



A STUDY ON IMPACT OF HYBRID WORK MODEL ON WORK LIFE BALANCE OF THE EMPLOYEE

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Abstract

This study investigates the impact of hybrid work models on employees' work-life balance at Lion Dates, Trichy. The hybrid model combines remote and on-site work, offering flexibility and improved employee autonomy. The research evaluates benefits such as reduced stress and commuting time, and explores challenges including digital burnout, lack of communication, and blurred work-life boundaries. Using primary data collected through questionnaires and analyzed with statistical tools (SPSS, Chi-square, ANOVA, t-tests), this study reveals that a well-implemented hybrid model significantly enhances employee satisfaction and performance. The paper concludes with recommendations for optimizing hybrid work practices to support employee well-being.

Keywords: *Hybrid Work Model, Work-Life Balance, Flexibility, Employee Productivity, Lion Dates.*

Introduction

The hybrid work model is a modern employment structure that blends remote and in-office work. It became main stream following the COVID-19 pandemic, enabling organizations to maintain operations while addressing health and safety. At its core, hybrid work provides flexibility, enhances productivity, and supports employee well-being. This study explores how the hybrid work model affects work-life balance at Lion Dates, Trichy, one of India's leading packaged food companies. The hybrid work model is a flexible arrangement that allows employees to divide their working hours between remote locations and physical office spaces. This model provides employees with the freedom to manage their schedules while ensuring they fulfill their professional responsibilities. By incorporating both remote and in- office work, companies aim to create a balanced work environment that enhances productivity and job satisfaction. Hybrid work is not a one-size-fits-all approach, as organizations implement different structures depending on their industry, employee needs, and operational goals. Some companies mandate specific office days for collaboration, while others offer complete flexibility, allowing employees to decide when to come in.

Need and Objective

The COVID-19 pandemic has significantly transformed traditional work environments, prompting organizations worldwide to adopt hybrid work models that blend remote and on-site work. While this shift offers flexibility and convenience, it also raises questions about its impact on employees' work-life balance. Balancing professional responsibilities with personal life is crucial for employee well-being, productivity, and job satisfaction. However, the hybrid model introduces new challenges, such as blurred boundaries between work and home, varying communication dynamics, and the risk of burnout due to always-on expectations.

Given the increasing adoption of hybrid work structures across industries, it is essential to understand how this model affects employees 'ability to manage their work and personal lives effectively. This study aims to explore employees' perceptions, challenges, and benefits associated with hybrid work, and to provide insights that can help organizations develop policies and practices that support heals their work-life balance. The findings will contribute to both academic literature and practical HR strategies for enhancing employee well-being in a hybrid workplace.



Objectives

1. To assist the impact of the hybrid work model on employees' work-life balance at Lion Dates, Trichy
2. To identify the key benefits and challenges of hybrid work.
3. To evaluate employee productivity and satisfaction.
4. To analyze how flexible work arrangements influence stress and well-being.
5. To provide recommendations for improving hybrid work practices.

Review of Literature

Sharma and Aggarwal (2024) investigated the role of leadership support in hybrid work environments and its impact on employees' quality of work life. Their findings suggested that managers play a crucial role in shaping employees' experiences in hybrid models. The study showed that organizations with clear remote work policies and proactive leadership had employees who experienced less stress and greater job satisfaction. However, in companies' where communication was poor, employees reported challenges in maintaining work-life balance, leading to dissatisfaction. The study emphasized the importance of structured hybrid policies, regular check-ins, and digital collaboration tools to ensure employees stay engaged without feeling overwhelmed.

Patil et al. (2024) examined how remote work arrangements affect work-life balance and productivity. Their study, based on data from multiple industries, found that while remote flexibility allows employees to balance personal and professional responsibilities better, it also increases the risk of digital burn out. The authors observed that employees often worked beyond regular hours, responding to emails and attending virtual meetings outside their scheduled work time. To address this issue, they recommended implementing "right to disconnect" policies, ensuring that employees are not expected to work beyond their designated hours. The study concluded that a structured hybrid work approach, with defined working hours, is essential to maximize its benefits.

Yu and Wu (2023) explored the impact of enforced remote work during the COVID-19 pandemic and its long-term effects on hybrid work models. Their findings showed that while employees initially struggled with the transition, many later adapted to remote work, preferring a flexible schedule. However, the lack of physical separation between work and home life led to stress, especially for employees with care giving responsibilities. The study highlighted that clear communication of expectations, scheduled in- office collaboration days, and time management training helped mitigate work-life conflicts. Ultimately, the authors recommended that hybrid models should be customized to employee needs rather than adopting a one-size-fits-all approach.

