

A Study on Exploration of Hybrid System in HRM At Solara Active Pharma Science, Puducherry

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Abstract

In the wake of the global pandemic, many organizations and companies have transitioned to a hybrid working model, recognizing the changing preferences of employees who have developed a preference for remote work. This research aims to delve into the dynamics of this evolving work structure, specifically focusing on the effectiveness of the hybrid working model and its impact on employee productivity and efficiency. Additionally, the study examines the crucial aspect of whether employees can maintain a healthy work-life balance within this novel working paradigm. To conduct this investigation, a rigorous approach is employed, utilizing random sampling methods to select 107 participants from Solara Active Pharma Science Company. This pharmaceutical company serves as a case study, allowing for an in-depth analysis of the hybrid working model's practical implications in a real-world organizational setting. The chosen methodology enables a comprehensive understanding of how employees in this specific context navigate their work responsibilities and personal lives under the hybrid model. The study aims to provide valuable insights and practical recommendations for organizations contemplating or currently implementing hybrid working models. The findings are anticipated to contribute to the ongoing discourse on the future of work and organizational structures post-pandemic.

Keywords- Hybrid working model, remote work, employee productivity, workplace dynamics, work life balance, employee performance.

Introduction

The hybrid working model has emerged as a prevailing contemporary approach embraced by numerous companies worldwide. This model entails a dual framework, encompassing both in-office and remote modes of operation, thereby presenting a harmonious fusion of traditional and modern work methodologies. A distinctive characteristic of the hybrid working model is the newfound flexibility it affords employees in choosing their work locations, a feature that has become increasingly relevant in the current professional landscape. Notably, the prevalence and normalization of the hybrid working model experienced a significant uptick in the aftermath of the global pandemic. Both established enterprises and burgeoning start-ups have proactively integrated this innovative approach into their organizational

structures. The impetus behind this widespread adoption lies in the manifold benefits it brings, aligning with the evolving needs and expectations of the contemporary workforce.

This study delves into a comprehensive exploration of the hybrid working system, undertaking a rigorous analysis of its effectiveness and productivity. Furthermore, it scrutinizes the intricacies of team dynamics and collaboration, evaluating the communication effectiveness within the hybrid model. An integral facet of this examination involves identifying the pivotal role played by leadership support and guidance in ensuring the seamless operation of the hybrid work model. In addition, the study sheds light on the instrumental role of software and applications in enhancing employee productivity within the hybrid working environment. By scrutinizing quantitative data derived from surveys, the research employs rigorous quantitative methods to draw meaningful conclusions. The findings of this study are anticipated to offer invaluable insights that contribute to the ongoing discourse surrounding the optimization of hybrid work structures.

In essence, the hybrid working model has transcended being a mere response to global circumstances; it has evolved into a strategic framework that empowers organizations to navigate the complexities of the modern professional landscape while prioritizing flexibility, efficiency, and collaborative synergy. As businesses continue to embrace this paradigm shift, research endeavors such as this play a pivotal role in shaping and refining the future trajectory of hybrid work methodologies.

Objective of the study:

1. To analyze employee productivity in hybrid working model.
2. To examine the team building ability among employees.
3. To measure the satisfaction level of employee with hybrid work model.
4. To assess the employee's efficiency and effectiveness in hybrid working model .

Review of literature:

(Bloom et al., 2015; Stanford University, 2017) Productivity and Remote Work: Remote work, which is a key component of hybrid work models, has been the subject of extensive research about productivity. Studies have demonstrated that remote work increases productivity in a number of ways, including reducing travel time, increasing flexibility, and improving work-life balance. IT workers, for instance, may benefit from remote work since it enables them to work from home, where they can choose their own hours and have less distractions

(Moen et al., 2016; Vander Elst et al., 2018) Improvements in work-life balance due to remote employment have been linked to higher output. Remote work, as proposed by Moen et al. (2016), may provide workers more freedom and say over their schedules, which can boost morale and productivity. Work-life balance is enhanced by reduced travel time and more flexibility thanks to remote work, as noted by Vander Elst et al. (2018). Both studies were published in academic journals (Moen et al. in the Journal of Vocational Behaviour and Vander Elst et al. to be published in the International Journal of Human Resource Management).

(Allen et al., 2015; Green et al., 2016) Successful remote teams have high rates of productivity because of their ability to communicate and work together effectively. Researchers Allen et al. (2015) showed that working remotely may improve teamwork and communication, both of which boost output. Remote work,

as noted by Green et al. (2016), may boost output since it allows for more cross-locational communication and cooperation. (The study by Allen et al. appeared in the Journal of Applied Psychology; the study by Green et al. appeared in the International Journal of Human Resource Management.)

(Grant et al., 2019) Efficiency in a Hybrid Work Environment: Measuring Productivity model can be challenging due to the complex nature of work arrangements and the subjective nature of productivity. Various methods and metrics have been proposed to measure productivity in remote and hybrid work models, such as objective performance metrics, self-report measures, and manager evaluations. However, there is no consensus on the best approach, and further research is needed to develop robust and valid measures of productivity in the context of hybrid work models.

