

A Study On Impact Of Hybrid Model On Employee Productivity And Wellbeing At Fives India Engineering And Projects Private Limited

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Abstract- *The hybrid work model has become one of the most significant workplace transformations in recent years. This study examines the impact of the hybrid work model on employee productivity and well-being at Fives India Engineering and Projects Private Limited. The findings reveal that hybrid work positively influences productivity, flexibility, and employee satisfaction while also presenting communication and coordination challenges.*

employees. Convenience sampling technique was adopted, and statistical tools such as percentage analysis, correlation analysis, and chi-square tests were used.

I. INTRODUCTION

The workplace environment has changed significantly due to technological advancements and changing organizational practices. Hybrid work combines remote work and office work, allowing employees to work flexibly. This study focuses on analyzing the impact of hybrid work on employee productivity and well-being.

V. DATA ANALYSIS AND INTERPRETATION

The majority of employees agreed that hybrid work improves productivity, flexibility, and work-life balance. Correlation analysis showed a positive relationship between hybrid work factors and employee well-being.

VI. FINDINGS

Employees experienced improved flexibility, better time management, reduced stress, and increased productivity. Some employees also faced communication and coordination challenges.

II. OBJECTIVES OF THE STUDY

1. To analyze the impact of hybrid work on employee productivity.
2. To examine the influence of hybrid work on employee well-being.
3. To identify the benefits of hybrid working arrangements.
4. To study the challenges faced by employees in hybrid work environments.
5. To provide suitable suggestions for improving hybrid work practices.

VII. SUGGESTIONS

Organizations should improve communication systems, provide employee wellness programs, conduct team-building activities, and offer regular training on digital collaboration tools.

III. REVIEW OF LITERATURE

Several researchers concluded that hybrid work improves employee productivity, flexibility, and work-life balance. However, communication barriers and coordination issues remain important concerns in hybrid workplaces.

VIII. CONCLUSION

The study concludes that hybrid work positively impacts employee productivity and well-being. Effective communication systems and employee engagement strategies are essential for successful hybrid work implementation.

IV. RESEARCH METHODOLOGY

The study used descriptive research design. Primary data was collected using structured questionnaires from

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