STUDY ON EMPLOYEE PERCEPTIONS AND PERFORMANCE LEVELS IN HYBRID WORK FORCE MODEL

Dr.P.Hima Bindu[*], Tummala Pranathi[**]

* Assistant professor, CMR College of Engineering & Technology, Hyderabad

** MBA Student, II Year, CMR College of Engineering & Technology, Hyderabad

ABSTRACT

Many organizations have adapted to the new normal brought about by the COVID-19 epidemic by instituting a remote work culture. As a result of the pandemic, there is a growing migration from conventional work environments to virtual work environments. The goal of this research is to comprehend the effect of employee performance and employee perceptions. The move highlights the need of building a new Employee Perceptions approach that can assist even in the post-pandemic period. The article investigates secondary data to discover distinct parameters; following which thematic data analysis was performed on data acquired using the Delphi approach. Trends were studied, and a plan was implemented to aid in understanding the engagement and performance assessment.

INTRODUCTION

During COVID-19, the hybrid work model has become the new normal for IT organizations. However, the hybrid work model is not a novel notion. Instead, it has changed in tandem with technological advancements. This new work environment was initially used during the 1970s oil crisis, when the advent of computers led to the introduction of "telecommuting" for white-collar positions. However, when computers advanced in the 1980s, high-level managers and executives began to use the hybrid work paradigm more often. Because of the ease of communication provided by faxes and telephones, the hybrid work paradigm has grown in popularity. In addition, in the United States, the government gave incentives to enterprises that provided a hybrid work model to physically challenged workers. It is now popular in the IT industry, and post-COVID-19 circumstances have demonstrated an increased acceptance of work-from-home culture. As a result, developing measures to enhance Employee Perceptions in the changing work environment is critical. The hybrid work model is here to stay and will not be phased out any time soon. As a result the current pandemic's severity , most of the companies have established plans in a relatively short period of time for a remote work culture, but the pandemic has also expedited existing trends toward more flexible employment. assemblages, particularly for Millennials who desire to live their lives on their own terms to balance their professional as well as their personal life as they deem suitable. A hybrid work paradigm may reduce the expense and wasted time associated with lengthy commutes for both the business and the personnel. However, there are certain concerns or obstacles that have arisen as a result of a rapid change in work culture that must be addressed

by an organization as soon as possible in order to avoid any negative influence on the workers or their job. study's purpose is to specify the procedure for constructing the is to lay out the steps for assess the features that may have a substantial impact on workers' willingness to operate in a virtual environment. The topic of the paper is involvement in a specific a business When there is a hybrid work model The environment is not a new concept.; it was already prevalent in several large companies, and employees were aware of it. However, owing to the CORONA epidemic, abrupt lockdowns, and curfews, the necessity to develop a hybrid work environment for workers has increased in every business. New implementations constantly have benefits and drawbacks, therefore the workplace does not exist in the physical sense. Employees are following suit, with many firms adopting a mixed work paradigm as the new normal. The performance measurement criteria, on the other hand, are the same, and we endeavour to focus on them. We also keep an eye on industry trends to see how they affect productivity, employee benefits, and the company as a whole, as well as how we can continue to grow in this new normal.

RESEARCH GAP

Prior academic and practical experience study on the hybrid work model employee possesses primarily focused on establishing the efficacy and cost of an alternative to employment.

The ease with which people and organisations can execute tasks is essential to the study of hybrid work arrangements.

The study, however, will focus on the factors that influence employee productivity when The location would be Delhi NCR, and the work would be done from home. The "Hawthorne" experiment, carried out on industrial employees by JOHN Elton Mayo,impressed me.

RESEARCH QUESTIONS

- In the long term, how might Employee Perceptions affect an organization?
- In a distant work culture, how might an organization foster team cohesion?
- How would the organisation maintain the same level of employee engagement if some employees worked from home and others from the office?
- What about professional ethics in companies that are transitioning to a more remote work environment?
- According to managers, what are the most crucial elements of a happy work environment?
- What do managers believe are the most important aspects of work satisfaction?
- What are the important components of a Hybrid work model, according to managers?

