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TO STUDY THE BENEFITS AND DRAWBACKS OF HYBRID WORK MODEL OVER CUBICLE WORK MODEL WITH RESPECT TO ENVIRONMENT WITH CO-WORKERS

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INTRODUCTION

The world of work has undergone significant changes in recent times, with the advent of technology and the ongoing global pandemic reshaping traditional work environments. One of the most notable shifts has been the rise of hybrid work arrangements, where employees combine remote work with in-person work at the office, as opposed to the traditional cubicle-based model of work where employees work exclusively in a physical office space.

The concept of hybrid work has gained traction as organizations seek to strike a balance between the benefits of remote work, such as flexibility and increased productivity, and the advantages of in-person work, such as collaboration and team building. As a result, there has been a growing interest in understanding the dynamics of hybrid model workers, who navigate between remote and in-person work, and how they compare to cubicle workers, who primarily work in an office setting.

This research paper aims to provide a comprehensive examination of hybrid model workers and cubicle workers, shedding light on their similarities, differences, and implications for the future of work. By synthesizing existing literature and analysing relevant data, this paper will explore the characteristics, advantages, challenges, and potential impacts of these two work models on employees, organizations, and society at large.

The findings of this research will contribute to our understanding of how work is evolving in the 21st century, and provide valuable insights for employers, policymakers, and practitioners who are navigating the changing landscape of work arrangements. As hybrid work continues to gain momentum, understanding the nuances of hybrid model workers and cubicle workers is crucial for organizations seeking to create effective work environments that promote employee well-being, productivity, and organizational success.

REVIEW OF LITERATURE

Several studies have been conducted by various researchers around the globe on the topic Hybrid model workers vs. Cubicle model workers.

1. **Dahlia Baker (2021)** finds the pandemic has the modification brought with each opportunity 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 a additional ancient read of labour - with the general perception that employment tasks ought to be performed within the workplace. As a stark distinction to the present more ancient read of labour, nearly seventy-five p.c of Swedish workplaces was forced to change to operating remotely in a very short time and lots of believe that this can result in permanent changes in however Swedish offices square measure designed. There square measure varied indications that the majority individuals wish to continue operating in offices within the future further. On the opposite hand, the operating lifetime of the future is characterised by Associate in Nursing enhanced demand for versatile solutions. analysis exhibited that most structure and work variables were significantly connected with the end result measures productivity and work satisfaction, whereas individual and social unit variables were considerably less correlated. For organizations, this is often immensely useful, since structure and work-related characteristic variables square measure so much easier influenced by procedures and time unit policies rather than individual work vogue and social unit factors.
2. **Antoni Wontorezyk, Bohdan Roznowski (2022)** tells that with the COVID-19 pandemic having noncontinuous economies, businesses, and individual activities, it's vital to look at however completely

Stochastic Modelling and Computational Sciences

different varieties of work have an effect on worker behaviour. This study applies work engagement (the key construct in organisational psychology) because the dependent variable and considers its determinants within the type of stress factors and attitudes toward remote work. The selection for the study was purposive. Standardised survey questionnaires were utilized in the study: UWES-9, Stress Management Standards, and Attitudes toward Remote Work. The obtained results indicate that there have been no vital differences between teams in terms of the intensity of labor engagement, however work engagement was explained by alternative variables that area unit completely different in every of the studied teams. Relationships and use of social media were the foremost vital factors among remote staff. For on-the-spot staff, the most important factors were management and role definition. For practitioners, the results indicate that aspects of labor ought to be thought of so as to take care of high levels of labor engagement once employees area unit transferring to alternative varieties of work.

