



Study on Impact of Hybrid Workers on Organizational Culture

Mrs. A. Jaya Padma

Assistant Professor, Department of Social Work, CMS College of Science & Commerce, Coimbatore.

Emails: nivehari@gmail.com

Abstract

The aim of this paper is to establish the effects of adopting an organizational structure that has a hybrid work model. In light of the growing trend of hybrid work arrangements it is important to learn about the implications that are associated with such changes on engagement, information sharing, team cohesiveness and organizational dynamics. The research employs structured questionnaires and semi-structured interviews in its data collection process with employees who work within the hybrid environments. The following are main discoveries: As per the analysis of the primary and secondary data, it has been found that although the idea of developing a new form of work structure as part of the hybrid work model helps provide better work-life balance along with flexibility, the ambitious hybrid work model also has its drawbacks, such as the emergence of communication barriers with Cutler's team and a decrease in team cohesiveness. It is therefore suggested that measures like team building; better ways of working, and a client-focused support framework are some of the social work interventions which can help in minimizing such challenges and in supporting a good organizational culture.

Keywords: Multiple activities splitting, Organizational culture, Employees' satisfaction, Quotidian synchronization, Remote activities, Team integration.

1. Introduction

The new type of work arrangements that integrate online work with in-office work is also quite common in companies across the world in recent years due to the COVID-19 pandemic outbreak. This change has greatly affected organizational culture, especially the change in employees' relations, their modes of communication and their attitude towards their tasks. In the middle of these changes, it is crucial to recognize the impact of hybrid work on the organizational culture. This paper will seek to understand the different aspects of those impacts and whether they are positive or negative to the organization as well as the ways on how an organization can be able to adapt to this process and create a healthy work environment.

2. Objectives

The main objectives of this study are to

- Evaluate the effects of implementing the new hybrid work models to the employees in terms of engagement and work-life balance.

- Discuss the dynamics of dealing with cohesiveness and profitable collaboration in organizations that allow remote work.
- Discuss the ways to cultivate the Organizational culture of work and policies and social work interventions in the hybrid models of workplaces. [1]

3. Sampling Technique

The study used a stratified random sampling method for the purpose of getting a good sample and cross-section of the employees within the organization departments and job positions. This approach makes it possible to find out how various employee population subgroups experience and respond to hybrid work designs.

4. Sampling Details

- **Population:** OMG groups Digital Marketing Agency employees of a mid-sized tech company with hybrid work arrangements.
- **Sample Size:** 150 employees.



- **Stratification Criteria:** Department, job role (managerial vs. non-managerial), and work mode (fully remote, fully in-office, hybrid). Table 1 Sampling Technique Table. [2]

Table 1 Sampling Technique Table

Criteria	Number of Employees	Percentage of Total Sample
Department		
- IT	50	33.3%
- HR	30	20%
- Marketing	40	26.7%
- Operations	30	20%
Job Role		
- Managerial	60	40%
- Non-Managerial	90	60%
Work Mode		
- Fully Remote	45	30%
- Fully In-Office	30	20%
- Hybrid	75	50%

5. Findings

This research also revealed that the adoption of hybrid work models improves work-life balance and flexibility which are major factors today's employees have been seeking. However, there are notable challenges:

- **Reduced Team Cohesion:** 40% were in touch with the team members compared to the physical working environment. [4]
- **Communication Gaps:** 55% said they have been encountering challenges in managing their communication, particularly of staff who work from home and those in the physical office.
- **Variable Engagement:** The levels of engagement differed in fully remote and

hybrid workers where the last group has reported higher overall satisfaction. Table shows 2 Findings Table. [3]

Table 2 Findings Table

Impact Area	Positive Impact (%)	Negative Impact (%)
Work-Life Balance	80%	20%
Team Cohesion	40%	60%
Communication	45%	55%
Employee Engagement	70%	30%

6. Social Work Interventions

To address the challenges identified, the following interventions are recommended:

- **Team-Building Activities:** Team building exercises through online and face to face meetings to enhance team cohesiveness.
- **Improved Communication Tools:** Choose and implement sustainable and effective means of getting connected to the other employees who work from home. [5]
- **Flexible Support Systems:** It is personal care like provision of psychological services and work schedules that will be sorted according to the needs of the students.

Conclusion

There are significant benefits of the hybrid work models even though flexibility and quality work life balance are among the most important that employee's desire. However, these models also pose questions for organizational culture with emphasis on team cohesiveness, communication, and the existence of a corporate culture. Remote and in-office working arrangements can cause the creation of walls resulting in poor communication and lowered morale amongst team members. In order to combat these problems, organizations should employ correct social work intervention including team



activities, improve communication processes and individualized helping systems. In this way, they can promote a positive and better-connected, involved and motivated labor force, which consequently can enhance the organizational culture.

References

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