that resonates empathy and nurtures entrepreneurship.

## PRODUCTS

* **WALTO VISITOR MANAGEMENT SYSTEM**

The visitor management system is the process of tracking and managing visitors who enter your workplace in a digital way. Visitor management systems convert the manual paper- based system into digital check-in System, thereby eliminating all the paper-work, obligatory maintenance and storage. Ideally a visitor management system should be a pre- requisite irrespective of the industry the business operates in. The traditional system is just not secure or robust enough in today's business climate, thereby giving rise to the need for a digitalized visitor management system.

**KEY FEATURE OF VISITOR MANAGEMENT SYSTEM**

* + - **E- APPOINTMENT**

Schedule appointments online allowing visitors to enter registration data prior to onsite arrival ensuring a hassle free check-in.

* + - **OTP BASED VERIFICATION**

Visitor Contact is verified via OTP, enabling seamless check-in and check-out, ensuring your premises are safe and secure.

* + - **CROSS PLATFORM INTEGRATION**

Hosts as well as visitors can access our visitor management system across multiple platforms with our user-friendly application.

* + - **INTERACTIVE DASHBOARDS**

A real-time interactive dashboard that make monitoring and managing a lot simpler, further generate customizable reports all in a click of a button.

## WALTO CLOCKS

With walto clocks, your time is not spent, but invested. Analyzing, Monitoring and Reviewing your employees, clients, and resources was never this easy.

The simple solution that improves efficiency in employee workflow and client management. Walto Clocks enables impactful decisions by management and employees to be always taken at the right time.

### CLIENT MANAGEMENT

Analyze client projects at a bird's-eye view, including client history, duration of projects, status of client proposals and prior engagement records and details.

### REPORTS

Ascertain various employee oriented reports or generate project profitability statements pertaining to current or prior engagements with ease.

### EMPLOYEE MANAGEMENT

Make data-backed decisions relating to leave management, profitability, appraisal and other employee functions expeditiously

### DOCUMENT MANAGEMENT

Store, retrieve and evaluate client & employee documents with ease via the inbuilt document repository.

### PROJECT MANAGEMENT

Create, Allocate & Manage projects and related tasks on a systematic basis, across multiple levels of management enabling effective governance.

### REFERRAL SYSTEM

Easy-to-use employee referral system allows employees to refer interested candidates fit for the organization's talent pool & employee vacancies

**KEY FEATURES OF WALTO CLOCK**

Experience enhanced functionality that saves the minutes, leaving the hours making you the money not spending it.

* + **DOCUMENT REPOSITORY SYSTEM**

Store, retrieve and update client documents and other relevant data instantly.

* + **ACCESS BASED CONTROL**

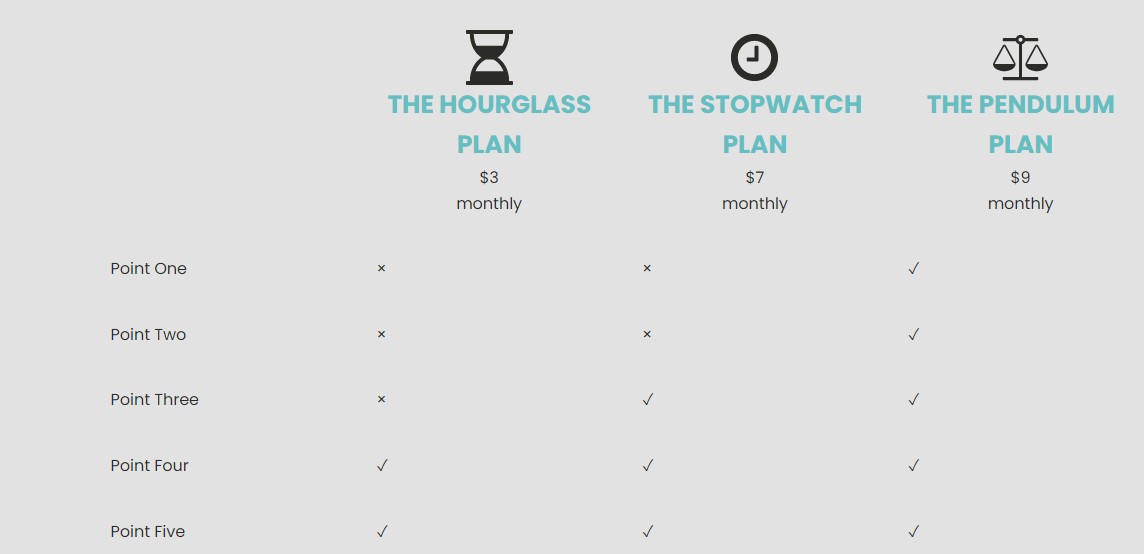
Customizable role based control enabling flexibility adaptable across multiple workflow systems

* + **PERSONALIZED REPORTING SOFTWARE**

Generate statements or reports for functions that are personally catered to the specific interests of the entity.

* + **CROSS PLATFORM INTERGRATION**

Experience seamless integration across multiple devices facilitating enhanced connectivity.



## I-FLOW

I-Flow eliminates the time and money spent on error-prone, manual processing of paper-based invoices. Understand how you can now save time and money by allocating your accounting resources more efficiently.

With I-Flow, your paper invoices are validated, verified and converted into accurate data that, once reviewed and approved for payment, is seamlessly integrated into your

accounting system.

### USER FRIENDLY

View who created, authorized and processed an invoice to its subsequent payment. Experience a real-time view of all the remarks and instructions pertaining to an invoice across its multiple users.

### EASY PROCESSING

Instant access to invoices pending processing. Gone are those days where internal searches for invoices in paper form need to take place to completely process a pending invoice.

### ADAPTABLE

Our user interface can be specifically customized to cater to the needs of the existing ERP of our client, to ensure synergy that adds value by simplifying the overall invoicing process.

### CATEGORIZED INVOICES

Invoices can now be classified or segmented by the user with extensive control over any further sorting or re-categorization of the invoice and its related documents.

### LOW TURNAROUND TIME

Experience low turnaround times with our simplified dashboards that enable users to approve or reject invoices with detailed remarks or instructions almost instantaneously

### CREDIT PERIOD MONITORING

keep track of pending payments and due dates with our credit period monitoring dashboard which will ensure payments are disbursed on time to vendors and suppliers.

### KEY FEATURE OF I FLOW

* **INVOICE TRACK ING**

Track invoices at each stage of approval with complete transparency pertaining to the users involved in the transaction, leading to increased accountability and governance.

* **WORKFLOW BASED APPROV AL**

Our interface provides for extensive role- based user mapping, dividing the workload amongst the users for effective and efficient invoice processing without compromising on security or privacy of data.

* **VENDOR M ANAG EMENT**

We guarantee that missed vendor discounts, duplicate and delayed payments are problems of the past, with our user-friendly interface that highlights errors and remarks for immediate correction at each stage of invoice processing.

* **AUDIT TRAIL**

Follow records back to their origin with complete reconstruction of events with intrusion detection. I-Flow plays a vital role in the maintenance, availability, and integrity of records to provide auditable information as and when required.

**SERVICE**

**WHISTLE BLOWER**

The complex nature of business operations, high volume of transactions, limited integration of data across organizations and obsolete internal controls results in traditional routes such as internal audit or reviews being unable to raise the required red flags, that employees working within the organization are aware of.

The quality of our services are not measured by its inputs, but the benefit it entails our client instead. We believe in providing services of value, that enable the management to have a

detailed understanding of the issues at hand, whilst expediting the overall decision making process.

### FRAUD DUE DILIGENCE



We provide our clients with elaborate background checks, requisite market surveys including vendor due diligence. Additionally we provide third-party and employee audits as well.

### EARLY WARNING AND ANTI FRAUD FRAMEWORK



Our unique algorithmic reviews provide for easy identification of threats. We conduct detailed vulnerability assessments that help identify areas of potential fraud and strengthen them with commensurate anti-fraud policies.

### ANTI-BRIBERY AND ANTI- CORRUPTION



We conduct investigations and target forensics of suspected cases of bribery or corruption as and when requested with an end-to-end defence mechanism and conclusive evidence.

### FRAUD AND MISCONDUCT INVESTIGATION



Our team consists of specialists that are well versed with a range investigative and reporting techniques that enable us to offer an extensive and exhaustive list of services that are catered specifically to suit every conceivable area of risk.

### FORENSICS TECHNOLOGY



Our services entail multi-faceted Data and network analysis tools to enable a detailed inquiry to take place if required.

## INSIGHTS OF WHISTLE BLOWER

We acknowledge that being a whistle blower in India, is not without its challenges, however the numbers from around the world paint a promising picture.

### USER SECRET (43 %)

Of schemes were detected by tips, and half of those tips came from employees

### EXCLAMATION CIRCLE (13 %)

Increase over the last decade for use of targeted anti- fraud controls, training employees and managers for quicker detection of fraud

### BULL HORN (35 %)

Increase in frauds contributed by manipulation of internal controls, where a detailed whistle blower policy and system was absent or ineffectively implemented

### UNLOCK- ALT (56 %)

Of tips were gathered due to the existence of formal reporting mechanisms.

## PRINCIPLES OF WHISTLE BLOWER

At Walto Whistles, we help you adapt to changing times whilst adhering to your unchanged principles.

### EMPLOYEE PROTECTION

Taking the stress out of a high-risk process, Full protection of the identity of a whistle- blower who chooses to remain anonymous. Disclosures, interviews, case evidence and timelines are consolidated in one place.

### INSIGHTFUL ANALYTICS

Disclosure Dashboards with built-in analytics for summaries, progress tracking and updates. Analytics on the risk profile of our client's organization based on its report patterns in comparison to industry trends.

### EFFECTIVE TIMELINES

Our mechanism allows for detailed reviews and discussion over investigative and audit reports at any point in time. We condense what is often in-depth data to provide you with actionable insights enabling prioritisation and remedy in a controlled timeline.

### COMPLETE GOVERNANCE

Our clients experience a seamless process implementation right from the structuring of the framework, to its subsequent implementation.



## MARKET PLACE CONSULTANCY

The key to getting ahead of the competition is by getting started. At Walto, we help you navigate the digital landscape with innovative solutions that bolster sales and enhance your customer base in the online marketplace. Not hiding behind marketing mumbo jumbo, we give you the most result oriented solutions for your marketing needs.

If your website is not setup for success or you're not online. You have lost the race, before it even began.

Develop the backbone of your online presence, with website design and marketing that ensures every piece of content published online will be tailored to drive the consumer to your website.

Your business needs no additional space to knock additional doors. With virtually unlimited space to list all your products in as much detail as you want, potential customers can read up on them at any time.

At walto, we strive to help you establish a digital footprint that clearly communicates your brand's vision and keeps your revenue game strong.

**Established Online presence** 91%

**Enhanced Credibility** 88%

**Improved Product Engagement** 97%

**Generating Leads**

**Increased sales**

86%

98%

Crafted to Capture, Compete and Succeed, Why Walto makes the difference. With us, you tap into wide-ranging expertise over the various facets of the digital world and come up with a marketplace strategy based on proven tactics used by big and small retailers alike. Whether you’re at the very beginning of your marketplace selling journey and need advice on platforms and integration, or a mature marketplace seller looking to expand into new markets, Walto marketplace consultancy ensures your next step is the right one.