3. **Kanwar Muhammad Javed Iqbal, Farooq Khalid, Sergey Yevgenievich Barykin (2021)** says that the hybrid geographical point may be a 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 a 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. In prioritizing the long run of labor, there's the necessity to embrace the hybrid geographical point model. Indeed, the long run of labor would possible be the hybrid geographical point model.
4. **Michal Beno** says that With the outbreak of Covid-19, teams and managers had to accept the necessity of working remotely and were forced to remodel the working environment. Modern technology enables the workforce to work from home as effectively as in cubicles. This study analyses hybrid work models, in particular how the management of face-to-display workers differs from that of in-house workers. This study asked 10 Austrian participants about their perceptions of managing face-to-display workers. A qualitative investigation was carried out through semi-structured Skype interviews. Blending in-house and face-to-display workers presents some challenges. Based on data, a hybrid model seems to be the strongest working model, especially these models: face-to-display first and cubicle-first, face-to-display allowed. Conclusions were drawn which outlined that time, culture, trust, feedback and social connectedness are important differences in managing both types of employees. However, it is equally evident from the data that managing hybrid workers can be challenging, and managers face some obstacles.
5. **N. Chellam , Dr. Divya D** says that Organizations are changing to meet the changing needs of their customers and employees. The functional way of working from conservative to technological mode has gained the attention of employers to be more focused on employees' work life balance and performance. In the technology era, the concept of hybrid models has become most commonly adopted in the third decade of the 21st century, especially in the IT sector. They were conducting research with millennial generations when the COVID-19 pandemic occurred, causing an abrupt global change. This has completely changed the way the organisation was functioning and affected each and every aspect of its functions. This includes working style, communication patterns, working hours, job performance, and interpersonal relationships.

Organizations are forced to implement the hybrid model to meet the changing needs of the business to ensure the business runs on its own and employees are performing at their best. The digital transformation has become the medium of choice for organisations to integrate the office workplace and flexible working hours. Employees nowadays prefer to work from home because technology allows them to work from anywhere while still having time to care for their families. This was the least preferred for employers before the pandemic, and after the

Stochastic Modelling and Computational Sciences

pandemic, the employee's choice has become the liberal working style. To meet the changing needs of the employees, the hybrid work model is implemented across the globe at all levels. Though it gives the advantage of working from anywhere, at the same time, it has impacted job performance. The individual contributor's performance was doing well, but team performance has suffered remarkably. The teleworking model has affected interpersonal relationships among employees and job performance has become a questionable element for organizations. The front line managers are focused on tasks, extended working hours, and the employees' personal concerns are ignored due to lack of personal touch and exchange of encouraging words. This impacted the job performance and led to high employee turnover. Organizations are trying to address employees' concerns through various programmes to build relationships and improve job performance. The objective of this study is to analyse the impact of the hybrid model and to provide insights on how to manage employees to perform better at work.

OBJECTIVES OF THE STUDY

- 1) To identify the benefits and challenges associated with hybrid work model and cubicle work model.
- 2) To study the impact of hybrid work over cubicle work on the interaction and team work with co-workers.
- 3) To analyse the job satisfaction level of hybrid work model over cubicle work model.

RESEARCH METHODOLOGY

1.1 Type of Research:

In order to the objectives, descriptive research design is used here focus is on survey and fact-finding enquiries through structured questionnaire. The study makes use of quantitative research approach as it allows the researcher to examine the relationships among the variable.

1.2 Type and Source of Data:

The present study is based on primary data. The data was collected by the structured questionnaire. Open and close ended questions were asked in the questionnaire to get the answers of those questions, which were related to the objectives laid down in the study.

1.3 Target Population and Sample Size:

51 industry people were taken as sample population by sending them google forms and collecting responses for this research.

1.4 Sampling Method:

The sampling technique followed was convenience sampling method.

1.5 Area of Study:

The research was conducted in Mumbai and Pune.

1.6 Statistical tools used:

Graphs are used for analysis and interpretation of data. SPSS test is used for testing hypothesis.

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DATA ANALYSIS AND FINDINGS OF THE DATA

Figure 1.1:

Q1) Do you work in a traditional cubicle environment or a Hybrid Model?

51 responses

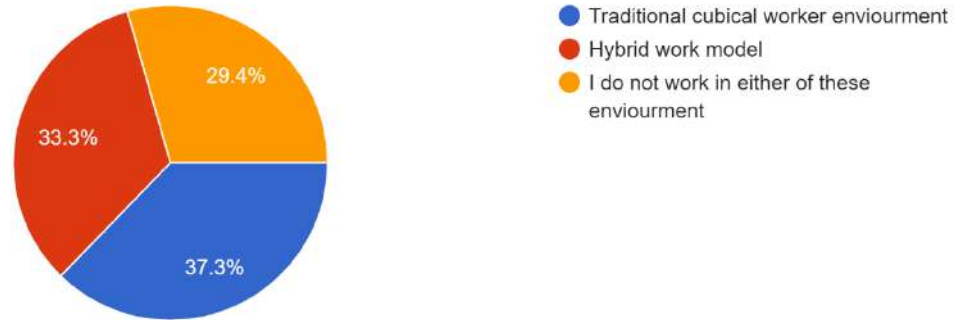


Figure 1.2:

Q2) On average, how many hours per day do you spend interacting with coworkers?