(Beltagui & Candi, 2020; Kim et al., 2021) Workplace innovation and creativity may flourish under a hybrid type of employment. According to research by Beltagui and Candi (2020), hybrid work models boost innovation and creativity by encouraging people to share and use their expertise. Similarly, Kim et al. (2021) argued that workers benefit from hybrid work models since they expose them to new situations and ideas.

Jasmine Wu, Brennan Antone, Leslie DeChurch 2023 Shifts to hybrid work prompted by the COVID-19 pandemic have the potential to substantially impact social relationships at work. Hybrid employees rely heavily on digital collaboration technologies to communicate and share information. Therefore, employees' perceptions of the technologies are critical in shaping organizational networks. However, the dyadic-level misalignment in these perceptions may lead to relationship dissolution. To explore the social network consequences of hybrid work, we conducted a two-wave survey in a department of an industrial manufacturing firm (N = 169). Our results show that advice seekers were less likely to maintain their advice-seeking ties when they had a mismatch in ease-of-use perceptions of technology with their advisors. The effect was more substantial when advice seekers spent more time working remotely. The study provides empirical insights into how congruence in employees' perceptions of organizational communication technologies affects how they maintain advice networks during hybrid work.

(Chung & Shin, 2020; Matusik & Hill, 2019) The success of hybrid work arrangements is heavily dependent on the nature of the company's culture. Chung and Shin (2020) discovered that the success of hybrid work models depends on an organization's culture that values trust, communication, and flexibility. According to Matusik and Hill (2019), a hybrid work model's potential to boost employee well-being and productivity hinges on the presence of an inclusive and supportive company culture.

Research methodology:

The study employed a quantitative analysis approach to investigate the effectiveness and productivity of employees in a hybrid working system. Both primary data, including surveys, questionnaires, observations, and interviews, and secondary data from journals, books, and articles on hybrid working systems were utilized. A sample size of 107 employees from Solara Active Pharma Science companies was selected through random sampling methods for in-depth analysis and evaluation. This comprehensive research design aimed to provide insights into the impact of hybrid structures on employee performance within the pharmaceutical context.

Data analysis and interpretation:

I. Percentage analysis:

A. Team collaboration

Factors	Frequency	Percent	Valid Percent	Cumulative Percent
Very Effective	20.00	18.69	18.69	18.69
Effective	57.00	53.27	53.27	71.96
Neutral	17.00	15.89	15.89	87.85
Ineffective	10.00	9.35	9.35	97.20
Very Ineffective	3.00	2.80	2.80	100.00
Total	107.00	100.00	100.00	100.00

Table 1: percentage analysis of team collaboration in hybrid structure

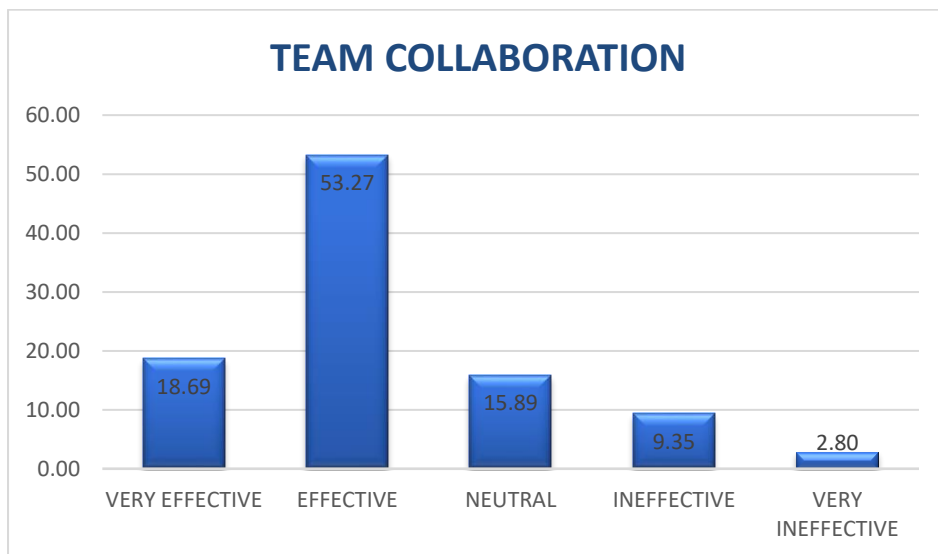


Figure 1: visual representation of above table

B. Work And Personal Life Balance

Factors	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	81.00	75.70	75.70	75.70
No	26.00	24.30	24.30	100.00
	107.00	100.00	100.00	100.00

Total				
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Table 2: percentage analysis of work and personal life balance in hybrid structure