Thompson et al. (2023) analyzed how employee attraction to flexible work arrangements has evolved post-pandemic. Their study showed that job seekers increasingly prioritize hybrid work options when considering employment opportunities. Employees reported that the ability to work from home part-time allowed them to spend more time with family, pursue personal hobbies, and improve their mental well-being. However, some employees also expressed concerns about reduced networking opportunities and career progression due to limited in- person interactions with leadership. The study suggested that organizations should implement mentorship programs and virtual networking events to ensure hybrid employees have equal growth opportunities.

Metselaar et al. (2023) examined the relationship between tele working locations, perceived performance, and work-life balance. Their study found that employees who worked in co- working



spaces or dedicated home offices reported higher levels of productivity and satisfaction compared to those working from casual home setups. The research indicated that workspace design significantly influences employee well-being; as an ergonomic work environment reduces stress and enhances focus.

However, distractions at home, such as household responsibilities, negatively impacted work-life balance. The study recommended that companies provide stipends for home office setups or access to co-working spaces to improve remote work efficiency.

Brega et al. (2023) conducted a cross-national policy evaluation of flexible work arrangements. Their findings showed that hybrid work models were more effective in countries with supportive labor laws, such as mandatory remote work guidelines and employee protection policies. In contrast, employees in regions without clear policies often faced longer working hours and job insecurity. The study emphasized the importance of government regulations to ensure hybrid work supports employee well-being rather than becoming a tool for excessive work demands. Their research concluded that a well-regulated hybrid model is essential for achieving sustainable work-life balance.

Onyek welu et al. (2023) analyzed the impact of flexible work arrangements on workplace productivity. Their research indicated that while hybrid work models improved employee engagement and efficiency, they also increased employer concerns about monitoring remote employees. Many companies introduced tracking software, leading to stress and dissatisfaction among employees who felt their privacy was invaded. The study suggested that organizations should focus on outcome-based performance evaluation rather than micromanagement. Their findings highlighted that trust and transparent performance metrics are key to making hybrid work successful.

Gajendran and Harrison (2022) examined the long-term effects of telecommuting on employees and employers. Their study revealed that companies that embraced hybrid models saw a reduction in turnover rates and increased employee loyalty. Employees valued the flexibility and autonomy that hybrid work provided, leading to higher job satisfaction. However, their research also indicated that organizations without structured hybrid policies faced challenges in team collaboration and knowledge sharing. The study emphasized that regular team meetings, defined remote work expectations, and hybrid team-building activities are essential for ensuring long-term success.

Ozimek and Stanton (2022) explored how remote work has changed hiring practices and impacted work-life balance. Their findings showed that companies offering hybrid options had a competitive edge in talent acquisition, as employees increasingly preferred jobs with flexibility. However, their study also found that remote work increased employee isolation, making it harder to build a strong workplace culture. The study recommended that organizations implement virtual team bonding activities and structured in-person office collaboration days to maintain engagement and connection.

Jagadeeswari and Warrier (2022) conducted a systematic review of the future of hybrid work and its effects on employee well-being. Their research indicated that hybrid work improves mental health by reducing work place stressors like commuting and rigid schedules. However, employees also reported increased screen fatigue and digital burnout due to excessive virtual meetings. The study suggested that organizations adopt “meeting-free days” and encourage employees to take regular breaks to prevent digital exhaustion. Their research concluded that balancing flexibility with structured work boundaries is key to long-term sustainability.



Lee and Hong (2020) conducted a meta-analysis on flexible work arrangements and their impact on work-life balance. Their study found that employees with hybrid work options reported higher job satisfaction, reduced stress, and improved family relationships. However, their findings also indicated that hybrid employees often worked longer hours due to constant accessibility via digital tools. They recommended that companies set clear guidelines on expected work hours and encourage employees to log off after designated work periods to maintain a healthy work-life balance.

Ipsen et al. (2021) examined the advantages and disadvantages of working from home during the COVID-19 pandemic, highlighting how hybrid work improves employee autonomy and productivity. Their study revealed that flexible work arrangements allowed employees to optimize their work schedules according to personal preferences, reducing stress and increasing motivation. However, they also found that lack of face-to-face supervision created uncertainty about performance evaluation, leading to anxiety among some employees. Additionally, their study showed that digital fatigue increased due to excessive virtual meetings, impacting mental well-being. They suggested that organizations should train managers in remote leadership and implement asynchronous work models to mitigate these challenges.