51 responses

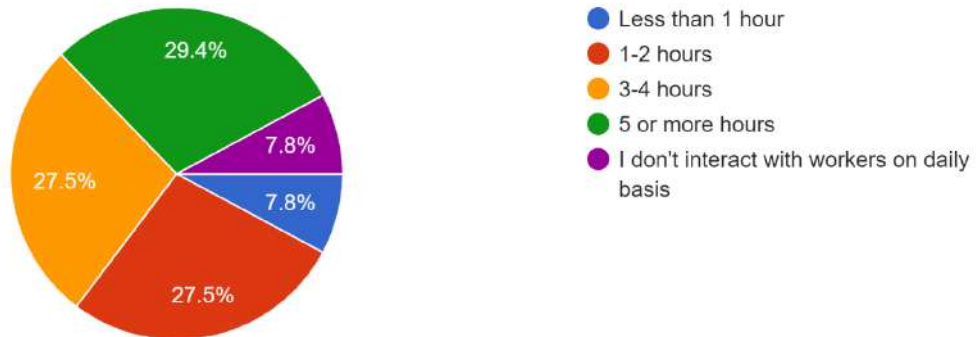
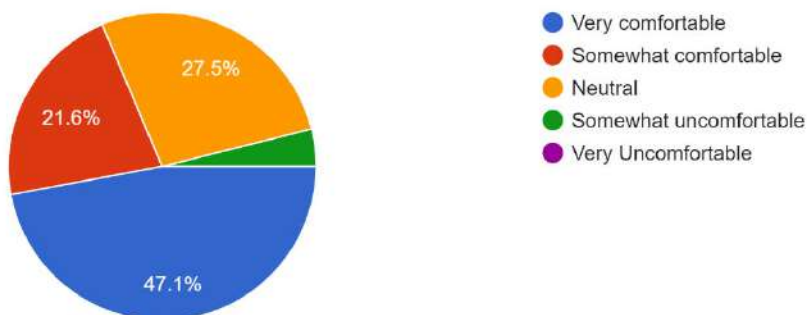


Figure 1.3:

Q3) How comfortable are you with the level of interaction you have with coworkers in your current work environment?

51 responses



Stochastic Modelling and Computational Sciences

Figure 1.4:

Q4) Do you feel that your current work environment provides opportunities for collaboration and teamwork?

51 responses

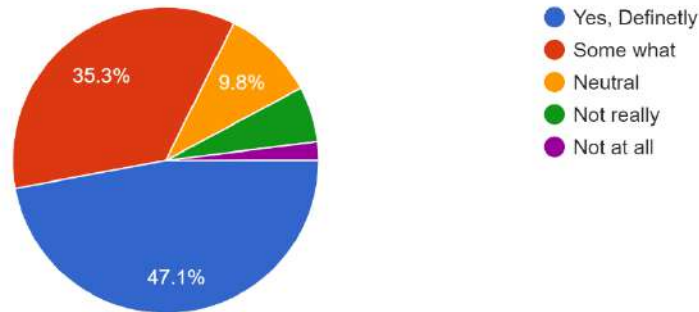


Figure 1.5:

Q5) Do you feel that your current work environment allows for effective communication between coworkers?