SCOPE OF THE STUDY

- To look into claims that the hybrid work paradigm is the the result of a positive link between the work environment and job satisfaction The purpose of this study is to

look into the relationship between work environment and job happiness., as well as the components of such relationships.

• Examine the interaction between the work environment and its components, as well as the Hybrid work model.

- To look at the link between job satisfaction and its components, as well as the Hybrid work model.

- To construct a suggested model based on a survey of the literature and current ideas.

- To construct a Hybrid work model, the basic model will be expanded utilizing managers' assessments of the contribution of job satisfaction work environment.

- Empirical research will be used to validate the final model.

OBJECTIVES OF THE STUDY
1. To study the impact of hybrid work model on employees.
2. To measure the performance levels of the employees.
3. The evaluation of working hours and efficiency of work.
4. To examine relationship b/w employees' perceptions and performance level in hybrid work model.

HYPOTHESIS

H1: Employees' perspectives of the mixed Workplace culture and job happiness are linked.

H2: Employee impression of the learning environment and work satisfaction has a favorable link.

H3: Is there an issue. correlation between between employer and employee and employee and their perception of the a favourable atmosphere

H4: Employee job fulfilment perceptions and the Hybrid work model have a a good relationship

H5 Employee perceptions of the organisational work environment and the Hybrid work model are linked in a positive way.

H6: In the Hybrid work paradigm, there is a favourable association between organisational work environment and job happiness.

RESEARCH METHODLOGY
Design of research
Several authors have come up with their own definitions of study design, as an example (Kerlinger, 1999 as cited in Cooper and Schindler, 2008).

• The method is centred on time and action.

• The research question is always at the heart of the design.
• The sources and types of information used are influenced by the design.
• The term "design" refers to a framework for creating something. defining the relationships between the study variables.

• Each research activity's processes are specified in the design.
As a result, the design should be able to answer questions about sampling, research methodology, and data gathering techniques (Cooper and Schindler, 2008).

This study's research design

Stage one: A comprehensive examination a review of the literature was completed, with a focus on research and ideas related to organisational work environments, job satisfaction, and the Hybrid work model. According to the literature, There are few scholarly studies on Jordanian experiences with the recommended solution. study issue. The experimental model in this work was created to fill this gap in the literature.

This model was created by based on tfindings of earlier research, such as: (Rowden and Jr, 2005).As several of the research aspects have been addressed in a variety of theoretical and empirical studies (Scott and Bruce, 1994; Crespell and Hansen, 2008)Article.

STATISTICAL TOOLS

The challenge of generalizing the present study's conclusions to the service industry. Instead of making broad generalizations, the study seeks actual data that will compel academic academics and students to perform more research.

This research has a specific focus. The focus of this study is on organisations; which don't examine the proposed research model at the service sector level as a whole.

The survey sample selected does not reflect the whole population of both firms under investigation by the researcher.

Company B's dataset has a limited number of replies.

DATA ANALYSIS & INTERPRETATION

The technique for analyzing qualitative data is summarized below.

Phaseone:1- Interpretativeapproach:identifying codes and the mesforallinterviews				
Company	Manageriallevel		Typeofcomparison	Aim
CompanyB	Director	9	WithingroupWithin different Group	developthemes torefine model and buildthe survey
	Manager	2		
CompanyA	Manager	7	WithingroupWithin different groups	developthemestorefi nemodelandbuild the survey
	supervisor	3		
Company B +Com panyA	Total	21	Between both companies	developthemestorefi nemodelandbuild

CONCLUSION

Employee involvement at a job performance is a challenging assignment. Employee-employer engagement through a virtual platform has limited every non-work-related contact that previously engaged workers. Because team engagement, team gathering, and individual growth chances have decreased, work has become routine, dull, and non-innovative.

