Future Of Work: Managing Talents In Hybrid Workplace System

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Abstract

The Hybrid workplace is an emerging concept in every industry trend around the world today, which came more into everyone's eyes since the arrival of The Covid19 Pandemic. With Digitalization becoming more normalized across the globe, every workplace needs to maximize and transcend obstacles and innovations to ease Hybrid Workplaces. Businesses around the globe are taking their time to set up a more flexible work arrangement that is suitable for both Employers and Employees. Many industries are already operating the Hybrid System while others are fully working Remote. The Pandemic has taught the work a lesson of preparation and planning and beyond that a lesson of flexibility and adaptability to the new workplace situation. The current research is a study based on secondary data research. In prioritizing the Future of Work and Managing Talent at the Workplace there is a need to embrace the Hybrid Work System which can give flexibility to the Employees for creating a better work atmosphere. Indeed, the Future of Work would likely be a Hybrid Workplace System.

Key Words: Covid 19 Pandemic, Remote Working, Hybrid System, Employee Performance, Employee Satisfaction, Work-life balance.

Introduction

As IT Industries have grown-up advanced in their capabilities and technologies, especially with the greater availability of fast internet and Remote working era (also known as Work from Home) with the flexible work arrangements, has developed in a new way of working in the times of the Covid19 Pandemic and even before that. Many organizations in several countries were already working on these for the past several decades.

As the world is slowly coming back to normal after the outbreak of Covid 19 pandemic, the hybrid workplace is a concept on the list of every industry trend in the world today. With digitalization becoming normal across every part of the world, every organization needs to maximize and outstrip transformation to ease into the hybrid workplace. The

COVID-19 pandemic brought a wave of a big change in the working structure and that's where the need for a hybrid workplace came into trend.

Hybrid Work System

A hybrid system is also known as an Infuse system. It is designed when there is a need to balance and find a solution for challenges of Location, Distance, Time, Cost, Management, etc. Define Hybrid system in the workplace as a combination of a Physical work system and a Remote work system at the Organisation.

In a gist, it simply means some work in- person on- site and some work virtually by the means of the Internet. The Hybrid arrangement can be implemented by making the same person work physically once a week for hands-on with the physical presence and take the rest of the week for remote working. This System keeps in mind the advantages that come with it for the people working in the Remote work system. The pros which come with this system is Flexibility at work, Heath Safety, Decrease Labour cost, Employee Satisfaction, Work-life Balance, etc. Also added the pros of the Traditional working system which comes with it that is Informal Networking, In-person collaboration, Creativity at the Workplace, Person to personal Interaction, Social Setup. Where both the benefits of Traditional and Remote workplace systems exist is referred to a Hybrid Workplace system.
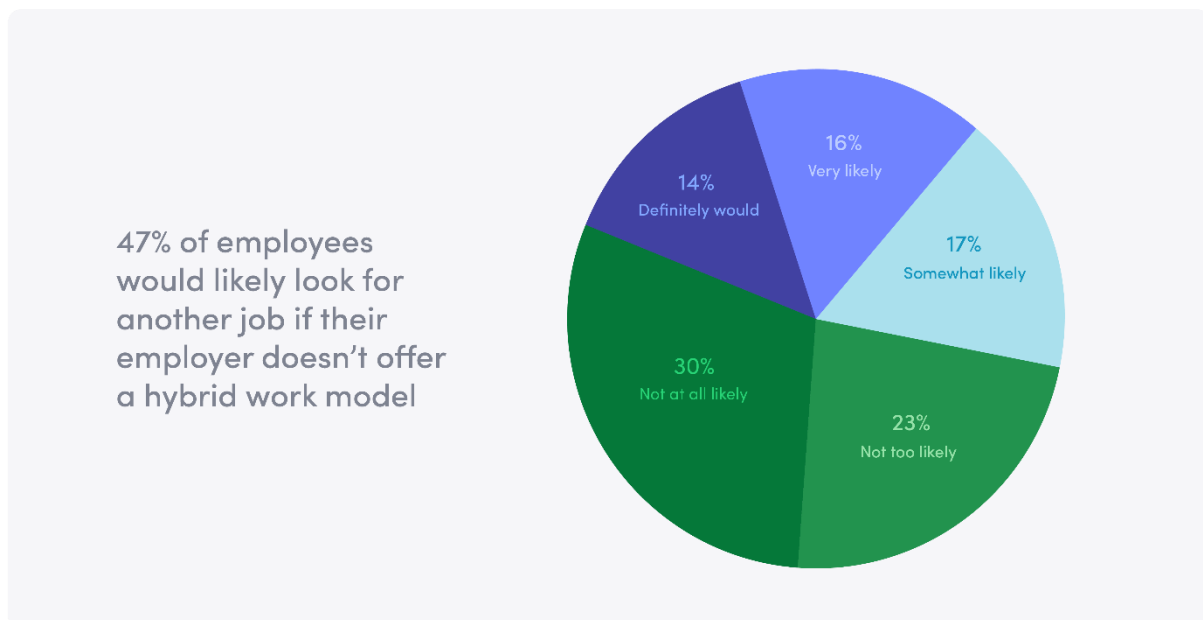

