

A study on assessing the impact of hybrid work model on job execution

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Abstract: The transition to a hybrid work model, blending remote and in-office work, has rapidly gained traction in response to evolving workplace dynamics and the global pandemic. This study aims to assess the impact of the hybrid work model on job execution, focusing on key performance indicators such as productivity, job satisfaction, work-life balance, and employee engagement. Through a mixed-method approach, incorporating both quantitative surveys and qualitative interviews, data was collected from employees across diverse industries. The findings suggest that the hybrid work model offers substantial benefits, including increased flexibility and improved work-life balance, which correlate with higher job satisfaction and productivity levels. However, challenges such as communication barriers, technology dependence, and potential disparities in team cohesion were also identified.

Keywords: Hybrid work, Remote work, Onsite work, work life balance, Employee satisfaction, Job performance, Remote interactions.

I. INTRODUCTION

The hybrid work model represents a flexible approach to work that combines both remote and in-person elements. As organizations navigate this paradigm shift, there is a growing imperative to assess the impact of this model on the execution of job tasks and responsibilities.

The hybrid work model represents a departure from traditional notions of work structure, offering employees the flexibility to alternate between remote and in-office work environments. This newfound flexibility has the potential to reshape the dynamics of job execution in significant ways, impacting everything from individual productivity to team collaboration and organizational performance.

As this flexible approach continues to gain traction, assessing its impact on job execution is paramount for understanding its implications on productivity, collaboration, and overall performance.

Assessing the impact of the hybrid work model on job execution requires a multifaceted approach. It involves examining how the blend of remote and in-person work influences the efficiency and effectiveness of task completion. Additionally, it entails exploring how communication, collaboration, and decision-making processes are affected by the dispersed nature of remote work and the opportunities for face-to-face interaction provided by in-office work.

Furthermore, evaluating the impact of the hybrid work model necessitates consideration of the individual preferences, work styles, and technological capabilities of employees. Understanding how these factors intersect with job requirements and organizational goals is crucial for determining the model's overall efficacy in facilitating job execution.

In essence, assessing the impact of the hybrid work model on job execution entails a comprehensive examination of how this new approach to work influences the way tasks are initiated, managed, and completed within the organizational context. By gaining insights into these dynamics, organizations can adapt and optimize their strategies to harness the full potential of the hybrid work model while ensuring continued productivity and performance excellence.

The significance of Job Execution:

The significance of job execution in a hybrid work model is paramount, as it directly impacts productivity, employee satisfaction, and overall organizational performance. In a hybrid setting, where employees split their time between remote and in-office work, efficient job execution ensures that tasks are completed effectively regardless of location. This flexibility can enhance productivity by allowing employees to work in environments that best suit their individual needs, thereby increasing job satisfaction and work-life balance. Moreover, effective job execution in a hybrid model promotes better utilization of technological tools and collaborative platforms, enabling seamless communication and coordination among team members. Efficient job execution ensures that employees can adapt to various work environments without

compromising performance, leading to sustained productivity levels across different locations. This adaptability is essential for meeting deadlines, achieving targets, and maintaining high standards of work.

II. REVIEW OF LITERATURE

CHRISTOPH HILBERATH (JUNE 2013) In the light of current circumstances, leaders are faced with two challenges: first, managing remote work environments in the face of uncertainty; and second, anticipating and optimizing the hybrid work models of the future, where fully in-person and remote work will be at opposite ends of a flexible spectrum. While the latter is an opportunity, the former is a need. When implemented properly, hybrid work models can help firms attract and retain top talent, foster innovation, and provide value for all parties involved. Leaders have the opportunity to shape a future of work that is more purposeful, digital, and flexible by taking decisive action now.