### DYNAMIC SOLUTIONS THAT WORK

* **STRATEGIC MARKETING**

We bridge the gaps in your existing marketing strategy to cater to the specific needs of your digital consumer

### TARGETED ADVERTISEMENTS

We spend your money as you would. Driven by data analytics, we pick and choose the target audience that have the best shot at conversions.

### BEHAVIOURAL ANALYSIS

Our deep analysis over customer behavior helps understand what your customers love & hate about your product, their buying patterns and review management.

### ACCOUNT MANAGEMENT

Don't be confused between amazon and Flipkart, we identify all the best online spaces for you to be on. All your seller and partner accounts are handled and upkept at one point.

### INVENTORY MANAGEMENT

Tackle issues such as minimum order quantity, inventory turnover rate, seasonal sales, drop-shipping and ensure all orders are fulfilled & you never miss a sale

### DIGITAL MERCHANDISING

We design all aspects of your digital merchandising by developing your listings content and enabling an easier reach to target customers

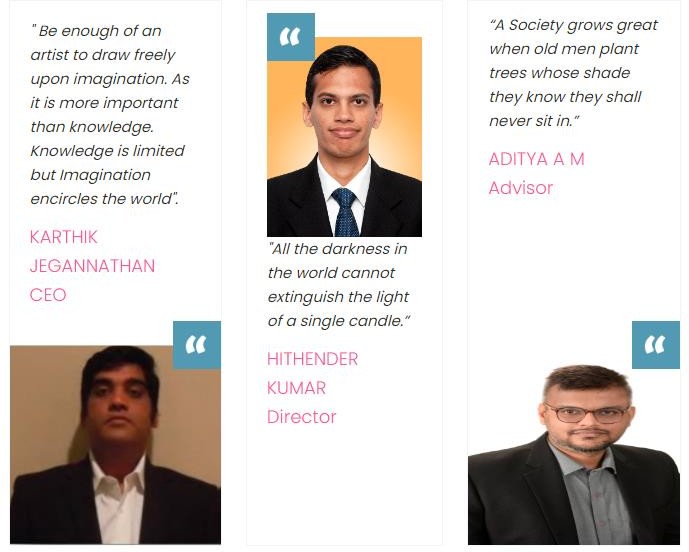
### PERFORMANCE REPORTS

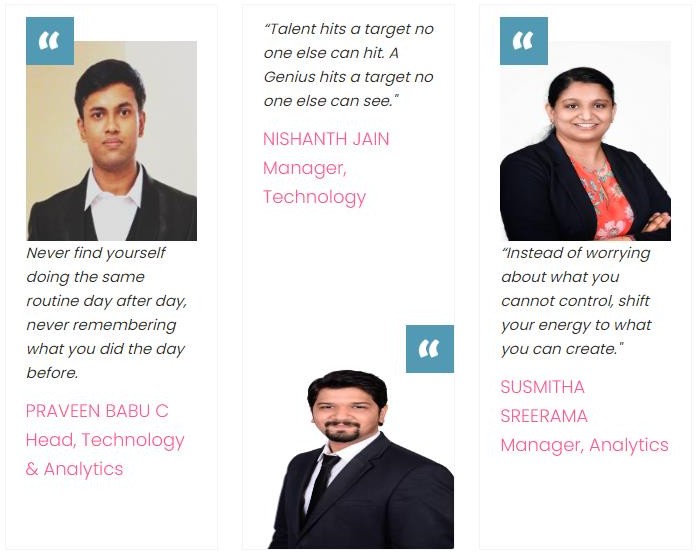
Detailed weekly review that evaluate reasons for the decline or rise in traffic and whether the deployed advertisements were effective or not.

### SEARCH ENGINE OPTIMIZATION

We ensure that you are on top of the search results be it on google or amazon and broadening your target demographic with keywords that are the perfect fit.

## TEAM WALTO





**OFFICIAL PARTNERS**



## S P R & CO

S P R & Co originated in 2002 with a vision to positively impact businesses by using technology, effective business models, and industry Best Practices that transform performance and profitability. We are 275+ people strong with presence in Chennai, Bangalore, Hyderabad, and Pune.

Our team includes Chartered Accountants, Cost Accountants, Company Secretaries, MBA’s, Engineers and IT Security Professionals to enable comprehensive service delivery in all our chosen domains. A vertical based structuring and dedicated staff enable our delivery teams to hit the ground running – efficiently and effectively. An inhouse repository of tools and techniques and a standard training plan ( S P a R K ) supported by external experts ensures that our teams are trained on contemporary technologies and Best Practices across our service domains.

### SERVICES

* **RISK & CONSULTING ADVISORY**

We are a niche practice that believes that our intense specialization in risk is both relevant and critical, especially in present times when risk culture and governance agendas dominate board room discussions.

Our Practice strategy with a strong risk bias enables us to apply contemporary technology and best in class practices across industry verticals to offer unique and customized solutions that prioritizes customer expectations

### PROCESS QUALITY CONSULTING

Process Quality Consulting, supports you to identify potential for optimization and helps you find the competitive edge in the marketplace.

### SYSTEM AUDIT ASSURANCE & CYBER SECURITY

Significant proliferation of White-collar crimes and economic Offences across the business landscape poses a serious threat to reliable financial reporting and result in erosion of value across the stakeholder spectrum comprising of investors, lenders, employees, suppliers et al.

The information available within the businesses need to be captured, monitored and constantly assessed to prevent / Detect serious value erosion. Our solutions focus on bridging the gap between expectations and operational challenges.

### TAX & ACCOUNTING ADVISORY

We focus on interpreting and applying the accounting standards and latest notifications with an unbiased perspective providing management with clear insights to complex issues. Our solutions help entities to foresee and adapt to changes in the taxation landscape and build better controls to address regulatory risks

### MANAGED SERVICES

Managed services is a business model that leverage resources across an organization. This results in lower costs with agreed-upon customer service levels. It’s a separate business unit that delivers numerous services to both the corporate functions and operating business units.

### FORENSICS

Significant proliferation of White-collar crimes and economic offenses across the business landscape poses a serious threat to reliable financial reporting and result in erosion of value across the stakeholder spectrum comprising of investors, lenders, employees, suppliers et al.

The need for forensics related services arises due to fraud related discussions and concerns on management overrides of controls which dominate board rooms agendas

more than ever. Our services are tailored to enable holistic client engagement on the preventive, detective and defence aspects of the fraud spectrum.

### START-UP SERVICES

Startups are founded by one or more entrepreneurs who want to develop a product or service for which they believe there is demand. These companies generally start with high costs and limited revenue, with the help of venture capital. We help support entrepreneurs through every step of their growth journey to become the global market leaders of tomorrow.

### FOREIGN TRADE POLICY

Managed services is a business model that leverage resources across an organization. This results in l ower costs with agreed-upon customer service levels. It’s a separate business unit that delivers numerous services to both the corporate functions and operating business units.

### VISUALIZATION & ANALYTICS

A report is a more detailed collection of tables, charts, and graphs and it is used for a much more detailed, full analysis while a dashboard is used for monitoring what is going on. The report can provide a more detailed view of the information that is presented on a dashboard.

### INSOLVENCY & BANKRUPTCY CODE

The Insolvency and Bankruptcy Code has enabled a new landscape for revival, recovery and restructuring. The firm has registered Insolvency and Valuation Professionals to enable this process. We have assisted clients across the IBC spectrum including Insolvency Resolution, Liquidation and Voluntary liquidation.

### STATUTORY AUDITS & CERTIFICATIONS

S P R & Co supports a number of clients as their Statutory Auditors to inspire confidence of the various stakeholders. We also offer full scope accounting and CFO services to non audit clients. We also offer IND AS and ICDS related advisory services to clients

## BROKEN GLASS

### WHAT WE DO

We use technology to solve your problem.

### DISCOVER THE NEED

We explore your business, identify your need, measure the gap, understand the users, so that we could solve better.

### DEVELOP THE SOLUTION

We develop feasible digital products for your business which can be evolved in stages.

### TRANSFORM THE BUSINESS

We transform your existing customer experience and create entirely new engagement models.

### IMPROVE USER EXPERIENCE

Intuitive, yet user-centric digital experience delivered to continually improve the experience of the Target users.

### ANALYZE THE DATA

Data is the next Oil but is everywhere. We provide the much needed tools and business intelligence to read and handle data with care.

### INCREASE THE PRODUCTIVITY

We align our digital solutions in line with your Business objectives and help you achieve it in a cost effective manner.

### WHAT WE DELIVER

Our modest list of Services. We deliver Promise. We deliver Quality. Our solutions are crafted towards increasing the productivity. We develop Corporate websites adhering to standards, ecommerce portals that sells, mobile apps that engages. We deliver the best blend of creativity and productivity.

### DEVELOPMENT

We build solution on robust framework with high scalability.

### DIGITAL MARKETING:

We strategize Digital with right communication, technology & channels

### UI/UX DESIGN:

We transform your ideas into meaningful interactive user stories

### E-COMMERCE:

Magento, Woocommerce or Customized, Our experience speaks

## STATEMENT OF THE PROBLEM

Organizations have experienced a significant shift in their operations as a result of the Covid-19 pandemic, with many adopting a hybrid working model in which employees work remotely. Just worked in the office. While this model offers flexibility and work-life balance, it also poses challenges such as problems with communication and collaboration. Therefore, the problem addressed in this study is to understand employees' perception of a hybrid work culture and identify the benefits and challenges of this model from their point of view. More specifically, the study aims to answer the question: What are the employee's attitudes, beliefs, and preferences toward a hybrid work culture.

## SCOPE OF THE STUDY

The scope of this study is to explore the perceptions of employees towards hybrid work culture in Walto. The study will focus on understanding the attitudes, beliefs, and preferences of employees towards a hybrid work model, as well as the benefits and challenges of this model from their perspective. The study will investigate the factors that may influence employee perceptions towards a hybrid work culture, such as job satisfaction, work-life balance, and productivity. The study will also analyze how a hybrid work culture may impact employee communication, collaboration, and teamwork within Walto. The study will be limited to Walto and may not be generalizable to other organizations.

## OBJECTIVE OF THE STUDY

### PRIMARY OBJECTIVE

* . To Analyze Employee Perception Towards Hybrid Work Culture

### SECONDARY OBJECTIVE

* . To Assess the employees work life balance in hybrid work environment.
* To identify the benefits and challenges of a hybrid work environment from the perspective of employees.
* To gather insights on how a hybrid work culture may impact employee communication, collaboration, and teamwork.
* To explore the factors that may influence employee preferences towards a hybrid work model

## LIMITATION OF THE STUDY

* The study has a small sample size, which could limit the generalizability of the findings.
* The study only includes Indian individual Employees from the organization (Walto)
* There is a possibility that some of the respondents' answers may be influenced by biases.
* The use of questionnaires as the primary data collection method may have some limitations that could affect the accuracy of the results.
* The study's scope is restricted by the availability of data, which could limit the researchers' ability to investigate certain variables or factors.