Source: Accenture Research 2021 Hybrid work System

Need for Hybrid Work System: It is designed when there is a need to balance and find a solution for challenges of Location, Distance, Time, Cost, Management, etc.

IT sector adopted Remote working or working from home very initially as there was less need of monitoring the employee with their physical presence, which became the main factor for making successful work from home policy and changes. Now as the company seeks the betterment of their employees in working, they are looking for things and ways

to work this out. Since everything is getting back to normal the offices are in a surge to open and many companies are in a plan to make a Hybrid Work System for the employees.

Prior many studies have been done on aspects of Individual and Employee performance but there are very less explored sections considering Individual Employee performance in the context of the Hybrid Workplace System. As management scholars, we might assume we already have ample data and research done to understand the challenges or risks that come with Remote working, given the broad area of research (e.g., Grant et al., 2013; Konrad et al., 2003), however, we also consider the fact that none of them is done when remote working was practically faced by the individual at unprecedented scale during Covid 19 pandemic. Therefore, there is a Vast need for research to be done in the context of the Covid 19 pandemic and remote working and how this will shape the experience of working in both the ways more smoothly and finding new ways to work out in the office and home both.

47% of employees would likely look for another job if their employer doesn't offer a hybrid work model

16%
Very likely

17%
Somewhat likely

14%
Definitely would

30%
Not at all likely

23%
Not too likely

Source: Accenture Research 2021 Hybrid work System options

The Problem:

Covid 19 Pandemic hit worldwide in early 2020 and there was chaos around the world that what will happen next. Schools, Businesses, Events, Cities, States, and countries around the world were all shut and locked down, no social interactions, and people were disturbed by the high impact the Covid19 was making on their lives. Social Interactions are barest to a minimum due to the high contraction of the virus. Due to this situation, several companies were shut and many have to downsize their numbers due to losses and people losing their lives due to the high contraction of the virus. Many people lost their jobs due to this. Several companies had to downsize their number of workers, which ultimately meant many people were losing their jobs amid during the global pandemic (Kaushik & Guleria, 2020).

Because Technology served as a solution in this period, the business and institutions which were flexible began to implement the WORK FROM HOME system. Now at this point, it was very normal that for those companies who already had WFH System in the place before the global pandemic hit, easing into the new normal was less of a struggle for them as compared to those who had to begin from scratch and understand the whole challenge of putting up a new virtual structure which would fit their needs of business for smooth working again. (Garg & Puri, 2021).

As the second covid wave hit around the world, it became clear that the Fully Work from Home System is creating pressure and a sense of dissatisfaction among the employees.