DR. REENA (MAHAPATRA) LENKA (July 2021) This research says that most of the employees have suggested that Unique Hybrid Work model is the best approach to be followed because it will improve the effectiveness and efficiency of the work which will improve the productivity and employee satisfaction. everyone is pleased with the concept. and many women employees can contribute because of the work flexibility, which allows them to care for their families while working. Flexibility of work has increased the employee productivity. organizations have begun practice and embrace adopting the innovative Hybrid work model, which has appears to be equally successful in every domains. other organizations should also embrace the unique hybrid work conduct to ensure that it.

Dr. Joseph C. Hopkins and Dr. Kimberly (Oct 2021) This study investigates Hybrid workplaces which combine traditional in-office interactions with remote work using technology-driven communication. Although hybrid models have been around for a while, they are now becoming more popular as businesses get ready for a post-pandemic work environment. Organizational leaders face difficulties in integrating employees who are used to remote work with the in-person aspect of their current work setting. Leaders are starting to understand that a hybrid work model, which is adaptable and flexible, is needed to meet the diverse needs of employees.

ARADHANA S. KUMAR (May 2022) The study's purpose is to investigate the influence of working from home on employee perceived mental and physical well-being, with the idea that higher levels of subjective well-being lead to increased job productivity and motivation among professionals. The study looked at the psychological implications of working remotely on employees, such as social loafing, mental health, isolation, and stress levels. The survey only includes office workers from businesses such as consultancy, construction and real estate, training and education, IT-ITeS/software solutions, and so on. The study is limited to the Indian market, but it can serve as a starting point for others.

DR. MUHAMMAD BILAL AHMAD (2022) This study aims to Job autonomy is important for employee work satisfaction in hybrid work models, and firms must involve personnel in execution process. employee satisfaction will rise when career possibilities are provided, which leads to better work environment and increase productivity. Job autonomy is vital for job satisfaction and decision making where to make their own decisions and share their idea and opinions.

BONNIE DOWLING (APRIL 2022) The study focus on Workers desired flexibility even before the pandemic: according to our research from 2019, work-life balance was the top concern addressed by employees. In this next stage of the pandemic, executives are navigating the economy and frequently confuse "hybrid" with "flexibility," particularly when it comes to work location. Furthermore, the hybrid working models of today were frequently pieced together after a calamity happened rather than being the result of well-considered strategic planning. While some companies that implemented remote work managed attrition, isolation, and mental health issues more successfully than others, these negative consequences are nevertheless common in the business world, especially for certain historically marginalized populations.

MARTIN KRAJCIK (JUNE 2023) This study evaluates personnel employees' experiences with work-from-home activities during the pandemic and as well as post-pandemic work arrangements choices. This research focus on challenges linked to creating a work environment in the post pandemic age from perception of employees, as well as learning about personnel experience and also to know the experiences of employees working from home during the pandemic and how they feel about the freedom of hybrid work.

BEATRIZ DA COSTA LEANDRO (OCTOBER 2023) The current study suggests that, in comparison to the pre-pandemic period, variables such as communication satisfaction, employee motivation, job satisfaction, commitment, and performance changed. It also suggests that the relationship between adaptive leaders and the variables motivation, satisfaction, and commitment is mediated by perceived communication satisfaction. It will be crucial to comprehend the links between the variables in order to comprehend this mediating relationship more fully. As a result, the individual

study of the connections between adaptive leadership and communication, job attitudes, and motivation is where this research begins.

MASTER ANDREA FONTES (OCTOBER, 2023) light of the COVID-19 epidemic, many firms had to implement remote work, which put pressure on managers to inspire and mentor staff members—qualities of adaptable managers (Northouse, 2016; Heifetz et al., 2009). For adaptive leaders to increase employee motivation and happiness, effective communication is essential (Barrett, 2006). According to this research, there was a post-pandemic shift in factors such as commitment, job satisfaction, motivation, communication satisfaction, and performance. The association between these variables and adaptive leaders was found to be mediated by communication satisfaction.