## CHAPTER SCHEME

* First chapter deals with introduction.
* Second chapter deals with literature review.
* Third chapter deals with research methodology.
* Forth chapter deals with data analysis and interpretation.
* Fifth chapter deals with findings, suggestions and conclusions

# REVIEW OF LITERATURE CHAPTER- 2

## REVIEW OF LITERATURE

**Rasa Jämsen a, Anu Sivunen b, Kirsimarja Blomqvist (2017**). examines the impact of the COVID-19 pandemic on employees' perceptions of social communication in full-time remote work settings. The study focuses on identifying the changes in the employees' perceptions and profiles related to social communication in such settings. The research involved surveying 1,091 Finnish public sector workers who had no prior experience with remote work. The respondents were asked open-ended questions during the first wave of the pandemic. The study found that there were 17 aspects of social communication that had changed for the respondents due to remote work, leading to three distinct groups: those who found remote work challenging for social communication, those who saw it as an opportunity for social communication, and those who had mixed perceptions. The study also highlights how the personal characteristics of the respondents influenced their perceptions. The paper emphasizes the importance of social communication for employee well-being and adaptation and provides insights on how organizations can foster a culture that supports social communication in remote work settings.

**Rianne Appel-Meulenbroek, Astrid Kemperman, Amke van de Water, Minou Weijs- Perrée, Jan Verhaegh (2012).** The COVID-19 pandemic has led to an increase in remote work, but it is unclear which employees prefer to work from home and which would like to return to the office in a hybrid work setup. This study aims to identify the two types of employees through a survey-based selection test. The study suggests that workspace design features such as availability of private space for meetings and expected level of clutter of the office floor are important factors that determine the choice of workspace for the two groups. The office worker segment comprises of male full-time employees with higher education who value communication and short commute times, while the work-from-home employee segment consists of female part-time employees in administrative roles who prefer more focused work and have longer commutes. This study offers insights into the factors that affect employees' choice of workspace in a hybrid work environment.

**Bowen Zheng, Robert M Davison (2020)**, The aim of this study is to investigate how Chinese employees' use of work-related and personal social media (SM) affects their Guanxi identity and out-of-role behaviour (ERB) towards team members and individuals. The findings suggest that using work-related social media positively impacts employees' Guanxi identity, which leads to increased ERB focused on the team. On the other hand, using personal social media has a positive effect on employees' Guanxi identity with individuals, which further contributes

to their ERB targeted at individuals. However, if team communication relies heavily on social media, the positive effect of personal SM use on Guanxi identification is weakened. These findings provide insights into the role of social media use in the workplace in China.

**Ellen F. Smith, Declan O. Gilmer, Margaret S. Stockdale (2019),** The importance of culture and support for workplace flexibility: An ecological framework for understanding flexibility support structures. Flexible work arrangements (FWAs) are used by firms to attract, retain, and satisfy their employees while allowing them to manage their work and non-work demands and reduce stress and conflict. However, despite having policies in place, employees often don't utilize them because they don't feel supported by their organization or supervisor, and fear being stigmatized for using them. To address this issue, we use an ecological framework to examine the factors that affect FWA support at different levels - the organization or business unit, the supervisor or work group, and the individual. We offer recommendations to improve FWA support at these levels and suggest ways that organizational leaders can create a supportive work environment by embracing workplace flexibility.

**Shwadhin Sharma, Eduardo Aparicio (2017),** Organizational and team culture as antecedents of protection motivation among IT employees. The increasing use of technology and information systems has led to an increase in information security incidents in organizations. Remote working has further compounded these issues, making it necessary to address them appropriately. This study builds on the protection motivation theory and incorporates insights from organizational and institutional theory to explore how organizational culture and team culture impact information security compliance. The main objective of the study is to understand how organizational and team cultures affect employees' perceived threats and coping motivation concerning information security compliance. The study analyzed the responses of 341 IT employees in the United States using structural equation modeling. The study found that both organizational and team cultures influence how employees perceive and cope with threats, which, in turn, impacts their intention to comply with information security policies. The findings highlight the importance of developing an information security culture within organizations and their subgroups to ensure information security compliance. This study contributes to the existing body of research on information security compliance by emphasizing the significance of organizational and team culture in promoting information security compliance.

**Michael Arena a c, Scott Hines b, John Golden**, The three Cs for cultivating organizational culture in a hybrid world. Effective organizational culture is crucial for revenue growth, employee retention, and stock price acceleration. However, culture change can be challenging, especially in a hybrid work environment where employees work within small teams but are often remote from each other. These team interactions are crucial for sharing and modelling the norms and behaviours necessary to cultivate the desired culture. To overcome these limitations, combining behavioural data with organizational network analysis provides a deeper understanding of the employee cultural experience, even in a hybrid context. In our research, we examined 10 attributes critical to an organization's culture from over 50,000 employees over three years. Using passive data, we reconstructed the employee network based on primary interactions. Our research revealed three critical cultural patterns that can help evaluate culture in a hybrid context and target local solutions that can be quickly implemented. Overall, our research emphasizes the importance of understanding organizational culture in a hybrid work environment and the need for leaders to take targeted actions to cultivate the desired culture.

**Hesham Allam a, Michael Bliemel b, Hossam Ali-Hassan c, James Blustein d, Louise Spiteri (2020),** If you Build it, They Won’t Come: What Motivates Employees to Create and Share Tagged Content: A Theoretical Model and Empirical Validation. The purpose of this paper is to investigate factors influencing employees’ knowledge-sharing behavior on social tagging supported systems. Using the strong theoretical background of the well-known technology acceptance model (TAM), this paper proposes and empirically validates a model that fits the social and technical nature of social tagging tools within the public sector. The analyses in this paper were based on data collected from a large survey of more than 480 respondents working for two public organizations in the United States. The findings demonstrate a significant impact of the role of social presence in encouraging employees to create and share content. Further, there is a strong relationship between the benefits employees receive from using tagging tools and their creation and sharing of tagged content. Specifically, the following factors showed a significant impact on employees’ creation and sharing behavior, specifically their attitudes towards and intentions to create and share tags: perceived ease of use, perceived usefulness, social presence, and pro-sharing norms. For researchers, the paper offers an opportunity to further study knowledge-sharing behavior regarding social media technologies. The findings should motivate practitioners to inject these tools with a social aspect so that employees are encouraged to share content.

**Eric Adom Asante, Barbara Danquah, Frederick Oduro, Emmanuel Affum-Osei, Martinson Ankrah Twumasi, Collins Azunu, Chang Li (2022)**, Entrepreneurial career persistence of hybrid entrepreneurs: The opposing moderating roles of wage work-to- entrepreneurship enrichment and entrepreneurship-to-wage work enrichment. The article discusses the challenges and adversities faced by individuals who are both employees and entrepreneurs at the same time, also known as hybrid entrepreneurs. Persistence is identified as a key factor in the success of such individuals. Using social cognitive theory, the authors developed a model that suggests that person-venture fit, needs-venture supplies fit, and venture demands-abilities fit are linked with entrepreneurial persistence through entrepreneurial self- efficacy. The model suggests that these effects are dependent on the level of skills and experiences transferred from wage work to entrepreneurial work (WE enrichment) and vice versa (EW enrichment). The study involved a sample of 279 hybrid entrepreneurs and found that the positive effects of fit perceptions on entrepreneurial persistence through self-efficacy were stronger for those who reported higher levels of WE enrichment. The article concludes by discussing the theoretical and practical implications of the findings.

**Surabhi Verma; Vibhav Singh (2022),** The Employees Intention to Work in Artificial Intelligence-Based Hybrid Environments. The article discusses the increasing trend of collaborative robots, or cobots, working alongside humans in the era of Industry 4.0. However, the implementation of cobots is often done without considering the motivation and behavior of human employees working in hybrid workplaces. This study aims to investigate the impact of positive and negative factors on employees' intention to work with cobots, as well as the effects of creativity dimensions on their behavior towards cobots. Using the componential theory of individual creativity and valence theory, the authors developed a model for a hybrid workplace where human workers' behaviors are combined with cobot dimensions. The study collected data from 596 working professionals in India and tested the proposed model using partial least squares. The empirical analysis confirmed most of the hypotheses about the creativity of employees in hybrid workplaces and the positive valence of cobots.

**Anju Verma, M. Venkatesan, Mallika Kumar, Jyoti Verma (2022)**. The future of work post Covid-19: key perceived HR implications of hybrid workplaces in India. The article discusses the impact of the Covid-19 pandemic on the workplace and the emergence of hybrid workplaces as a new concept. The pandemic forced immediate transitions in the work environment, with remote working, digital infrastructure, and online collaborations becoming necessary for organizations. As countries, including India, slowly move beyond the crisis, there

is a need to understand the implications of the pandemic on the workplace and to articulate the future of work. The article investigates the key perceived benefits and HR implications of hybrid workplaces and presents an HRM framework for their successful adoption in India. The findings of this research could help shape new workplace norms and provide insights for practitioners, policymakers, business leaders, and HR professionals on the need to review existing workplaces and successfully roll out hybrid work models in accordance with HR strategies.

**Darja Smite, Nils Brede Moe, Jarle Hildrum, Javier Gonzalez-Huerta, Daniel Mendez (2020).** Work-from-home is here to stay: Call for flexibility in post-pandemic work policies. The Covid-19 pandemic compelled tech companies worldwide to shift from office-based work to remote working, which lasted for two years. This period led to the formation of expectations regarding the future of work, and many companies are now experimenting with new work policies to balance employee and manager expectations. This article synthesizes data from 22 company-internal surveys of employee preferences for working from home (WFH) and 26 post-pandemic work policies from 17 companies across 12 countries. The study identified three main findings. First, all companies are now offering employees more flexibility in terms of working time and location. Second, the degree of flexibility offered by companies varies significantly. The paper highlights different formulations that companies have adopted to document the extent of permitted WFH, exceptions, relocation permits, and authorisation procedures. Third, there has been a shift in the psychological contract between employees and managers. The option of WFH is now seen as a core privilege that all employees feel they are entitled to, rather than an exclusive perk given to a few. Lastly, the study suggests that as companies continue to learn and gather feedback on the efficiency of their strategies, there may be further developments and changes in work policies related to flexibility. The findings contribute to the growing literature on new trends in tech companies emerging from the pandemic and provide practical implications for the future of work.

**Hao-Fan Chumg, Louise Cooke, Jenny Fry, I-Hua Hung (2015)**, Factors affecting knowledge sharing in the virtual organisation: Employees’ sense of well-being as a mediating effect. This study examines the relationship between social capital, employee well-being, and knowledge sharing within the context of a virtual organization. The researchers developed a comprehensive theoretical model that aims to explore the mediating impact of employee well- being on social capital and the contribution of knowledge sharing. The study collected 135 valid questionnaires from a virtual organization of Taiwanese NGOs and analyzed the data

using partial least squares (PLS). The results showed that employees' sense of well-being improved considerably when they demonstrated stronger levels of social capital tendency. Additionally, employees increasingly contributed both their tacit and explicit knowledge when they experienced a greater sense of well-being. The study also found that employees' sense of well-being played a positively and pivotally mediating role in the relationship between social capital and employees' tacit and explicit knowledge-sharing behavior in the virtual organization. The findings suggest that virtual organization managers need to develop strategies to create an environment that promotes employee well-being in order to enhance their willingness to share both tacit and explicit knowledge. Overall, this study highlights the importance of employee well-being in facilitating effective knowledge sharing in virtual organizations.