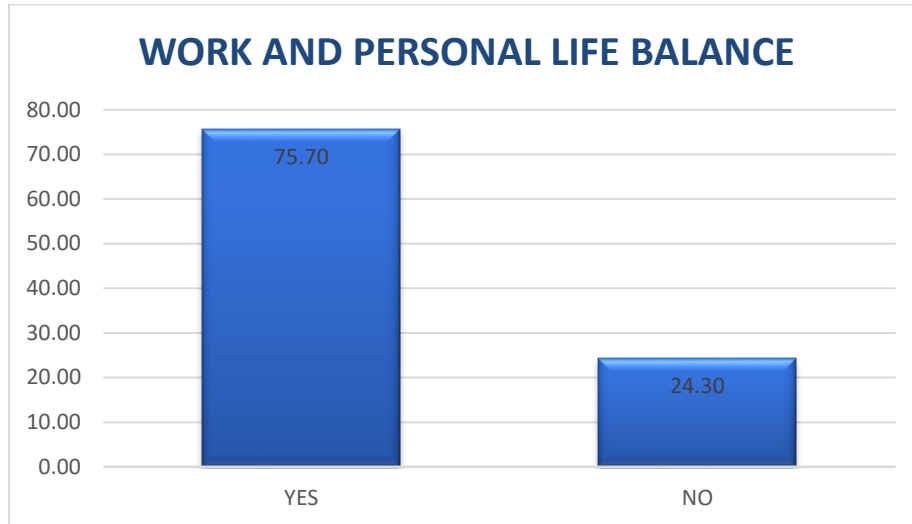


Figure 2: Visual Representation of Above Table

II. Regression:

a. Aim: The aim of this analysis is to investigate the relationship between the productivity and quick response from colleague in hybrid work model.

Tabulation of Regression analysis

ANOVA^a

Model		Sum Of Squares	Df	Mean Square	F	Sig.
1	Regression	.090	1	.090	.059	.809 ^b
	Residual	160.209	105	1.526		
	Total	160.299	106			

Inference:

From the above table, it is inferred that There is a significant relationship the productivity and quick response from colleague in hybrid work model. As (r=0.809) value $p > 0.05$ significance level. Hence (H1) is accepted.

b. Aim:

The aim of this analysis is to investigate the relationship between effort of organization to ensure physical as well as mental well-being and a healthy work life balance.

Tabulation of Regression analysis:

ANOVA^a

Model		Sum Of Squares	Df	Mean Square	F	Sig.
1	Regression	9.643	1	9.643	11.477	.001 ^b
	Residual	88.226	105	.840		
	Total	97.869	106			

Inference:

From the above table, it is inferred that There is a significant linear relationship the productivity and quick response from colleague in hybrid work model. As ($r=0.01$) value $p < 0.05$ significance level. Hence (H1) is Rejected

III. Chi square

Aim:

To investigate the association between enhancing productive tools and sharing of ideas and opinion in hybrid working structure.

Tabulation of chi square analysis:

	Value	Df	Asymptotic Significance (2-Sided)
Pearson Chi-Square	15.357 ^a	12	.223
Likelihood Ratio	19.480	12	.078
Linear-By-Linear Association	.219	1	.640
N Of Valid Cases	107		

Inference:

From the above table, it is inferred that There is an association between enhancing productive tools and sharing of ideas and opinion in hybrid structure as the value $p > 0.05$ significance level. Hence alternative hypothesis (H1) accepted.

IV. Correlation

Aim:

To investigate the positive relationship between the comprehensive training material provided and the effective training.

Tabulation of correlation analysis:

		Training Material	Effective Training
Training Material	Training Material	1	.197*
	Sig. (2-Tailed)		.041
	N	107	107
Effective Training	Pearson Correlation	.197*	1
	Sig. (2-Tailed)	.041	
	N	107	107

Inference:

From the above table, it is inferred that There is a significant relationship between the comprehensive training material provided and the effective training. As ($r=0.41$) value $p > 0.05$ significance level and 1 Indicate the positive relation between variables. Hence (H1) is accepted

Finding: The productivity levels in the hybrid working conditions are reported to be consistently high and positive. This can be attributed to seamless communication within the team, contributing to a conducive working atmosphere.

- The analysis highlights that team collaboration and problem-solving within the hybrid working model are notably effective, showcasing the adaptability and cohesion of the team in this flexible working environment.
- The analysis emphasizes that communication in the hybrid working model is described as perfect and without hindrance. This seamless communication likely plays a crucial role in maintaining efficiency and effectiveness in the team's operations.
- One significant aspect of the hybrid working model is its positive impact on the work and personal life balance of employees. The analysis indicates that employees experience an excellent equilibrium between their professional responsibilities and personal lives, potentially contributing to overall job satisfaction.
- The hybrid working system demonstrates a notable reduction in both time and expenses for employees. This efficiency gain suggests that employees are able to optimize their work processes and incur fewer costs related to commuting or other work-related expenses, resulting in potential financial and time benefits for both the organization and its employees.

Conclusion:

In conclusion, the study aimed to analyze the hybrid working system, focusing on understanding employee performance, effectiveness of the structure, and collaboration with colleagues. The findings revealed that employees are satisfied with their productivity levels in the hybrid and remote structure. Team collaboration was also assessed as effective, and the training materials and tools provided for hybrid structure workers contributed to improved performance. Importantly, the analysis highlighted that many employees find satisfaction in working from home, emphasizing the positive impact of the hybrid model on employee well-being and work-life balance.

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