SYLVIA DIANA PURBA (MARCH 2024) The goal of this project is to create a hybrid work model with an autonomous job design based on task characteristics. Work from Anywhere (WFA), sometimes known as remote work, has become popular after the Covid-19 pandemic. Because it allows for a high degree of work autonomy and flexibility in organizing work techniques, the WFA approach can be enjoyable for some people. Job happiness, work-life balance, and work autonomy will all rise with the hybrid approach. The target audience for this study is hybrid-capable workers in Jakarta and the surrounding areas. Because the research population is hard to estimate, convenience sampling and purposive sampling are the appropriate methods of sampling.

RESEARCH GAP:

While existing studies have provided insights into the short-term effects of the hybrid work model on job execution, there is a need for research that examines its long-term sustainability. This could involve investigating how job performance, employee engagement, and organizational outcomes evolve over extended periods of hybrid work implementation. Understanding the durability of productivity gains, employee satisfaction, and organizational adaptability in the hybrid work model can provide valuable insights for long-term strategic planning.

III. RESEARCH METHODOLOGY

Objectives of The Study

- 1) To determine the Relationship among the factors of hybrid work model.
- 2) To Evaluate employee perception on hybrid work model in relation to job performance, employee satisfaction.
- 3) To Evaluate the impact of factors of hybrid work model on job execution.

Hypotheses of The Study

- 1) **Null Hypothesis (H0):** - There is a no significant relationship among the factors of hybrid work model.
- 2) **Alternative Hypothesis (H1):** - There is a significant relationship among the factors of hybrid work model.
- 3) **Null Hypothesis (H0):** - There is a no significant impact of factors of hybrid work model on job execution.
- 4) **Alternative Hypothesis (H1):** - There is a significant impact of factors of hybrid work model on job execution.

RESEARCH METHODOLOGY

The precise steps or methods used to find, pick, process, and analyze data on a subject are known as research methodology. What type of data should be gathered, how to describe the study problem, and how to analyse the data. The main objective is to assess how the hybrid work style affects job performance and to ascertain the connections between the components of the hybrid work model.

Sample Size:

In this study the sample size is considered as 120.

Data collection:

The study collects primary data from employee through questionnaire and secondary data is collected from different websites.

Period of study:

The duration for the study is 45 days.

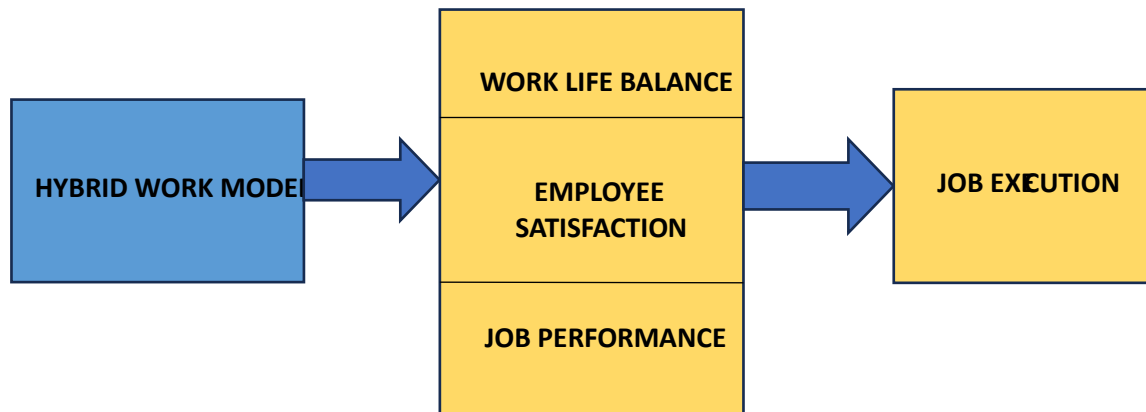
Statistical tools:

Statistical tools such as correlation and Regression analysis were conducted to examine the relation between the variables.

Correlation: A statistical measure termed correlation illustrates how much two or more variables oscillate in connection to one another.