Graph Showing Economic Times Survey Report on Remote Working and Hybrid Workplace System

Percentage of People working in Hybrid Workplace System
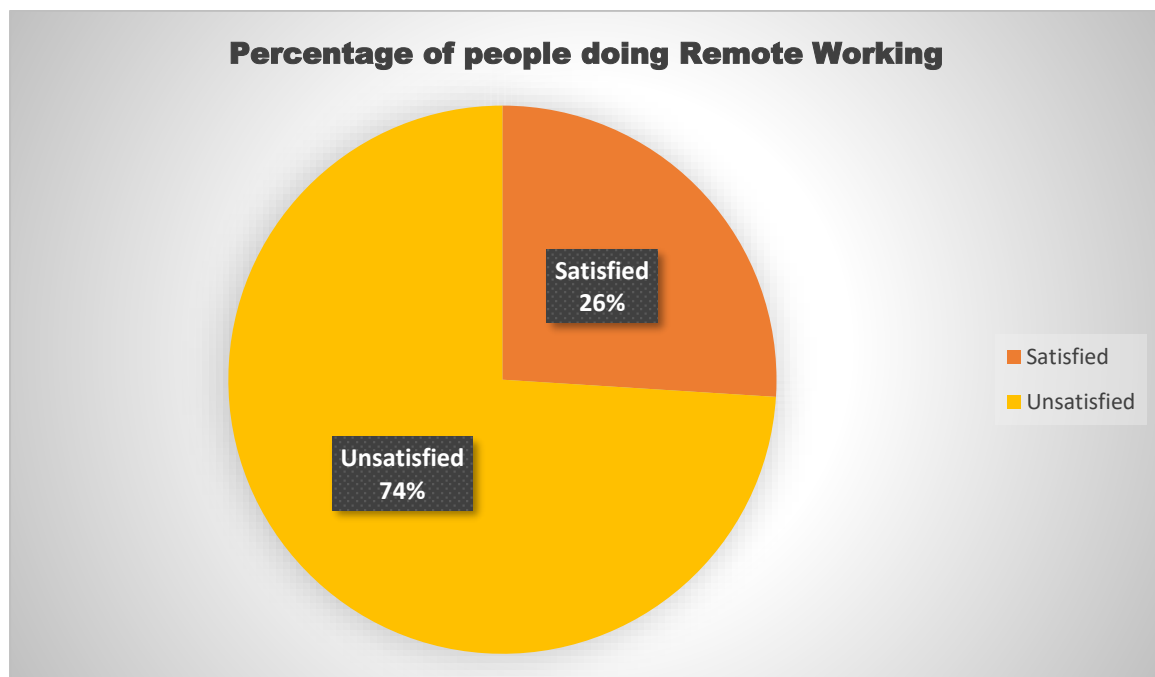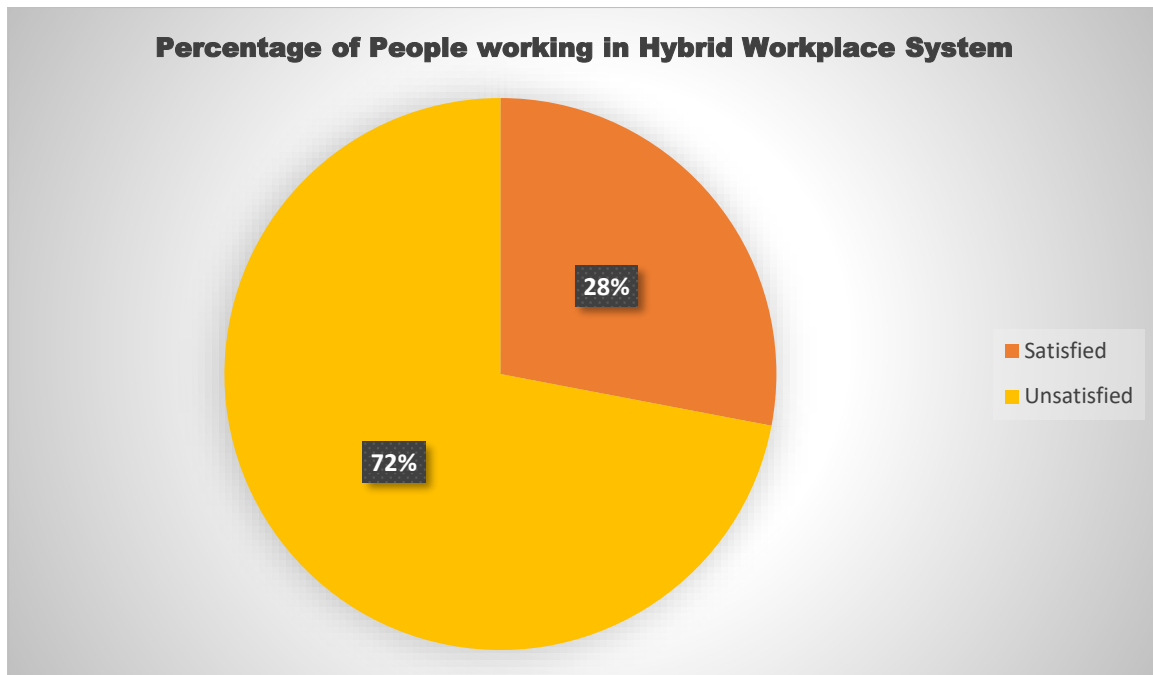
A combined 74% of the participants admitted to being unsatisfied as far as career advancements with many experiencing diminished professional growth due to continued remote work.