**Anna Wiatr, Beata Skowron-Mielnik (2022).** Hybrid team management: The long and winding road. Hybrid working has been officially defined as a flexible approach to employment and education that uses digital communication technology to facilitate remote access and home working in conjunction with or instead of traditional office or teaching environments. This definition has been a long time coming, as hybrid working has been evolving for years, beginning with the advent of dial-up modems that made it easier for people to send messages between computers. Dispersed teams, which may only meet in person once a year but continue to work together virtually, are an example of hybrid working that existed prior to the pandemic. However, hybrid work as a form of flexible working tailored to meet the needs of individual employees is not yet widely understood or accepted.

**Maral Babapour Chafi ,ORCID,Annemarie Hultberg and Nina Bozic Yams (2021)** Post- Pandemic Office Work: Perceived Challenges and Opportunities for a Sustainable Work Environment. The COVID-19 pandemic has led to the widespread adoption of remote and hybrid work, and this has brought about new challenges and opportunities for office workers in terms of their occupational health and wellbeing. To explore these ramifications, this paper presents the findings of two qualitative studies involving 53 participants from three Swedish public service organisations. The studies aimed to identify the needs and challenges of remote and hybrid work and the potential for a sustainable future work environment. The results revealed opportunities and challenges from the individual, group, and leadership perspectives. Remote work was found to increase flexibility, autonomy, work-life balance, and individual performance, but it also had social challenges such as isolation and loss of comradery. On the other hand, hybrid work was perceived as the best of both worlds, provided that employees and

managers develop new skills and competencies to adapt to the new way of working. To reap the benefits of hybrid work, employers must provide support, flexibility, and redesign the physical and digital workplaces to meet the diverse needs of employees.

**Esme Franken, Tim Bentley Azadeh Shafaei, Ben Farr-Wharton, Leigh-ann Onnis and Maryam Omari (2021)** Forced flexibility and remote working: opportunities and challenges in the new normal. Due to the COVID-19 pandemic, remote work has become a mandatory requirement for many workplaces, leading to a shift from discretionary flexible work policies. This has resulted in rapid adaptation by organisations and employees to new ways of working, including the use of virtual workspaces at home. Using conservation of resources theory, this paper presents findings from two qualitative research phases conducted in an Australian resources company. The study aims to explore the factors that affect wellbeing and productivity for employees working remotely during the pandemic. The research identifies the challenges associated with remote work and the resources necessary for wellbeing and productivity. The practical implications of the study are also discussed.

**Maria Urbaniec, Agnieszka Małkowska and Hanna Włodarkiewicz-Klimek (2022)** The Impact of Technological Developments on Remote Working: Insights from the Polish Managers’ Perspective. The study says that, companies have had to adapt to the new remote work environment to ensure business continuity and survival. This research aims to identify and measure the benefits and barriers of remote work from an organizational perspective in Poland. The study focuses on factors that influence the assessment of the benefits and barriers of remote working, such as a company's previous experience with remote work, the support provided to employees, the monitoring of remote work effects, and the implementation of new IT tools. The results highlight that effective management during a crisis, the approach of superiors in evaluating and controlling the impact of remote work, and the adaptation of support to employees' actual needs all play fundamental roles in remote work adoption. Overall, this study contributes to the adoption theory of remote work by examining the factors that impact the perceived benefits and barriers of remote work from an organizational perspective.

# RESEARCH METHODOLOGY CHAPTER-3

## RESEARCH METHODOLOGY

* 1. **INTRODUCTION**

Research methodology is defined as a highly intellectual human activity used in the investigation of nature and matter, and deals especially with the manner in which data is collected and interpreted. A set of models, procedure, and techniques are used to find out the results of a research problem.

## RESEARCH DESIGN

A research design is the set of methods and procedures used in collecting and analyzing measures of the variables specified in the problem research. The design includes the study type, research problem, hypothesis and data collection methods. It is a framework created by the researcher to answer the questions.

The study used the descriptive research design. Descriptive design describes the situations and does not make any accurate predictions. Observational methods, case-study method and survey method are the three main type of descriptive research design. Survey method has been used for this study.

## SAMPLE DESIGN

A sample design is the frame work or road, map, that serves as the basis for the selection of a survey sample and affects many other important aspects of a survey as well. One must define a sampling frame that represent the population of interest, from which a sample is to be drawn. The sampling may be identical to the population, or it may be only part of it and is therefore subject to some under coverage, or it may have an indirect relationship to the population.

## TARGET POPULATION OF THE STUDY

This study focuses on the population of individuals who are employees of Walto

## SAMPLE SIZE OF THE STUDY

A sample size is a part of the entire population. It is the representation of the entire population. The sample size for the study is 100. The technique employed in this study is random sampling.

## SOURCES OF DATA COLLECTION

There are two sources for collecting data. They are primary and secondary data. In this research, primary data is used.

## PRIMARY DATA

Primary data is the data collected by the researcher from first-hand sources, using methods like survey, experiments and interviews. This study involves one questionnaire. The questionnaire where collected through the existing employees in the organisation. Questionnaires were prepared and distributed to get the response from the employees.

## SECONDARY DATA

Secondary data refers to information that has already been collected by someone else or from a different source and is available for use in research or analysis. Examples of secondary data sources include published reports, government statistics, and data obtained from other research studies.

## STATISTICAL TOOLS AND TECHNIQUES USED FOR DATA ANAYSIS

* + 1. **CHI-SQUARE TEST**

The term chi-square test refers to certain types of statistical hypothesis test that are valid to perform when the test statistic is chi-square distributed under the null hypothesis. This test is referred to Pearson’s chi-square test. Pearson’s chi-square test is used to determine whether there is a statistically significant difference between the expected frequencies and the observed frequencies in one or more categories and it is called contingency table.

## CORRELATION

Correlation is a statistical method used to measure the strength and direction of the relationship between two variables. It indicates how closely two variables are related to each other, and whether the relationship is positive or negative. The correlation coefficient, denoted by 'r', ranges from -1 to +1, where -1 indicates a perfect negative correlation, +1 indicates a perfect positive correlation, and 0 indicates no correlation.

## REGRESSION

Regression is a statistical method used to model the relationship between a dependent variable and one or more independent variables. The goal of regression analysis is to find the best-fitting mathematical equation that describes the relationship between the variables, and to use this equation to make predictions or estimate the value of the dependent variable based on the values of the independent variables.

## HYPOTHESIS OF THE STUDY

Hypothesis 1: There is a association between age and work life Balance in hybrid work Culture.

Hypothesis 2: There is a relationship between the benefits Provided and Impact on Mental health.

Hypothesis 3: There is a relationship between age and Preference to continue working in hybrid work environment in the future.

# DATA ANALYSIS AND INTERPRETATION

**CHAPTER- 4**

## Age group

Table 4.1 shows the age group of the respondents

|  |  |  |
| --- | --- | --- |
| **Age** | **PERCENTAGE OF RESPONDANTS** | **Count of Age** |
| 26 to 30 yrs | 22% | 22 |
| 31 to 45 yrs | 12% | 12 |
| 46 yrs and above | 10% | 10 |
| Below 25 yrs | 56% | 56 |

Source: primary data

Figure 4.1 shows the age group of the respondents



**Age Group**

**22%**

**56%**

**12%**

**10%**

26 to 30 yrs

31 to 45 yrs

46 yrs and above Below 25 yrs

Source: primary data INTERPRETATION:

From the above table 4.1 shows the age group of the respondents. where 56% of the respondents are below 25 years of age. The next highest age group is between 26 to 30 years, which accounts for 22% of the respondents. The age group of 31 to 45 years constitutes 12% of the respondents, and those who are 46 years and above make up 10% of the respondents.

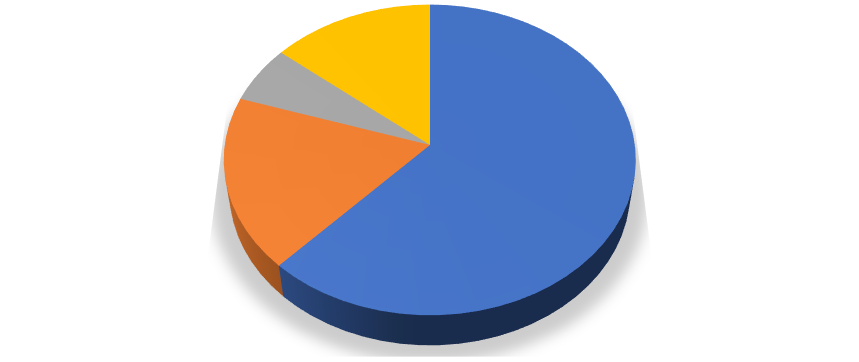
## Work Experience

Table 4.2 shows the Work Experience of the respondents

|  |  |  |
| --- | --- | --- |
| **Work experience in the**  **organization** | **PERCENTAGE OF**  **RESPONDANTS** | **No Of**  **Respondents** |
| 0 to 5 yrs | 62% | 62 |
| 11 to 20 yrs | 18% | 18 |
| 21yrs and above | 6% | 6 |
| 6 to 10 yrs | 14% | 14 |

Source: primary data

Figure 4.2 shows the Work Experience of the respondents



**Work Experience**

**14%**

**6%**

**18%**

**62%**

0 to 5 yrs

11 to 20 yrs

21yrs and above 6 to 10 yrs

Source: primary data INTERPRETATION:

From the above table 4.2 shows work experience distribution of the respondents in the organization. The majority of the respondents, accounting for 62%, have a work experience of 0 to 5 years in the organization. The next highest work experience group is between 6 to 10 years, which constitutes 14% of the respondents. The work experience group of 11 to 20 years accounts for 18% of the respondents, while those with work experience of 21 years and above make up only 6% of the respondents.

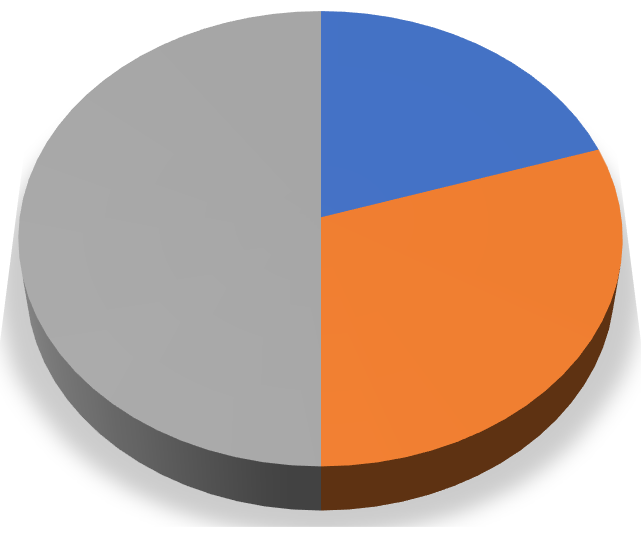
## Familiarity with work Culture

Table 4.3 shows the Familiarity with work Culture of the respondents

|  |  |  |
| --- | --- | --- |
| **FAMILIARITY OF WORK CULTURE** | **PERCENTAGE OF RESPONDANTS** | **NO OF RESPONDANTS** |
| Not familiar at all | 20% | 20 |
| Somewhat familiar | 30% | 30 |
| Very familiar | 50% | 50 |

Source: primary data

Figure 4.3 shows the Familiarity with work Culture of the respondents



**Familiarity of hybrid work culture**

**20%**

**50%**

**30%**

Not familiar at all Somewhat familiar

Very familiar

Source: primary data INTERPRETATION:

From the above table 4.3 shows the level of familiarity of the respondents with the work culture in the organization. According to the data, 50% of the respondents are very familiar with the work culture, while 30% are somewhat familiar. The remaining 20% of the respondents are not familiar with the work culture at all.