Regression: A regression line shows the relationship between any number of separate data points. It shows the effect of the dependent variable y and the independent variable x in the presence of a linear pattern.

RESEARCH MODEL:



LIMITATIONS OF THE STUDY

- 1) The study's findings may not be generalizable if the sample primarily includes participants from a specific industry, region, or company.
- 2) The hybrid work model is relatively new, and the study may not capture its longterm impacts on job execution.
- 3) Data from surveys and interviews may be subject to biases, such as social desirability bias or inaccurate recall.
- 4) Rapid changes in technology and varying levels of technological proficiency among employees make it challenging to isolate the effects of the hybrid work model from other factors.
- 5) Economic conditions, organizational culture, and individual differences in work habits and preferences can significantly influence job execution, complicating the attribution of changes solely to the hybrid work model.

IV. DATA ANALYSIS & INTERPRETATION

1. Hybrid work model has improved your work life balance.

Opinion	No. of Employees	Percentage of Employees
Strongly disagree	12	10
Disagree	15	12.5
Neutral	41	34.16666667
Agree	32	26.66666667
Strongly agree	20	16.66666667
total	120	100

Source: primary data

The table reflects employee opinions on a work life balance. Out of 120 employees, 10% (12 employees) strongly disagree, and 12.5% (15 employees) disagree. A neutral stance is held by 34.17% (41 employees), making it the largest group. Those who agree constitute 26.67% (32 employees), while 16.67% (20 employees) strongly agree. Overall, 43.33% of employees have a positive view, compared to 22.5% with a negative perspective. The high percentage of neutral responses suggests that many employees are undecided or indifferent about the issue.

2. **Are you more productive when working in a hybrid work model?**

Opinion	No. of Employees	Percentage of Employees
Strongly disagree	3	2.5
Disagree	9	7.5
Neutral	25	20.83333333
Agree	65	54.16666667
Strongly agree	18	15
total	120	100

Source: primary data

The table showcases employee opinions on a productivity. Out of 120 employees, 2.5% (3 employees) strongly disagree, while 7.5% (9 employees) disagree. A neutral stance is taken by 20.83% (25 employees). The majority, 54.17% (65 employees), agree, and 15% (18 employees) strongly agree. In summary, 69.17% of employees have a positive view, compared to 10% with a negative perspective. The significant neutral percentage indicates that a considerable portion of employees are indifferent about the issue.

3. **The flexibility of the hybrid work model has positively impacted your job satisfaction.**

Opinion	No .of Employee	Percentage of Employee
Strongly disagree	7	5.833333333
Disagree	18	15
Neutral	23	19.16666667
Agree	47	39.16666667
Strongly agree	25	20.83333333
total	120	100

Source: primary data

The table outlines employee opinions on a flexibility of hybrid work model has the positive impact on job satisfaction. Out of 120 employees, 5.83% (7 employees) strongly disagree, while 15% (18 employees) disagree. A neutral stance is taken by 19.17% (23 employees). The largest group, 39.17% (47 employees), agree, and 20.83% (25 employees) strongly agree. This means that 59.99% of employees have a positive view, compared to 20.83% with a negative perspective. The notable neutral percentage suggests that a significant portion of employees are undecided or indifferent about the issue.

4. **The hybrid work model has enhanced the dynamics within your team.**

Opinion	No. of Employees	Percentage of Employees
Strongly disagree	7	5.833333333
Disagree	13	10.83333333
Neutral	39	32.5
Agree	41	34.16666667
Strongly agree	20	16.66666667
total	120	100

Source: primary data

The table presents employee opinions on a dynamic in teams. Out of 120 employees, 5.83% (7 employees) strongly disagree, and 10.83% (13 employees) disagree. A neutral stance is held by 32.5% (39 employees), representing the largest group. Those who agree make up 34.17% (41 employees), while 16.67% (20 employees) strongly agree. Overall, 50.84% of employees have a positive view, compared to 16.66% with a negative perspective.