Research Methodology

Introduction

This study adopts a descriptive research methodology to examine the impact of the hybrid work model on employees' work-life balance. Primary data is collected through structured questionnaires distributed to employees working in hybrid setups across various sectors. Secondary data from journals and reports supports the analysis. This approach helps in understanding employee experiences, challenges, and the overall effect of hybrid work on their personal and professional lives.

Research Design

A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose. The below factors are included in research design;

Questionnaires: A structured questionnaires can be used to collect data from employees.

Observations: This method can be used to collect information from employees.

Descriptive research: This method can be used to analyze the current experiences, challenges, and benefits faced by employees working in hybrid setup.

Data analysis: Anova, percentage, Chi-square, independent t-test is used to analyze. The collected data.

Sampling Technique: Simple random sampling method is used as the sampling technique for the research.

Data Collection Methods

Primary Data: Primary data is collected the respondents through questionnaire.

Secondary Data: Data collected from annual reports, magazines, books, Journals, Company website etc formed the Secondary data.

Statistical Tools Used For Analysis

1. SPSS.
2. Percentage Analysis.
3. Chi-Square Test.



4. ANOVA.
5. Independent T-test.

Analysis and Findings

Data was collected from 100 respondents key demographic findings

Category	Key findings
Gender	64% Male, 36% Female
Age	48% Below 20, 39% between 21- 30
Education	52% Postgraduates
Income	57% Earn < 20,000
Experience	44% with <1 year

Chi Square: Relationship between responsiveness to Age vs Income.

H0: There is association between respondent's Age vs Income

H1: There is no association between respondent's Age vs Income

Table 1

Chi-Square Tests

	Value	df	Asymptotic Significance (2-tailed)
Pearson Chi-Square	13.250a	9	.152
Like likelihood Ratio	16.424	9	.059
Linear-by-Linear Association	4.664	1	.031
N of Valid Cases	100		

Interpretation

The Critical Value is 13.250 and Significant Value is 0.152. Therefore, Significance value is greater than 0.05, Rejecting the Null Hypothesis and Accepting the Alternative Hypothesis. Hence there is association between respondent's Age vs Income.

Finding on Work-Life Balance Factors

1. 75% agree that hybrid work improved work-life balance.
2. 80% agree they can manage responsibilities effectively.
3. 33% strongly agree and 47% agree that commuting stress is reduced.
4. 67% felt more flexible and productive in hybrid settings.
5. 81% agree that concentration and focus improve while working remotely.
6. However, 72% acknowledge occasional feelings of isolation. 38% feel technical difficulties hinder performance.

Suggestions

1. Implement advanced technology and digital tools to enhance efficiency in hybrid work environments.
2. Develop clear policies and guidelines for hybrid work to ensure consistency and productivity.
3. Provide regular training and skill development programs to keep employees updated with industry trends.



4. Strengthen communication channels to improve collaboration between remote and in-office employees.
5. Introduce flexible work schedules to promote a better work-life balance and reduce employee stress.
6. Enhance employee wellness programs, including mental health support and stress management initiatives.
7. Improve infrastructure and resources to support seamless remote working conditions.
8. Encourage innovation and research to develop new products and expand market reach.
9. Implement sustainable practices to reduce environmental impact and improve brand reputation.
10. Regularly collect employee feedback to identify challenges and continuously improve workplace policies.

Conclusion

The hybrid work model has significantly influenced employees' work-life balance at Lion Dates, Trichy, by offering flexibility, reducing commuting stress, and enhancing job satisfaction. Employees have experienced improved productivity and better personal well-being, though challenges such as communication barriers, isolation, and technical difficulties remain. The study highlights that a well-structured hybrid model, supported by clear policies and technological advancements, can lead to a positive work environment while maintaining efficiency and collaboration. By addressing existing limitations, organizations can optimize hybrid work arrangements to ensure employee satisfaction and business growth. To enhance the effectiveness of the hybrid model, continuous improvements in infrastructure, training, and managerial support are necessary. Companies must establish stronger communication frameworks and invest in digital tools to bridge the gap between remote and in-office employees. Employee well-being should remain a priority, with wellness programs and flexible policies that cater to individual needs. As hybrid work becomes a long-term norm, adapting to evolving work trends will be essential for sustaining productivity and fostering a positive organizational culture..

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