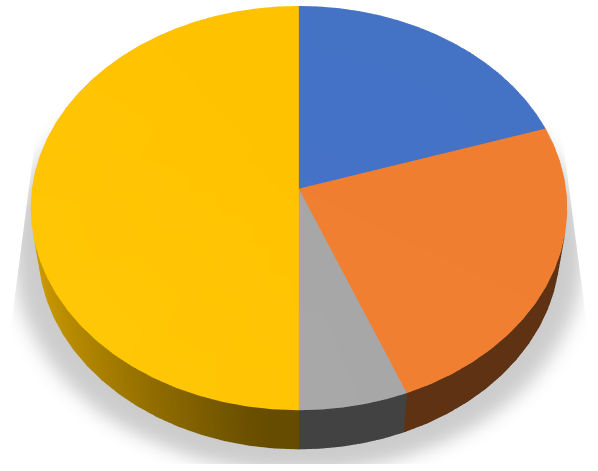
## Work Model

Table 4.4 shows the Work Model of the respondents

|  |  |  |
| --- | --- | --- |
| **WORK MODEL** | **PERCENTAGE OF RESPONDANTS** | **NO OF RESPONDANTS** |
| Hybrid (a mix of on-site and  remote work) | 40% | 40 |
| On-site only | 48% | 48 |
| Remote only | 12% | 12 |

Source: primary data

Figure 4.4 shows the Work Model of the respondents



**Work model**

**20%**

**50%**

**24%**

**6%**

Hybrid (a mix of on-site and remote work)

On-site only Remote only

Grand Total

Source: primary data INTERPRETATION:

From the above table 4.4 shows the work model preference of the respondents, where 48% of the respondents prefer on-site work only. The next highest work model preference is a hybrid model, which constitutes 40% of the respondents. The remote-only work model is preferred by only 12% of the respondents.

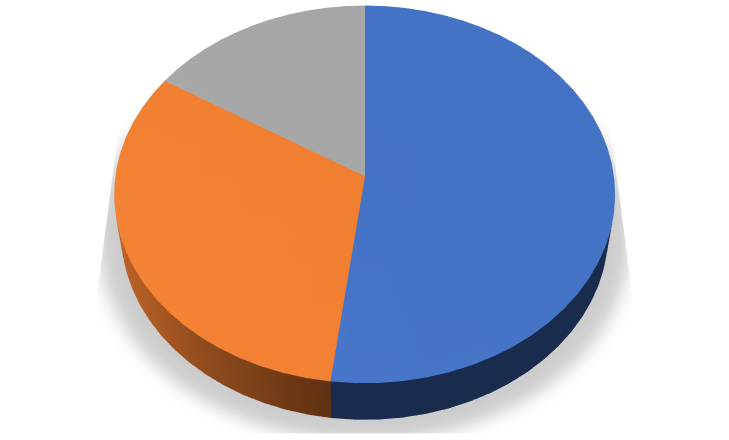
## Beneficiary from Work Model

Table 4.5 shows the beneficiary of the work model of the respondents

|  |  |  |
| --- | --- | --- |
| **BENEFICIARY FROM WORK**  **MODEL** | **PERCENTAGE OF**  **RESPONDANTS** | **NO OF**  **RESPONDANTS** |
| Both | 52% | 52 |
| Company only | 48% | 32 |
| Employee only | 12% | 16 |

Source: primary data

Figure 4.5 shows the beneficiary of the work model of the respondents



**Beneficiary out of current working**

**model?**

**16%**

**52%**

**32%**

Both Company only

Employee only

Source: primary data INTERPRETATION:

From the above table 4.5 shows the beneficiaries of the work model according to the respondents. According to the data, 52% of the respondents believe that both the company and the employee benefit from the work model. On the other hand, 48% of the respondents believe that only the company benefits from the work model, while only 12% of the respondents believe that only the employee benefits from the work model.

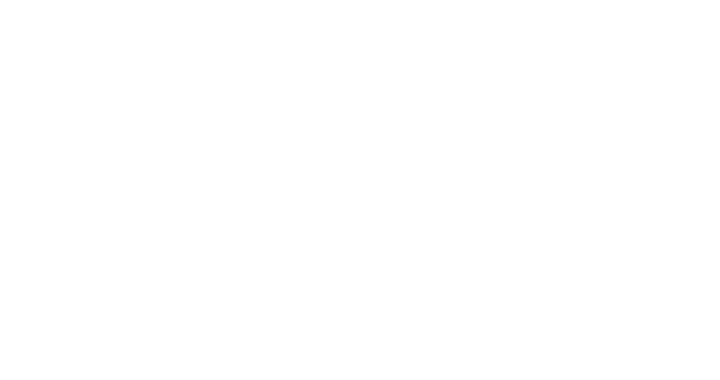
## Feel about work arrangement

Table 4.6 shows the Feel about work arrangement of the respondents

|  |  |  |
| --- | --- | --- |
| **FEEL ABOUT WORK**  **ARRANGEMENT** | **PERCENTAGE OF**  **RESPONDANTS** | **NO OF**  **RESPONDANTS** |
| Very Dissatisfied | 6% | 6 |
| Dissatisfied | 12% | 12 |
| Neutral | 32% | 32 |
| Satisfied | 26% | 26 |
| Very Satisfied | 24% | 24 |

Source: primary data

Figure 4.6 shows the Feel about work arrangement of the respondents



**Feel about work arrangement**

Very Satisfied

Very Dissatisfied

Satisfied Neutral Dissatisfied

0

5

10

15

20

25

30

35

Source: primary data INTERPRETATION:

From the above table 4.6 shows the level of satisfaction of the respondents with their work arrangement. According to the data, 26% of the respondents are satisfied with their work arrangement, while 24% are very satisfied. The next highest percentage of respondents, 32%, are neutral, while 12% are dissatisfied and 6% are very dissatisfied.

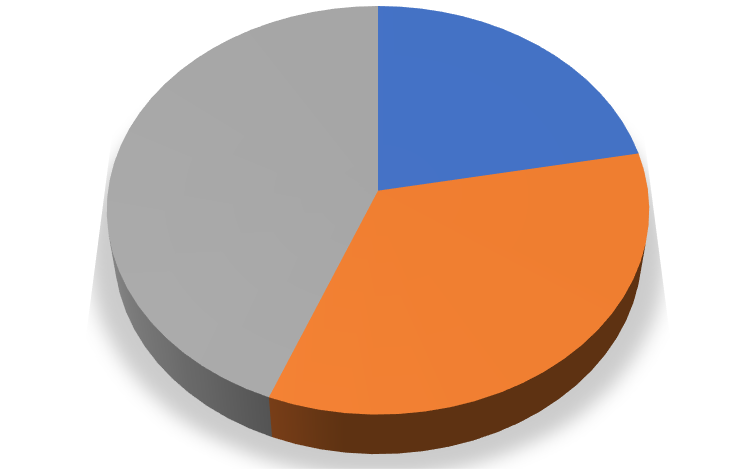
## Feel about adequate resources provided

Table 4.7 shows the Feel about adequate resources provided of the respondents

|  |  |  |
| --- | --- | --- |
| **FEEL ABOUT ADEQUATE**  **RESOURCES PROVIDED** | **PERCENTAGE OF**  **RESPONDANTS** | **NO OF**  **RESPONDANTS** |
| Maybe | 22% | 22 |
| No | 34% | 34 |
| Yes | 44% | 44 |

Source: primary data

Figure 4.7 shows the Feel about adequate resources provided of the respondents



**Adequate resources and**

**technology**

**22%**

**44%**

**34%**

Maybe No

Yes

Source: primary data INTERPRETATION:

From the above table 4.7 shows the respondents' feelings about whether adequate resources are provided in their work environment. According to the data, 44% of the respondents feel that adequate resources are provided, while 34% feel that they are not provided. 22% of the respondents are uncertain about whether adequate resources are provided.

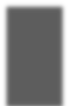
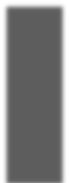
## Feel about work life balance

Table 4.8 shows the Feel about work life balance of the respondents

|  |  |  |
| --- | --- | --- |
| **FEEL ABOUT WORK LIFE BALANCE** | **PERCENTAGE OF RESPONDANTS** | **NO OF RESPONDANTS** |
| I feel it is not balanced at all | 10% | 10 |
| I feel it is not very balanced | 18% | 18 |
| I feel it is somewhat balanced | 46% | 46 |
| I feel it is very balanced | 26% | 26 |

Source: primary data

Figure 4.8 shows the Feel about work life balance of the respondents



**Feel about work life balance**

50

45

40

35

30

25

20

15

10

5

0

I feel it is not

balanced at all

I feel it is not very I feel it is somewhat I feel it is very

balanced balanced balanced

Source: primary data INTERPRETATION:

From the above table 4.8 shows the respondents' feelings about their work-life balance. According to the data, 46% of the respondents feel that their work-life balance is somewhat balanced, while 26% feel that it is very balanced. On the other hand, 18% of the respondents feel that their work-life balance is not very balanced, and only 10% feel that it is not balanced at all.