5. **The hybrid work model has reduced your work-related stress levels.**

Table No 2.10

Opinion	No. of Employees	Percentage of Employees
Strongly disagree	7	5.833333333
Disagree	15	12.5
Neutral	31	25.83333333
Agree	38	31.66666667
Strongly agree	29	24.16666667
total	120	100

Source: primary data

The table shows employee opinions on a particular issue. Out of 120 employees, 5.83% (7 employees) strongly disagree, and 12.5% (15 employees) disagree. A neutral stance is taken by 25.83% (31 employees). The majority, 31.67% (38 employees), agree, and 24.17% (29 employees) strongly agree. In total, 55.84% of employees have a positive view, compared to 18.33% with a negative perspective.

6. **Did the Hybrid work model has positively influence?**

Opinion	No. of Employees	Percentage of Employees
Strongly disagree	8	6.666666667
Disagree	16	13.33333333
Neutral	30	25
Agree	47	39.16666667
Strongly agree	19	15.83333333
total	120	100

Source: primary data

The above indicates that hybrid work model has positively influence the employees in the organization. among the 120 respondents from the table, 6.66% (8) employees strongly disagree with statement, 13.3% (16) employees disagree with the statement and the 25% (30) employees neutral, 39.1% (47) employees are agreeing and then coming to 15.8% (19) employees are strongly agree with the statements, its seems like its has highly influence.

7. **Are you able to meet your deadlines more effectively in hybrid work model.**

Opinion	No. of Employees	Percentage of Employees
Strongly disagree	4	3.333333333
Disagree	12	10
Neutral	37	30.83333333
Agree	44	36.66666667
Strongly agree	23	19.16666667
total	120	100

Source: primary data

The table represents employee opinions on meeting the deadlines more effectively in hybrid work in the workplace. Out of 120 employees, 3.33% (4 employees) strongly disagree, while 10% (12 employees) disagree. A neutral is taken by 30.83% (37 employees). The majority, 36.67% (44 employees), agree with the statement, and 19.17% (23 employees) strongly agree. This distribution indicates that more than half of the employees (55.83%) have a positive view, with only 13.33% expressing negative.

8. **The overall job satisfaction has increased due to hybrid work model.**

Opinion	No. of Employees	Percentage of Employees
Strongly disagree	6	5
Disagree	7	5.83333333
Neutral	33	27.5
Agree	47	39.16666667
Strongly agree	27	22.5
total	120	100

Source: primary data

The table displays the distribution of employee opinions on overall job satisfaction increased in hybrid work model. Out of 120 employees, 5% (6 employees) strongly disagree, and 5.83% (7 employees) disagree. A neutral viewpoint is maintained by 27.5% (33 employees). The majority, 39.17% (47 employees), agree, and 22.5% (27 employees) strongly agree. Overall, 61.67% of the employees carry a positive view, whereas 10.83% have a negative perspective. The significant neutral percentage indicates that more than a district, of the employees indifferent regarding the matter.

Do you feel equally included and valued whether you are working from home or in the office?

Opinion	No. of Employees	Percentage of Employees
Strongly disagree	5	4.16666667
Disagree	20	16.66666667
Neutral	35	29.16666667
Agree	38	31.66666667
Strongly agree	22	18.33333333
total	120	100

Source: primary data

The table illustrates employee opinions is that everyone is equally treated in the working hours that whether they work from home or office. Among 120 employees, 4.17% (5 employees) strongly disagree, and 16.67% (20 employees) disagree. A neutral is taken by 29.17% (35 employees). The majority, 31.67% (38 employees), agree, and 18.33% (22 employees) strongly agree. In summary, 50% of employees hold on to a positive view, while 20.83% have a negative opinion.