51 responses

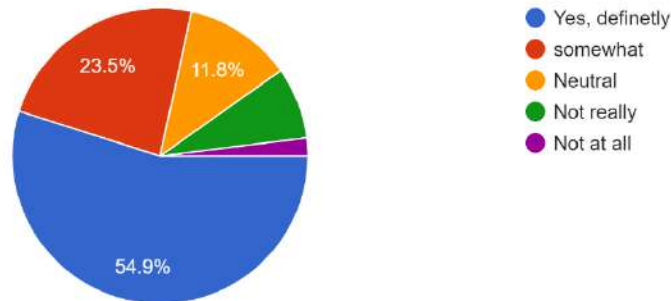
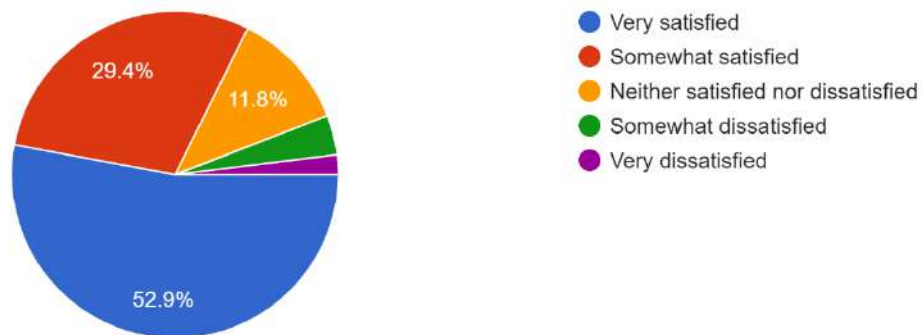


Figure 1.6:

Q6) How satisfied are you with your current job?

51 responses



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Figure 1.7:

Q7) How well do you feel your are able to collaborate with your coworkers?
51 responses

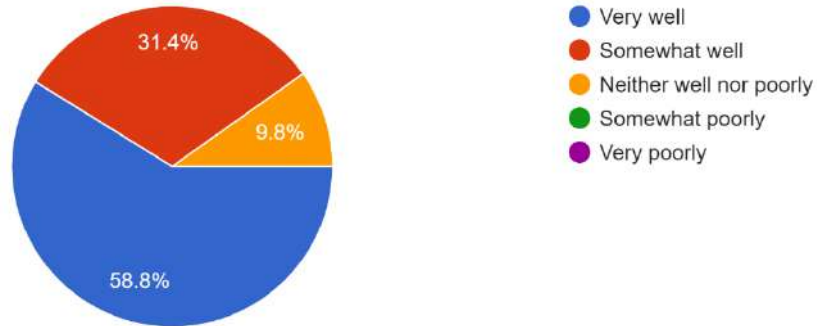


Figure 1.8:

Q8) How much autonomy do you have in your job?
51 responses

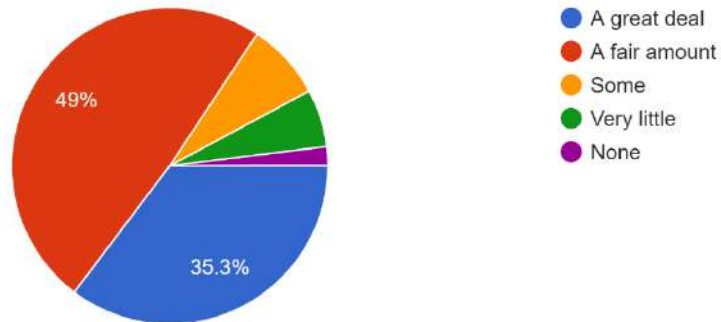
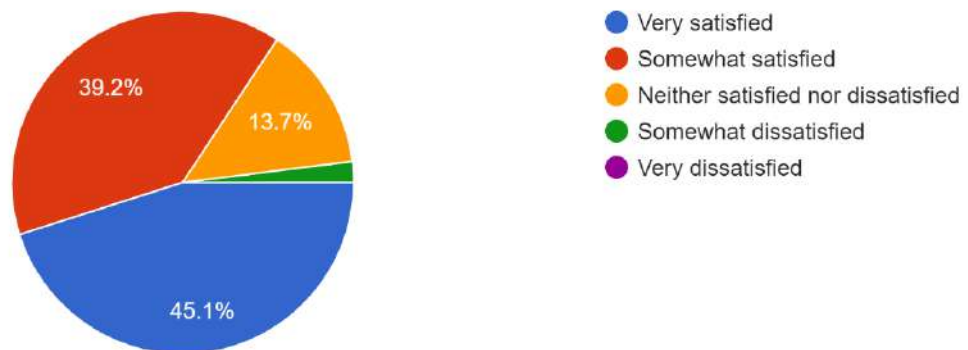