72% of the workforce favor a hybrid work System that is a combination of working from home and working from the office premises: **Economic Times Survey Report**

Source Link: https://economictimes.indiatimes.com/industry/services/property-/-cstruction/72-of-the-workforce-favor-a-hybrid-work-Systemsurvey/articleshow/84012966.cms?utm_source=contentofinterest&utm_medium=text&utm_campaign=cppst

Value of Hybrid Workplace System

It goes without overstating that the traditional system of work is not, after all, the most effective of all. Remote work arrangement is seen to be effective, and so far, many have been further convinced through the reality of the new normal that exists today. Now, because both systems have been tried and properly tested, it is seen by going a step further that having a fusion of both systems works. For instance, we have two kinds of work systems that have proven to be effective but not without each challenge (Teebken & Hess, 2021). Fusing the traditional workplace with the remote work system proves its advantages which would be further explored.

Solutions coming with Hybrid System

The Hybrid arrangement can be implemented by making the same person work physically once a week for hands-on with the physical presence and take the rest of the

week for remote working. (Trede et al., 2019b) This System keeps in mind the advantages that come with it for the people working in the Remote work system. The pros which come with this system is Flexibility at work, Heath Safety, Decrease Labour cost, Employee Satisfaction, Work-Life Balance, etc. Also added the pros of the Traditional working system which comes with it that is Informal Networking, In-person collaboration, Creativity at the Workplace, Person to personal Interaction, Social Setup. Where both the benefits of Traditional and Remote workplace systems exist is referred to as a Hybrid Workplace system. (Malhotra & Reay, 2019).

Limitations of Study

The above study is sector-specific that is with reference is concerning IT Industry in particular and it is a general statement presented in the research paper. The above research is done based on secondary data available. It may be true that in some sectors where hands-on is must require and work cannot be done remotely this research may not be fit for that particular segment. It's a general statement

Conclusion and Suggestions

The paper briefly defines the extant research on Remote working, for any work environment in the world today where the workplace is constantly evolving the future of work should be a high priority. Although many countries have relaxed the lockdown now business and work are getting back to normal and setting more fordable work arrangements, employee safety, satisfaction, and work-life balance are still something everyone is continue to work. In prioritizing the future of work, there is a need to embrace the Hybrid Workplace system which brings numerous opportunities to attract new talents and satisfy the existing ones taking care of ample factors which are getting satisfied with the Hybrid workplace system.

Still, there are many factors and scope for a lot of research to be done in the context of various sectors and segments of the society for the correct and fruitful implementation of the Hybrid Workplace System.

Various Suggestions that may show fruitful results:

1. While implementing the Hybrid workplace System proper training should be given so that access to technology and applications may not differ while working from home. Technology awareness tools and setup is most important which will help them to work smoothly and sustainably.
2. Regularly get together and Physical meetings with employees for easy communication in real-time especially between distributed teams and correct feedback of the effects of a Hybrid workplace system is best to understand the problems and find the solutions to them.
3. Give time to employees to get adopted to the new culture and habits for Work from home system.

4. Organizations should try to adhere to the Work-life balance of employees while they are working from home for better satisfaction of employees.

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