9. **Do you receive adequate feedback on your performance in a hybrid work setting?**

Table No 2.15

Opinion	No. of Employees	Percentage of Employees
Strongly disagree	4	3.33333333
Disagree	9	7.5
Neutral	37	30.83333333
Agree	51	42.5
Strongly agree	19	15.83333333
total	120	100

Source: primary data

The table presents employee opinions on they get the perfect feedback on performance in hybrid working. Out of 120 employees, 3.33% (4 employees) strongly disagree, and 7.5% (9 employees) disagree. A neutral is taken by 30.83% (37 employees). The largest group, 42.5% (51 employees), agree, and 15.83% (19 employees) strongly agree. Overall, 58.33% of the employees have a positive view, while 10.83% hold a negative opinion. The significant neutral percentage suggests that nearly a third of the employees are undecided or indifferent regarding the issue.

10.The hybrid work model has improved your communication with colleagues.

Opinion	No. of Employees	Percentage of Employees
Strongly disagree	6	5
Disagree	6	5
Neutral	36	30
Agree	45	37.5
Strongly agree	27	22.5
total	120	100

Source: primary data

The above table shows the distribution of employee accept that The hybrid work model has improved their communication with colleagues on this certain issue. Out of 120 employees, 5% (6 employees) strongly disagree, and another 5% (6 employees) disagree. A neutral position is held by 30% (36 employees). The majority, 37.5% (45 employees), agree, while 22.5% (27 employees) strongly agree. In total, 60% of the employees have a positive view, whereas 10% have a negative perspective. The 30% neutrality indicates that a significant portion of employees are undecided.

11.Does the flexibility of hybrid work model allows you to execute your task more efficiently.

Opinion	No. of Employees	Percentage of Employees
Strongly disagree	3	2.5
Disagree	15	12.5
Neutral	36	30
Agree	45	37.5
Strongly agree	21	17.5
total	120	100

Source: primary data

The table depicts the distribution of employee that the flexibility of working model allow them to excuting the task in more efficiently. Among 120 employees, 2.5% (3 employees) strongly disagree, and 12.5% (15 employees) disagree. A neutral stands is held by 30% (36 employees). The largest group, 37.5% (45 employees), agree, while 17.5% (21 employees) strongly agree. This indicates that 55% of the employees have a positive view, compared to 15% with a negative perspective.

12.The hybrid work model allows you to focus on better on your work.

Table No 2.18

Opinion	No. of Employees	Percentage of Employees
Strongly disagree	5	4.166666667
Disagree	8	6.666666667
Neutral	34	28.33333333
Agree	43	35.83333333
Strongly agree	30	25
total	120	100

Source: primary data

The table illustrates employee opinions that this mode of working will help them to focus on better as well as be accurate at your work. Among 120 employees, 4.17% (5 employees) strongly disagree, while 6.67% (8 employees) disagree. A neutral stands on taken by 28.33% (34 employees). The majority, 35.83% (43 employees), agree, and 25% (30 employees) strongly agree. This means 60.83% of employees have a positive overview, compared to 10.83% with a negative perspective. The significant neutral percentage indicates that over a quarter of the employees are undecided regarding the statement.

HYPOTHESIS TESTING:
OBJECTIVE 1: To Determine the relationship among the factors of hybrid work model.

Correlations				
		Work life balance	Employee satisfaction	Job performance
Work life balance	Pearson Correlation	1	.304**	.337**
	Sig. (2-tailed)		<.001	<.001
	N	120	120	120
Employee satisfaction	Pearson Correlation	.304**	1	.364**
	Sig. (2-tailed)	<.001		<.001
	N	120	120	120
Job performance	Pearson Correlation	.337**	.364**	1
	Sig. (2-tailed)	<.001	<.001	
	N	120	120	120

** . Correlation is significant at the 0.01 level (2-tailed).

Source: primary data

In the above table you provided, all correlations between the factors of the hybrid work model (work-life balance, employee satisfaction, and job performance) have p-values less than .001, indicating statistical significance at the 0.01 level (2-tailed). Therefore, we reject the null hypothesis (H0) and accept the alternative hypothesis (H1). This means there is indeed a significant relationship among the factors of the hybrid work model, supporting the research objective to determine this relationship.

