

Hybrid Workforce Optimization for Managing Remote and on-Site Teams at Motherson Automotive Technologies and Engineering

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ABSTRACT

This study aims to investigate the effectiveness of hybrid workforces in managing remote and on-site teams at Motherson Automotive Technologies and Engineering (MATE), Puducherry. The research will explore the challenges and opportunities associated with implementing a hybrid work model, and will propose strategies for optimizing workforce performance and productivity in this context. The study will employ a mixed-methods approach, utilizing quantitative data from employee surveys and performance metrics, alongside qualitative data from interviews with key stakeholders. The findings of this research will provide valuable insights for organizations seeking to optimize their hybrid workforces and improve team management in a remote and on-site setting.

KEYWORDS: Hybrid workforce, Remote teams, On-site teams, Workforce optimization, Performance management, Productivity Employee surveys, Performance metrics, Qualitative data, Interviews.

1. INTRODUCTION

The contemporary landscape of the global workforce has undergone a significant transformation, with organizations adapting to a hybrid model that seamlessly integrates remote and on-site teams. This paradigm shift has been particularly pronounced in industries such as automotive technologies and engineering, where collaboration and innovation are paramount. Among the trailblazers in embracing this hybrid workforce approach is Motherson Automotive Technologies and Engineering (MATE), a renowned player in the automotive sector. As the digital age continues to redefine traditional notions of work, organizations are confronted with the challenge of optimizing their workforce to thrive in a dynamic and distributed environment.

OBJECTIVES

- To analyse mental health and wellbeing of employees
- To find the employee productivity in hybrid working model
- To find the interest of employees towards hybrid working model

2. REVIEW OF LITERATURE

Dahlia Baker (2021) finds the pandemic has noncontinuous nearly each facet of our lives, together with tasks as basic as getting to work. The modification has brought with it each opportunities

and challenges. The use of digital services to carry conferences, webinars Associate in Nursing conferences has enhanced at an avalanche like pace. Before the pandemic took hold, there was an additional ancient read of labor - with the general perception that employment tasks ought to be performed within the workplace.

Kanwar Muhammad Javed Iqbal, Farooq Khalid, Sergey Yevgenievich Barykin (2021) says that the hybrid geographical point may be an idea on the lips of each industry trend within the world nowadays. With digitalization changing into additional normalized across each sphere within the world village. Each geographical point must maximize and transcend obstacles and innovations to ease into the hybrid geographical point. The COVID-19 pandemic brought a wave for associate degree inflated would like for a hybrid geographical point. Though some countries have relaxed the imprisonment in their states, businesses are taking their time to line up an additional formidable work arrangement. Several are already operational the hybrid system whereas others are running totally remote. The pandemic has tutored the work a lesson of preparation and designing. On the far side that's additionally the lesson of flexibility and adaptableness within the geographical point.

Patrícia Vasconcelos, Elizabeth Furtado, Plácido Pinheiro (2015) says that The thought of telework is said to the accomplishment of distance work with the support of technology. It needs associate degree execution model of labor activity in programme of flexible Work distance (FW), staff and rules for conducting this execution. This analysis was applied to a company that established an FW project. For analysis of the alternatives of FW models we have a tendency to apply 2 ways of Verbal decision Analysis (VDA).

Prithwiraj (Raj) Choudhury, Tarun Khanna, Christos A. Makridis, Kyle Schirmann (2022) tells that Hybrid work is rising as a unique kind of organizing work globally. This paper reports causative proof on however the extent of hybrid work—the variety of days worked from home relative to days worked from the office—affects work outcomes. Collaborating with a company in an Asian nation, we tend to randomise the quantity of days that individual staff worked from the workplace for 9 weeks within the summer of 2020.

Danijela Sokolic (2022) tells that Remote work, particularly performing from home, has become the foremost common kind of add the third decade of the twenty first century. What started at the start of the millennium as Associate in Nursing experimental apply in some corporations (mainly within the IT industry) has become widespread and unintentional in 2020 and 2021, because of Covid nineteen pandemic. It modified a number of the foremost important options of the roles, like the communication patterns and also the conception of the workplace, leading not solely to vital changes within the method work is completed, however conjointly to a different psycho-emotional perception of labor within the context of adjusting socialization patterns. The need to transition to a virtual setting forced each corporations and staff to do out different ways of operating (e.g., managing virtual groups, guaranteeing infrastructure and access to work resources, managing groups, workspaces, etc.). The paper addresses a number of the key factors that influence work performance at the structure and individual levels.

Monika Grzegorzcyk, Mario Mariniello, Laura Nurski and Tom Schraepen (2021) tells that With the roll-out of COVID-19 vaccines, countries square measure commencing to imagine a future in which workers' and employers' decisions don't seem to be conditioned by the pandemic. The crisis hit everyone onerous however additionally generated a chance. It's shown that employees with appropriate jobs will with efficiency work remotely, with no negative implications for his or her productivity or performance. Telework could even unlock new operating processes with the final word impact of

increasing productivity.

3. RESEARCH METHODOLOGY

Research methodology is the structured framework outlining how data is collected and analyzed in a study. It ranges from simple descriptions to intricate experimental designs. For this study focusing on marketing strategies and their impact on sales factors, a descriptive research design has been chosen. This design incorporates surveys and diverse fact-finding inquiries, offering a well-suited approach to understand and analyze these elements effectively.

4. DATA ANALYSIS AND INTERPRETATION

TABLE 1: Showing Anova Analysis

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	73.217	3	24.406	156.988	0.0
Within Groups	15.080	97	.155		
Total	88.297	100			

TABLE 2: Showing Chi-square Analysis

	Value	d.f	Asymptotic Significance (2-sided)
Pearson chi-square	131.732a	9	.000
Likelihood ratio	148.926	9	.000
Linear by linear association	81.887	1	.000
N of valid cases	101		

TABLE 3 : Showing Correlation Analysis

		Productivity	Career growth
Productivity	Pearson correlation	1	.960**
	Sig. (2-tailed)		.000
	N	101	101
Career growth	Pearson correlation	.960**	1
	Sig. (2-tailed)	.000	
	N	101	101

5. FINDINGS

Anova

From the above table, it is inferred that there is no statistical significance between communication tools of the respondents towards career growth.

Chi-square

From the above table, it is inferred that there is no significant association between different workload and skills of the respondent.

Correlation

From the above table, it is inferred that productivity and career growth has no significant relationship among others.

6. CONCLUSION

The company is doing a good job of providing its employees with a positive work environment and a variety of benefits. However, there are a few areas where the company could improve, such as providing more support for employees who are struggling with their workload and investing in training and development programs that help employees develop their skills. Overall, the company is on the right track to creating a happy and productive workforce.

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