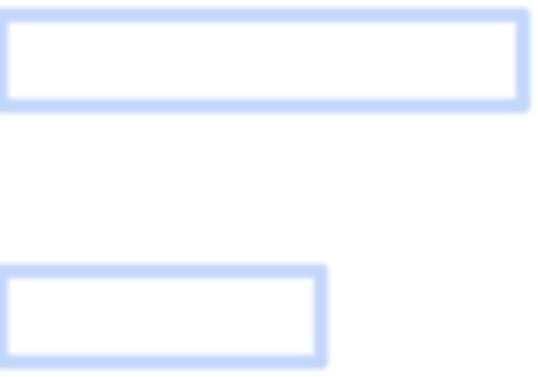
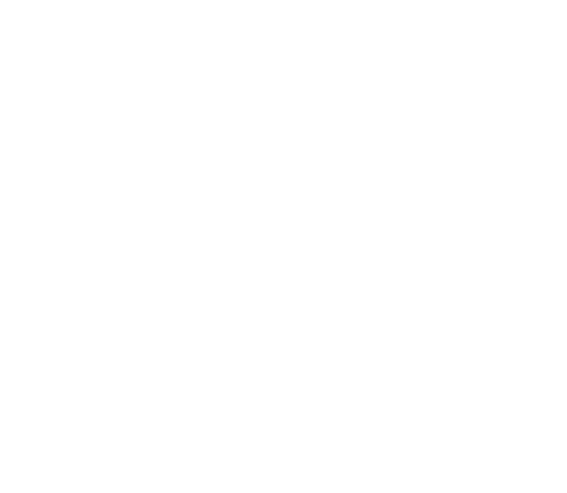
## Effectiveness of communication

Table 4.9 shows the Effectiveness of communication of the respondents

|  |  |  |
| --- | --- | --- |
| **EFFECTIVENESS OF COMMUNICATION** | **PERCENTAGE OF RESPONDANTS** | **NO OF RESPONDANTS** |
| No, I feel it is not more effective | 38% | 38 |
| Yes, I feel it is more effective | 62% | 62 |

Source: primary data

Figure 4.9 shows the Effectiveness of communication of the respondents



**Effectiveness of communication**

Yes, I feel it is more effective

No, I feel it is not more effective

0

10

20

30

40

50

60

70

Source: primary data INTERPRETATION:

From the above table 4.9 shows the respondents' feelings about the effectiveness of communication in their work environment. According to the data, 62% of the respondents feel that communication in their work environment is more effective, while 38% feel that it is not more effective.

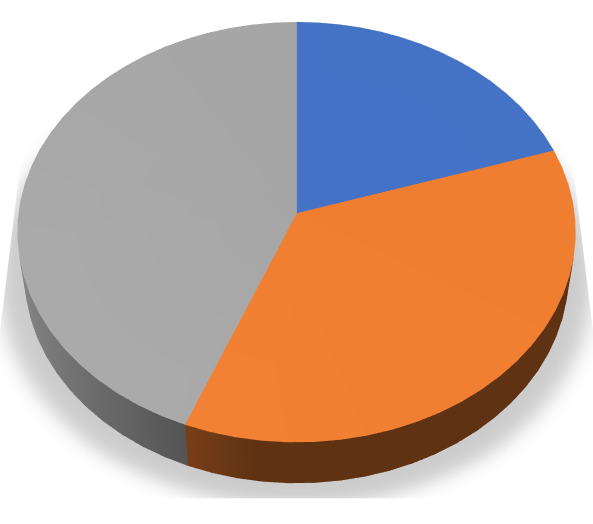
## Benefits of hybrid model

Table 4.10 shows the Benefits of hybrid model of the respondents

|  |  |  |
| --- | --- | --- |
| **BENEFITS OF**  **HYBRID MODEL** | **PERCENTAGE OF**  **RESPONDANTS** | **NO OF**  **RESPONDANTS** |
| Improved work life balance | 20% | 20 |
| Increased flexibility | 36% | 36 |
| Reduced commuting time and costs | 44% | 44 |

Source: primary data

Figure 4.10 shows the Benefits of hybrid model of the respondents



**Benefits of working in a hybrid model**

**20%**

**44%**

**36%**

Improved work life balance

Increased flexibility

Reduced commuting time and costs

Source: primary data INTERPRETATION:

From the above table 4.10 shows the perceived benefits of the hybrid work model by the respondents. According to the data, 44% of the respondents feel that the hybrid work model would lead to reduced commuting time and costs, while 36% feel that it would provide increased flexibility. Only 20% of the respondents feel that the hybrid work model would improve their work-life balance.

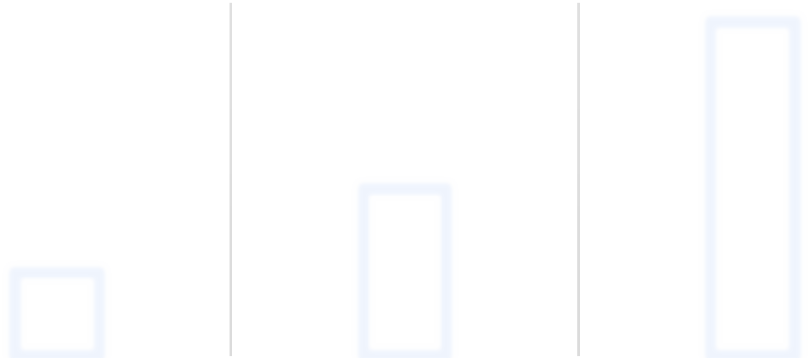
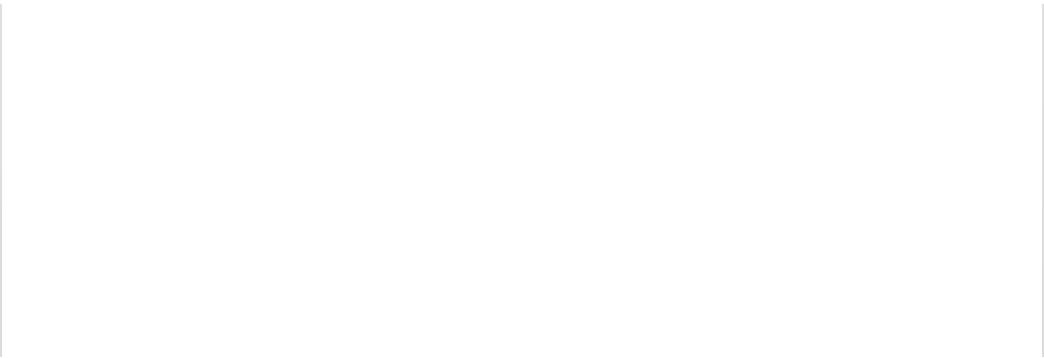
## Mode of staying connected

Table 4.11 shows the Mode of staying connected by the respondents

|  |  |  |
| --- | --- | --- |
| **MODE OF STAYING**  **CONNECTED** | **PERCENTAGE OF**  **RESPONDANTS** | **NO OF**  **RESPONDANTS** |
| Clear communication channels and  expectations | 14% | 14 |
| Regular check-ins and meetings | 28% | 28 |
| Use of collaboration tools (eg. zoom,  Microsoft teams) | 56% | 56 |

Source: primary data

Figure 4.11 shows the Mode of staying connected by the respondents



**Mode of Connection**

60

56

50

40

30

28

20

14

10

0

Clear communication channels and Regular check-ins and meetings Use of collaboration tools (eg.

expectations zoom, Microsoft teams)

Source: primary data INTERPRETATION:

From the above table 4.11 shows the preferred mode of staying connected among the respondents. According to the data, 56% of the respondents prefer the use of collaboration tools such as Zoom and Microsoft Teams to stay connected. Meanwhile, 28% of the respondents prefer regular check-ins and meetings, while only 14% of the respondents prefer clear communication channels and expectations.

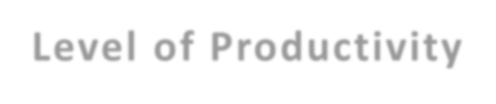
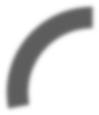
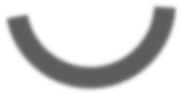
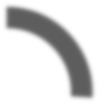
## Level of Productivity

Table 4.12 shows the Level of Productivity of the respondents

|  |  |  |
| --- | --- | --- |
| **LEVEL OF**  **PRODUCTIVITY** | **PERCENTAGE OF**  **RESPONDANTS** | **NO OF**  **RESPONDANTS** |
| I feel I am less productive | 26% | 26 |
| I feel I am more productive | 46% | 46 |
| I feel there is no change in my  productivity | 28% | 28 |

Source: primary data

Figure 4.12 shows the Level of Productivity of the respondents



**Level of Productivity**

28%

26%

I feel I am less productive

I feel I am more productive

I feel there is no change in my productivity

46%

Source: primary data INTERPRETATION:

From the above table 4.12 shows the respondents' perception of their level of productivity while working remotely. According to the data, 46% of the respondents feel that they are more productive while working remotely, while 26% feel that they are less productive. 28% of the respondents feel that there is no change in their productivity while working remotely.

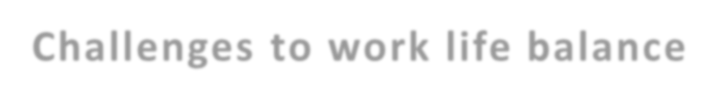
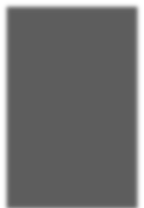
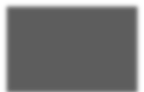
## Challenges to work life balance

Table 4.13 shows the Challenges to work life balance of the respondents

|  |  |  |
| --- | --- | --- |
| **CHALLENGES TO WORK**  **LIFE BALANCE** | **PERCENTAGE OF**  **RESPONDANTS** | **NO OF**  **RESPONDANTS** |
| No, I do not feel there are  challenges | 30% | 30 |
| Yes, I feel there are  challenges | 70% | 70 |

Source: primary data

Figure 4.13 shows the Challenges to work life balance of the respondents



**Challenges to work life balance**

80

70

60

50

40

30

20

10

0

No, I do not feel there are challenges

Yes, I feel there are challenges

Source: primary data INTERPRETATION:

From the above table 4.13 shows the respondents' perception of whether there are challenges to work-life balance while working remotely. According to the data, 70% of the respondents feel that there are challenges to work-life balance while working remotely, while only 30% of the respondents do not feel that there are any challenges.

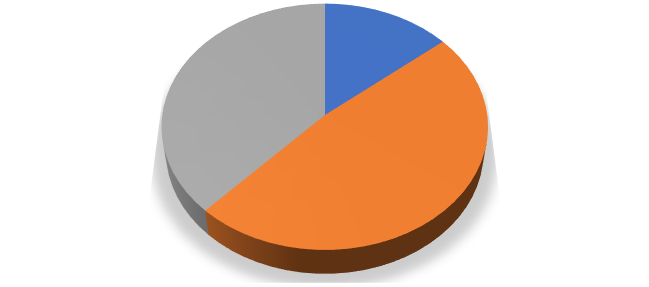
## Maintaining healthy work life balance

Table 4.14 shows Maintaining healthy work life balance by the respondents

|  |  |  |
| --- | --- | --- |
| **MAINTAINING HEALTHY WORK**  **LIFE BALANCE** | **PERCENTAGE OF**  **RESPONDANTS** | **NO OF**  **RESPONDANTS** |
| Engaging in hobbies or activities  outside of work | 14% | 14 |
| Setting clear boundaries between  work and personal time | 48% | 48 |
| Taking breaks and disconnecting  from work regularly | 38% | 38 |

Source: primary data

Figure 4.14 shows Maintaining healthy work life balance by the respondents



**Maintaining healthy work life balance**

**14%**

**38%**

**48%**

Engaging in hobbies or activities outside of work

Setting clear boundaries between work and personal time

Source: primary data INTERPRETATION:

From the above table 4.14 shows the most common strategy for maintaining a healthy work-life balance is setting clear boundaries between work and personal time, with 48% of the respondents choosing this option. The second most common strategy is taking breaks and disconnecting from work regularly, chosen by 38% of the respondents. The least common strategy is engaging in hobbies or activities outside of work, chosen by only 14% of the respondents.