Significant relationships between work-life balance, employee satisfaction, and job performance among the sampled employees are revealed by the correlation analysis. Work-life balance is strongly positively correlated with workplace performance ($r = .337$, $p < .001$) and employee happiness ($r = .304$, $p < .001$). Moreover, there is a strong positive association ($r = .364$, $p < .001$) between work performance and employee satisfaction. These results imply that employee satisfaction and subsequent job performance increase with an improvement in work-life balance. This emphasizes how crucial it is to create a welcoming workplace where workers' personal wellbeing is valued in addition to their professional accomplishments.

OBJECTIVE 2: To evaluate employee perception on hybrid work model in relation to job performance, employee satisfaction.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.507 ^a	.257	.245	.70309

a. Predictors: (Constant), employee satisfaction, Job performance

Source: primary data

ANOVA ^a						
Model		Sum of Squares	D f	Mean Square	F	Sig.
1	Regression	20.029	2	10.014	20.258	<.001 ^b
	Residual	57.838	117	.494		
	Total	77.867	119			

a. Dependent Variable: Job execution

b. Predictors: (Constant), employee satisfaction, Job performance

Source: primary data

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficient s	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.630	.331		4.923	<.001
	Job performance	.342	.077	.382	4.467	<.001
	Employee satisfaction	.213	.082	.222	2.600	.011
a. Dependent Variable: Job execution						

Source: primary data

The analysis shows that employee satisfaction and job performance significantly affect job execution, with a clear connection between the three. Approximately 25.7% of job execution's variability is accounted for by these factors. Both employee satisfaction and job performance have notable impacts on job execution, with increases in each corresponding to improvements in job execution. Therefore, to enhance job execution, it's essential to prioritize boosting employee satisfaction and improving job performance.

The regression analysis evaluates how employee satisfaction and job performance influence job execution. With a significant p-value (< .001), the model suggests these factors are interconnected. About 25.7% of job execution variability is explained by employee satisfaction and job performance. Both employee satisfaction and job performance significantly impact job execution, with every unit increase correlating with respective increases of .213 and .342 units. Thus, to enhance job execution, focusing on improving employee satisfaction and job performance is crucial.

Both employee satisfaction and job performance show significant impact on job execution, as indicated by their low p-values (< .05) in the t-tests.

OBJECTIVE 3: To Evaluate the influence of hybrid work model factors on job Execution.

Model Summary						
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate		
1	.556 ^a	.310	.292	.68072		
a. Predictors: (Constant), Job performance, Work life balance, employee satisfaction						
ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	24.114	3	8.038	17.346	<.001 ^b
	Residual	53.753	116	.463		
	Total	77.867	119			
a. Dependent Variable: Job execution						
b. Predictors: (Constant), Job performance, Work life balance, employee satisfaction						
Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.160	.357		3.247	.002
	Work life balance	.240	.081	.249	2.969	.004
	Employee satisfaction	.163	.081	.170	2.014	.046
	Job performance	.284	.077	.317	3.704	<.001
a. Dependent Variable: Job execution						

Source: primary data

The regression analysis indicates that job performance, work-life balance, and employee satisfaction significantly influence job execution. The model is significant ($F(3, 116) = 17.346, p < .001$) with an R square of 0.310, meaning 31%

of the variance in job execution is explained by these predictors. Each predictor shows a positive impact: job performance ($B = 0.284, p < .001$), work-life balance ($B = 0.240, p = .004$), and employee satisfaction ($B = 0.163, p = .046$). Decision criteria involve checking p-values (should be < 0.05 for significance) and the strength of the coefficients. Given these results, we reject the null hypothesis, confirming a significant impact of the hybrid work model on job execution. The regression model is statistically significant and the predictors (work-life balance, employee satisfaction, and job performance) all have significant positive relationships with job execution, we reject the null hypothesis (H_0) and accept the alternative hypothesis (H_1).