Figure 1.9:

Q9) How satisfied are you with the level of flexibility in your work schedules?
51 responses

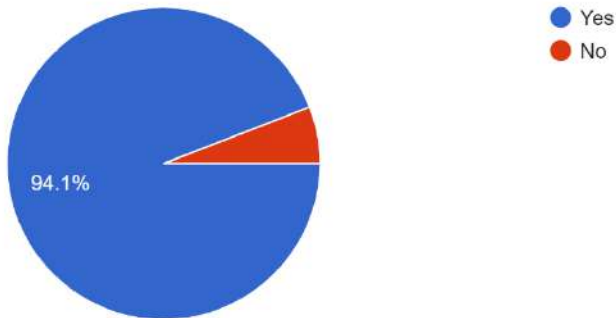


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Figure 1.10:

Q10) Do you think that authority and responsibility go hand in hand?

51 responses



OBSERVATIONS

1. As the first question clarifies that out of 51 responses, 29% of respondents don't work in any of these environments, 33% are hybrid model workers, 37% work in traditional work culture.
2. The second question was how many hours are spent by the respondents with the co-workers, and the answers were, 7.8% were less than 1 hour connecting with the co-workers, 7.8% were not interacting with the co-workers, 27.5% were interactive by 1-2 hours, 27.5% were 3-4 hours interactive, 29.4% were interactive for more than 5 hours.
3. Then the 3rd question clarifies 47% of people were very comfortable with the level of interaction they had with co-workers in their current work environment, 27.5% were neutral and 21.6% were somewhat comfortable.
4. Fourth question says if current work environment provides opportunities for collaboration and teamwork to the respondents where 47% were agreeing to the fact and 35% said somewhat.
5. This question talks about effectiveness of communication with the co-workers in current work environment, where 54% of the respondents said that there is definitely effective to have conversation, 23% think that they are somewhat effective.
6. The next question says that how satisfied are the respondents with their current job in which 52% of the people are very satisfied, 29% are somewhat satisfied and 11% are neither satisfied and nor dissatisfied.
7. The very next question speaks about the ableness of the respondents to collaborate with their co-workers, in which 58% of respondents are very well able, 31% are somewhat well and rest 9% are neither well nor poorly.
8. Next question speaks about the amount of autonomy they have in their job, 49% were having a fair amount and 35% were having a great deal.
9. Now, the question arises about the satisfaction level about the flexibility in the working schedules where, 45% of respondents were very satisfied and 39% were somewhat satisfied and others were neither satisfied nor dissatisfied.
10. And the last question talks about the authority and responsibility, should it get transferred from hand to hand and 94% of the respondents say that yes this should be transferred.

Stochastic Modelling and Computational Sciences

CONCLUSION

The research findings paint a vivid picture of the evolving landscape of work environments, highlighting the nuances between hybrid model workers, cubicle workers, and those who don't fit into either category. It's evident that while a significant portion of respondents engage in traditional office setups, a substantial number embrace the hybrid model, indicative of the shifting preferences in how work is approached. Hybrid workers seem to benefit from increased interaction with coworkers, with a notable percentage spending substantial hours collaborating. Interestingly, a majority express satisfaction with their current level of interaction and find ample opportunities for collaboration and effective communication in their hybrid work setups. This suggests that hybrid models effectively balance the benefits of remote work with the essential aspects of in-person collaboration, fostering job satisfaction and enabling effective teamwork among employees.

Moreover, the research underscores the importance of autonomy, flexibility in schedules, and the transfer of authority and responsibility in the workplace. The majority of respondents express satisfaction with their job, indicating a positive correlation between autonomy, flexibility, and job satisfaction. Additionally, the overwhelming agreement on the transfer of authority and responsibility signifies a readiness for more decentralized structures, indicative of a workforce seeking more participative and dynamic roles within organizations. Overall, the findings suggest that the hybrid work model not only facilitates effective collaboration and communication but also aligns with preferences for autonomy and flexibility, signaling a potential trajectory for the future of work that prioritizes a blend of remote and in-person experiences while promoting employee satisfaction and engagement.