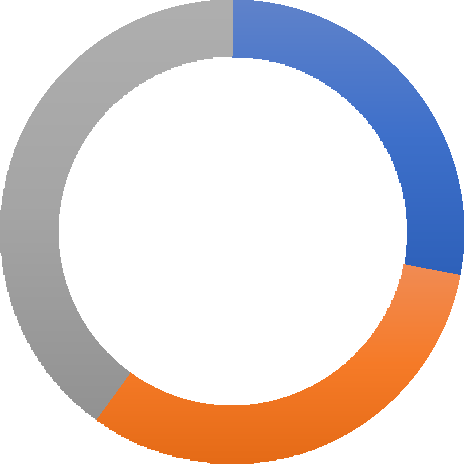
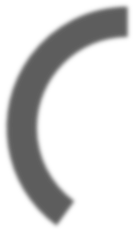
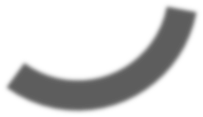
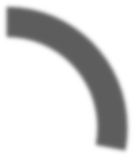
## Team culture and dynamics

Table 4.15 shows Team culture and dynamics by the respondents

|  |  |  |
| --- | --- | --- |
| **TEAM CULTURE AND**  **DYNAMICS** | **PERCENTAGE OF**  **RESPONDANTS** | **NO OF**  **RESPONDANTS** |
| Negatively | 28% | 28 |
| No impact | 32% | 32 |
| Positively | 40% | 40 |

Source: primary data

Figure 4.15 shows Team culture and dynamics by the respondents



**TEAM CULTURE AND DYNAMICS**

**28%**

**40%**

Negatively

No impact Positively

**32%**

Source: primary data INTERPRETATION:

From the above table 4.15 shows that 28% of the respondents feel that the team culture and dynamics have had a negative impact on their work, while 32% of the respondents feel that it has no impact. On the other hand, 40% of the respondents feel that team culture and dynamics have had a positive impact on their work.

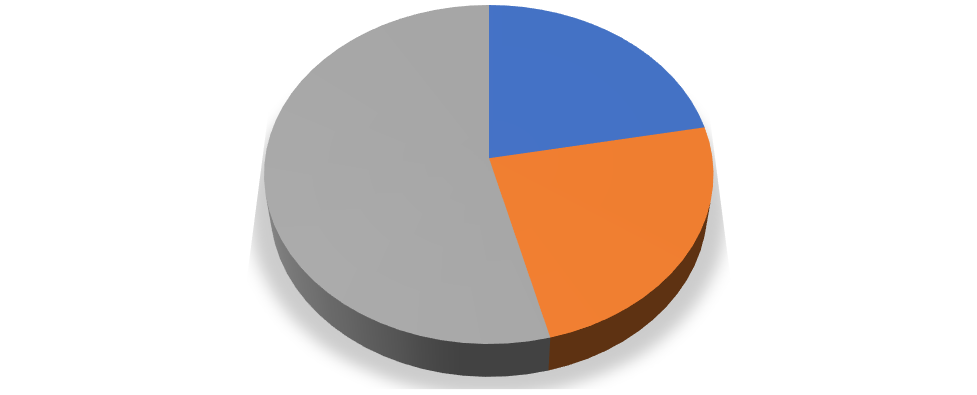
## Impact on Mental Health

Table 4.16 shows the Impact on Mental health of the respondents

|  |  |  |
| --- | --- | --- |
| **IMPACT ON MENTAL**  **HEALTH** | **PERCENTAGE OF**  **RESPONDANTS** | **NO OF**  **RESPONDANTS** |
| Negative impact | 22% | 22 |
| No impact | 24% | 24 |
| Positive impact | 54% | 54 |

Source: primary data

Figure 4.16 shows the Impact on Mental health of the respondents



**Impact on Mental Health**

**22%**

**54%**

**24%**

Negative impact No impact

Positive impact

Source: primary data INTERPRETATION:

From the above table 4.16 shows the impact of work arrangements on the mental health of the respondents. It can be interpreted that more than half of the respondents (54%) felt that their work arrangement had a positive impact on their mental health. On the other hand, 22% of the respondents felt that their work arrangement had a negative impact on their mental health, while 24% of the respondents reported no impact on their mental health. Overall, the majority of the respondents (78%) either felt no impact or a positive impact on their mental health due to their work arrangement.

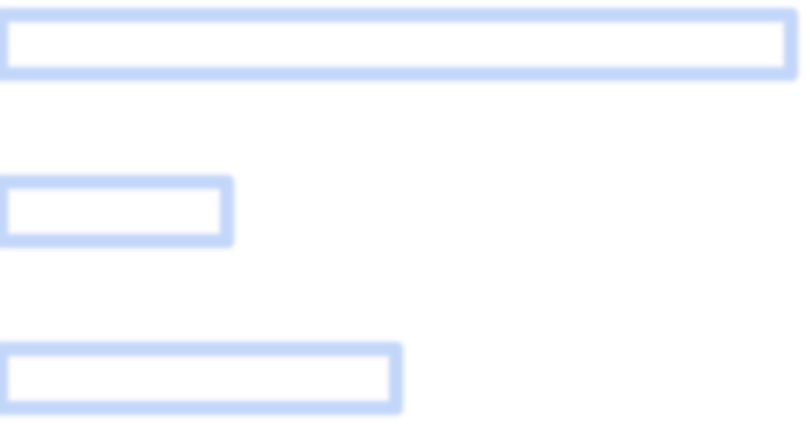
## View on normalization

Table 4.17 shows View on normalization of hybrid work model of the respondents

|  |  |  |
| --- | --- | --- |
| **VIEW ON**  **NORMALIZATION** | **PERCENTAGE OF**  **RESPONDANTS** | **NO OF**  **RESPONDANTS** |
| Maybe | 28% | 28 |
| No | 16% | 16 |
| Yes | 56% | 56 |

Source: primary data

Figure 4.17 shows View on normalization of hybrid work model of the respondents



**VIEW ON NORMALIZATION**

Yes

No

Maybe

0

10

20

30

40

50

60

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
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|  |  | |  |  |
|  |  | |  | |

Source: primary data INTERPRETATION:

From the above table 4.17 shows that 56% of the respondents have a positive view on the normalization of remote work, indicating that they believe it should continue as a standard practice even after the pandemic. On the other hand, 16% of the respondents have a negative view and do not want remote work to become the norm. Additionally, 28% of the respondents are unsure or have a neutral view on the topic.

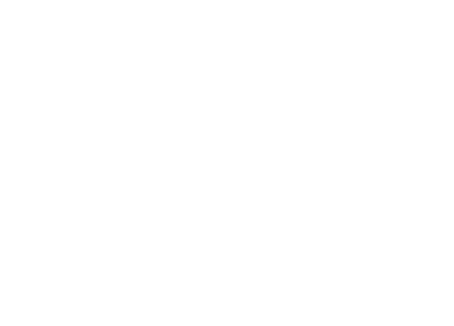
## Preference to hybrid work

Table 4.18 shows Preference to hybrid work by the respondents

|  |  |  |
| --- | --- | --- |
| **PREFERENCE TO**  **HYBRID WORK** | **PERCENTAGE OF**  **RESPONDANTS** | **NO OF**  **RESPONDANTS** |
| No, I prefer to work only from home. | 14% | 14 |
| No, I prefer to work only in the office | 32% | 32 |
| Yes, I prefer to continue working in a  hybrid work environment | 54% | 54 |

Source: primary data

Figure 4.18 shows Preference to hybrid work by the respondents



**Employee preference to continue working in a**

**hybrid work environment in the future**

Yes, I prefer to continue working in a hybrid

work environment

No, I prefer to work only in the office

No, I prefer to work only from home.

0

10 20 30 40 50 60

Source: primary data INTERPRETATION:

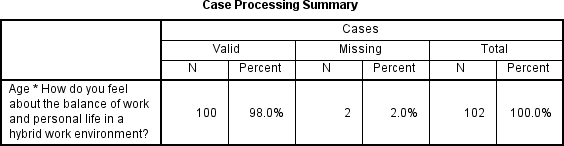
From the above table 4.18 shows the majority of the respondents (54%) prefer to continue working in a hybrid work environment. This indicates that they value the flexibility and benefits provided by the hybrid work model. Meanwhile, 32% prefer to work only in the office and 14% prefer to work only from home.

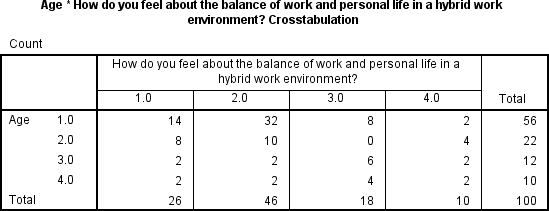
## Chi-square test between age and how do you feel about the balance of work and personal life in a hybrid work environment.

Null hypothesis: There is no significant association between age and how do you feel about the balance of work and personal life in a hybrid work environment.

Alternate hypothesis: There is significant association between age and how do you feel about the balance of work and personal life in a hybrid work environment.

Table 4.19 showing the chi-square between age and how do you feel about the balance of work and personal life in a hybrid work environment.





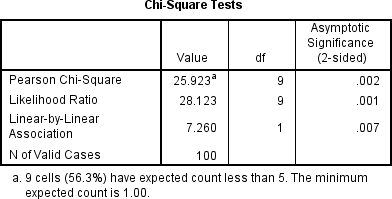
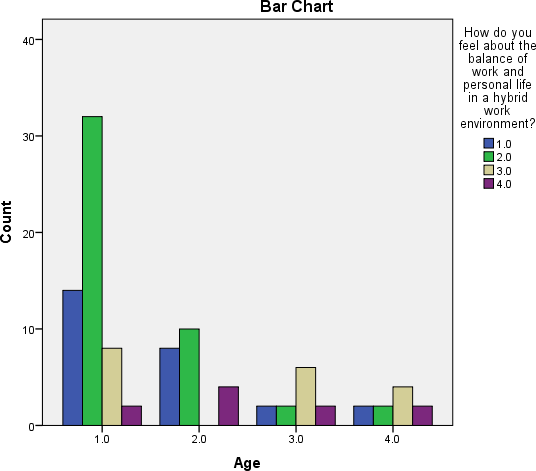


Chart 4.19 showing the chi-square between age and how do you feel about the balance of work and personal life in a hybrid work environment.



## INTERPRETATION

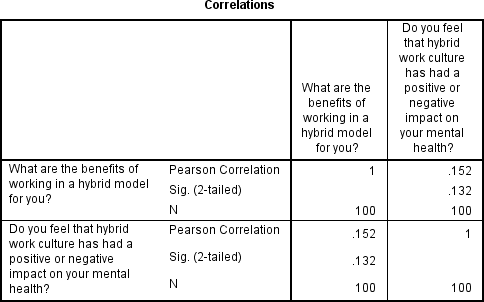
In this table it shows that the value of the chi-square is 25.923. The p-value that is asymptotic significance is .002. So, in this case the p value (.002) is smaller than the significance value (0.05), so the null hypothesis is rejected (Ho). And Alternative is hypothesis is accepted (H1).