Those who like this new work culture also believe that there is a lack of sense of belonging at work and in the firm. Work is more akin to a task that necessitates greater participation and expression in order to transmit ideas. Companies use a variety of strategies to boost employee engagement, including games, interactive workshops, and video call celebrations, among others. However, they must continue to work in order for employees' soft skills to be employed more often while at work. Virtual Work Environments may be made more comfortable if work-life balance is maintained at the individual and corporate levels, adequate assistance is provided to workers, and employee engagement is effectively carried out. Most workers will be happy. A company could utilise a hybrid approach to boost employee impressions (Phadnis, 2020).

References

- Airtasker. (2020, March 31)Article. The Benefits of Working From Home. Retrieved December 6, 2020, from https://www.airtasker.com/blog/the-benefits-of-working-from-home/

- Bathini, D. R., &Kandathil, G. (2015)Article. Hybrid work model: a boon or a bane? The missing piece of employee cost. The Indian Journal of Industrial Relations, 568-574.

- Bloom, A. N., Liang, J., Roberts, J., & Jenny, Y. (2015)Article. Does Working from Home Work? Evidence from a Chinese Experiment. The Quarterly Journal of Economics, 130(1), 165- 218.

- Bloom, N. (2014, January)Article. To Raise Productivity, Let More Employees Hybrid work model. Harvard Business Review (Productivity).

- Dixon, S. (2019, February 7)Article. ―Yeah but, Yahoo!‖ Learning from Remote Work's Biggest Fail. Retrieved from Distant job: https://distantjob.com/blog/yeah-but-yahoo-learning-from- remote-works-biggest-fail/

- Lockwood, N. R (2007)Article. Leveraging Employee Perceptions for competitive advantage. Society for Human Resource Management Research Quarterly, 1 (1), 1-12.

- Osborne, S., & Hammoud, M. S. (2017)Article. Effective Employee Perceptions in the Workplace. International Journal of Applied Management and Technology, 16(1), 50–67.

- Ryan, R. M., & Deci, E. L. (2000). Intrinsic and extrinsic motivation: Classic definition and new directions. Contemporary educational psychology, 25(1), 5

- Bindu, P.H (2016). Role of Individual Differences in Employee Engagement – A Select Study Among Faculty of Higher Education. International Journal of Engineering & Management Research, 6(5), 184-192.

- Bindu, P.H. (2012). Role of Job Related Factors in Engaging Employees. *Sumedha Journal of Management, 1*, 56-68.

- Vijayalakshmi, P., & Swapna, K. (2019). A Study on Impact of Employee Engagement on Organization Performance with Reference to Manufacturing Industry under Study at Hyderabad District, Telangana State. Restaurant Business, 01(30), 193–200. https://doi.org/10.26643/rb.v118i9.8029

- Vijaya Lakshmi, P., & Swapna, K. (2019). Impact of Employee Absenteeism on Logistics Efficiency (With Reference to Select Companies of the Logistic Sector). SUMEDHA-Journal of Management, 8(4), 56–64.

- Priyanka, P., Muthubalaji, S., "A single input dual output multiport DC-DC converter with minimal switches", International Journal of Recent Technology and Engineering, 2019, Vol. 8-Issue 2 Special Issue 8, PP-1118-1123.

- Khare, V., Srinivasa Rao, D., "A research on QoS optimization in 4G cellular networks", International Journal of Recent Technology and Engineering, 2019, Vol. 8-Issue 2 Special Issue 8, PP-894-899.

- Gunde, A., Devadasu, G., Vijayasaanthi, M., "Design of hybrid fuzzy-PI controller for sensorless speed control of separately excited DC motor drive", International Journal of Recent Technology and Engineering, 2019, Vol. 8-Issue 2 Special Issue 8, PP-1189-1192.

- Durga Bhavani, R., Rao, G.S., "Fuzzy controlled single-stage converter fed PV system", International Journal of Recent Technology and Engineering, 2019, Vol. 8-Issue 2 Special Issue 8, PP-1104-1110.

- Srinivasan, S., Muthubalaji, S., Devadasu, G., Anand, R., "Bat algorithm based selective harmonic elimination PWM for an eleven level inverter", International Journal of Recent Technology and Engineering, 2019, Vol. 8-Issue 2 Special Issue 8, PP-1164-1169.