Thus, there is a significant impact of the hybrid work model on job execution. The overall regression model is significant ($F(3, 116) = 17.346, p < .001$), suggesting that the predictors have a collective impact on job execution.

FINDINGS OF THE STUDY

- 1) The hybrid work model has increased the performance of employees in the organization.
- 2) Employees experiencing better work-life balance report significantly higher job satisfaction levels, indicating the importance of flexible work arrangements.
- 3) A strong positive relationship exists between improved work-life balance and enhanced job performance, suggesting that flexible working conditions directly contribute to better job execution.
- 4) Higher employee satisfaction is strongly correlated with better job performance, highlighting the critical role of employee well-being in achieving organizational goals.
- 5) Work-life balance significantly influences job execution, reinforcing the need for policies that support employee flexibility.
- 6) The analysis supports rejecting the null hypothesis, confirming that hybrid work model factors significantly enhance job execution.
- 7) Use of digital tools has improved, fostering better virtual collaboration.
- 8) Hybrid models are attractive to top talent seeking flexibility, helping in recruitment efforts.
- 9) Organizations should leverage work-life balance initiatives as a strategic tool to boost both employee satisfaction and job performance.
- 10) At the end we found that the hybrid work model factors have positive influence on the job execution and also the overall employee satisfaction and performance.

SUGGESTIONS OF THE STUDY

- 1) Encourage flexible working hours to cater to individual productivity peaks and personal commitments.
- 2) Invest in and optimize digital communication and collaboration tools to facilitate seamless interaction between remote and in-office employees.
- 3) Ensure robust cybersecurity protocols are in place to protect sensitive information across diverse work environments.
- 4) Schedule regular virtual or in-person check-ins to maintain team cohesion, provide support, and address any emerging issues promptly.
- 5) Implement wellness initiatives to support mental and physical health, such as virtual fitness classes, mental health resources, and ergonomic advice for home offices.
- 6) Provide continuous professional development opportunities through online courses, webinars, and virtual workshops to enhance skills and career growth.
- 7) Establish clear performance metrics and use data analytics to regularly assess productivity and job execution, adjusting strategies as necessary.
- 8) Promote an inclusive culture by encouraging participation and engagement from all employees, regardless of their work location.
- 9) Redesign office spaces to support hybrid work, with hot desks, collaboration zones, and areas for focused work to accommodate varying needs.
- 10) Regularly gather feedback from employees on the hybrid work model to identify areas for improvement and ensure the model meets their needs and expectations.

V. CONCLUSION

The study on assessing the impact of the hybrid work model on job execution concludes that the hybrid model significantly enhances job execution by improving work-life balance, boosting employee satisfaction, and elevating job performance. Correlation analysis reveals strong positive relationships between these factors, with better work-life

balance linked to higher employee satisfaction and improved job performance. Regression analysis further confirms that job performance, work-life balance, and employee satisfaction are significant predictors of effective job execution, collectively explaining 31% of the variance. These findings underscore the importance of implementing flexible work policies that support employees' well-being, leading to more effective and efficient job execution. Consequently, the study rejects the null hypothesis, affirming the substantial positive impact of hybrid work models on job execution.

It highlights that hybrid work models significantly enhance employee performance and satisfaction. Employees report higher job satisfaction and better job performance due to improved work-life balance from flexible work arrangements. The positive correlation between work-life balance and job execution underscores the need for supportive policies. Digital tools have also improved virtual collaboration, making hybrid models attractive for top talent and aiding recruitment efforts. The analysis rejects the null hypothesis, confirming that hybrid work model factors positively influence job execution. Organizations should leverage work-life balance initiatives to strategically boost both employee satisfaction and performance, ultimately achieving better organizational outcomes.

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