## Correlation test between benefits of working in a hybrid model for you and positive or negative impact on your mental health during the hybrid work culture.

Null hypothesis: There is no relationship between benefits of working in a hybrid model for you and positive or negative impact on your mental health during the hybrid work culture.

Alternative hypothesis: There is a relationship between benefits of working in a hybrid model for you and positive or negative impact on your mental health during the hybrid work culture.

Table 4.20 showing the correlation test between benefits of working in a hybrid model for you and positive or negative impact on your mental health during the hybrid work culture.



## INTERPRETATION

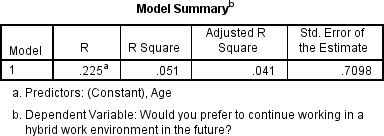
The above table shows, the correlation value is .152 and the significance p-value is .132. since the p-value (.132) is more than the significance value (0.05) Null hypothesis (Ho) is rejected. And Alternative hypothesis (H1) is accepted. For checking the relationship, we can see the value of Pearson correlation that is 1. So, there is a positive relationship between the variable and it is positively correlated.

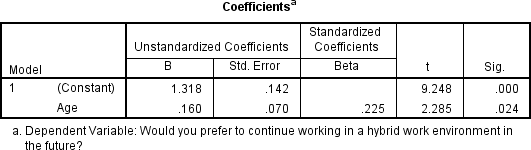
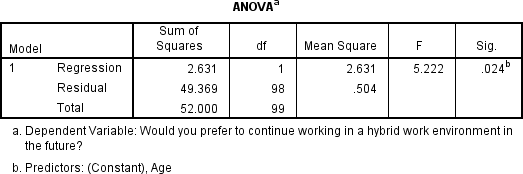
## Regression test between age and prefer to continue working in a hybrid work environment in the future.

Null hypothesis: There is no relationship between age and prefer to continue working in a hybrid work environment in the future.

Alternative hypothesis: There is relationship between age and prefer to continue working in a hybrid work environment in the future.

Table 4.21 showing the regression test between age and prefer to continue working in a hybrid work environment in the future.





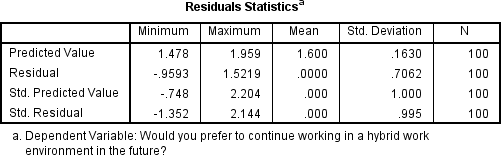
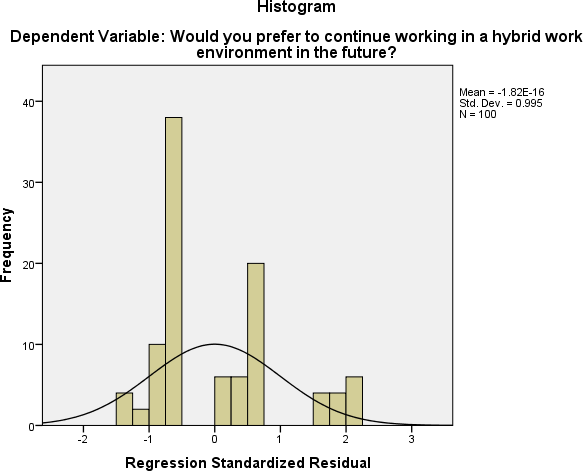


Chart 4.20 showing the regression test between age and prefer to continue working in a hybrid work environment in the future.



## INTERPRETATION

The table shows that the regression value is .225 and significant p-value is .024. since the p- value (.024) is lesser than the significance value (0.05) null hypothesis (H0) is rejected. And alternative hypothesis is accepted.

# FINDINGS, SUGGESTIONS AND CONCLUSION

**CHAPTER- 5**

## FINDINGS

* + - Most of the respondents are female
    - Majority of the respondents are in the age group of Below 25 yrs.
    - A majority of respondents (62%) had work experience in the organization of 0 to 5 years.
    - Half of the respondents (50%) reported being very familiar with the work culture
    - Nearly half of the respondents (48%) reported working on-site only.
    - More than half of the respondents (52%) reported that both the company and employees benefited from the work model.
    - Majority of respondents (58%) reported being either satisfied or very satisfied with their work arrangement.
    - 44% of respondents reported feeling that adequate resources were provided to work in the hybrid work model.
    - Majority of respondents (72%) reported feeling that their work-life balance was at least somewhat balanced.
    - Majority of respondents (62%) reported feeling that communication in the organization is more effective, while 38% felt that it is not more effective.
    - The hybrid work model was perceived to have several benefits, with the highest proportion of respondents (44%) reporting reduced commuting time and costs.
    - The most commonly reported mode of staying connected was the use of collaboration tools such as Zoom and Microsoft Teams, with 56% of respondents indicating this as their preferred method.
    - Almost half of the respondents (46%) reported feeling more productive in their work.
    - Majority of respondents (70%) reported feeling that there are challenges to their work- life balance.
    - The most commonly reported ways of maintaining a healthy work-life balance among respondents were setting clear boundaries between work and personal time (48%).
    - 40% of respondents feel that the work from home arrangement has positively impacted team culture and dynamics.
    - 54% of respondents reported a positive impact on their mental health due to work arrangement.
    - 56% of the respondents have a positive view on the normalization of remote work.
    - Over half of the respondents (54%) prefer to continue working in a hybrid work environment.
    - The p value for Chi square (.002) is smaller than the significance value (0.05), so the null hypothesis is rejected (Ho). And Alternative is hypothesis is accepted (H1).
    - The p-value for correlation analysis (.132) is more than the significance value (0.05) Null hypothesis (Ho) is rejected. And Alternative hypothesis (H1) is accepted.
    - The p-value for regression analysis (.024) is lesser than the significance value (0.05) null hypothesis (H0) is rejected. And alternative hypothesis is accepted.

## SUGGESTION

* + - Regularly measure employee engagement and satisfaction to understand their experience in the hybrid work culture. Conduct surveys, focus groups, or one-on-one meetings to collect feedback on areas for improvement and what is working well.
    - The firm should clearly define the expectations and requirements of the hybrid work model, including the number of days employees are expected to work from home or the office. This will help in avoiding any confusion or miscommunication between the firm and the employees.
    - It is important to ensure that employees who work from home are given equal opportunities for growth and development as compared to employees who work from the office. The firm should make sure that employees working remotely are included in important meetings and decisions.
    - Communication is key in a hybrid work model. The firm should encourage regular communication between the employees and the management. This can be done through regular virtual meetings or through collaboration tools like Slack or Microsoft Teams.
    - The firm should provide the necessary tools and equipment to employees working from home to ensure that they can work efficiently and effectively. This includes laptops, high-speed internet, and other software tools.
    - The firm should foster a positive work culture that promotes collaboration, teamwork, and a sense of belonging among employees. This can be done by organizing team- building activities, recognizing employee contributions, and creating opportunities for social interaction among employees.
    - The firm should regularly evaluate the effectiveness of the hybrid work model and make necessary adjustments to ensure that it is meeting the needs of both the employees and the company.

## CONCLUSION

The hybrid work model, which allows employees to work from both remote and office environments, is gaining popularity among organizations. While it may be a beneficial arrangement for many companies in the future, it is essential to consider what works best for each organization's unique circumstances and employees. The hybrid work model offers numerous benefits, including increased flexibility, improved work-life balance, and reduced overhead costs for the company. Another benefit of the hybrid work model is improved work-life balance. By allowing employees to work from home, they can better manage their personal responsibilities and work commitments. This can lead to higher job satisfaction, increased productivity, and improved mental health for employees. The hybrid work model can also reduce overhead costs for companies. By allowing employees to work remotely, companies can save on office space, equipment, and utilities. This can be a significant cost savings for smaller businesses or start-ups. While the hybrid work model offers numerous benefits, it is essential to consider what works best for each organization's unique circumstances and employees. Companies should evaluate their employees' work styles, job responsibilities, and communication needs to determine if the hybrid work model is a good fit. In conclusion, the hybrid work model is becoming increasingly popular among organizations, and for good reason. It offers numerous benefits, including increased flexibility, improved work-life balance, and reduced overhead costs for companies. However, it is essential to consider what works best for each organization's unique circumstances and employees. As companies consider the hybrid work model, they should also consider group health insurance, as it provides employees with essential health coverage and can be a significant cost savings for companies.

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### ANNEXURE

**A Study on Employee Perception Towards Hybrid Work Culture**

### Age

* + Below 25 yrs
  + 26 to 30 yrs
  + 31 to 45 yrs
  + 46 yrs and above

### Gender

* + Male
  + Female

### Work experience in the organization

* + 0 to 5 yrs
  + 6 to 10 yrs
  + 11 to 20 yrs
  + 21yrs and above

### How familiar are you with the concept of hybrid work culture?

* + Very familiar
  + Somewhat familiar
  + Not familiar at all

### which work model are you currently working in?

* + On-site only
  + Hybrid (a mix of on-site and remote work)
  + Rem ote only

### Who is more benefited out of current working model?

* + Employee only
  + Company only
  + Both

### How do you feel about your current work arrangement?

* + Very Satisfied
  + Satisfied
  + Neutral
  + Dissatisfied
  + Very Dissatisfied

### How many days per week would you like to work on-site vs remote?

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | 1 | 2 | 3 | 4 | 5 | 6 |
| On-site:  days per week |  |  |  |  |  |  |
| Remote:  days per week |  |  |  |  |  |  |

1. **Do you feel that the company provides adequate resources and technology for working remotely?**

* Yes
* No
* Maybe

### How do you feel about the balance of work and personal life in a hybrid work environment?

* + I feel it is very balanced
  + I feel it is somewhat balanced
  + I feel it is not very balanced
  + I feel it is not balanced at all

### Do you feel that communication is more effective in a hybrid work environment?

* + Yes, I feel it is more effective
  + No, I feel it is not more effective

### What are the benefits of working in a hybrid model for you?

* + Increased flexibility
  + Reduced commuting time and costs
  + Improved work life balance

### How do you stay connected with your colleagues while working in hybrid mode?

* + Regular check-ins and meetings
  + Use of collaboration tools (eg. zoom, Microsoft teams)
  + Clear communication channels and expectations

### How do you feel about the level of productivity in a hybrid work environment?

* + I feel I am more productive
  + I feel I am less productive
  + I feel there is no change in my productivity

### Do you feel that there are any challenges with maintaining work-life balance in a hybrid work environment?

* + Yes, I feel there are challenges
  + No, I do not feel there are challenges

### How do you ensure that you maintain a healthy work-life balance when working in a hybrid model?

* + Setting clear boundaries between work and personal time
  + Taking breaks and disconnecting from work regularly
  + Engaging in hobbies or activities outside of work

### How do you think hybrid work impacts team culture and dynamics?

* + Positively
  + Negatively
  + No impact

### Do you feel that hybrid work culture has had a positive or negative impact on your mental health?

* + Positive impact
  + Negative impact
  + No impact

### Do you think hybrid work culture will become the new normal in the Indian IT industry?

* + Yes
  + No
  + Maybe

### Would you prefer to continue working in a hybrid work environment in the future?

* + Yes, I prefer to continue working in a hybrid work environment
  + No, I prefer to work only in the office
  + No, I prefer to work only from home

