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The Impact Of Hybrid Policy On Work Life Balance Of Employees

Authors: Dhruv Rana, Divyani, Mr. Santosh Gaikwad

ABSTRACT

Hybrid work models have become widely used as a result of changes in workplace practices, especially following the COVID-19 pandemic. Employees' personal and professional lives have been profoundly altered by hybrid work, which blends in-person and remote work arrangements. Flexibility and autonomy are provided, but there are drawbacks as well, like unclear boundaries and higher availability expectations. The impact of hybrid work on workers' capacity to successfully balance personal and professional obligations is investigated in this study.

The study uses primary data gathered via structured questionnaires in a descriptive and analytical manner. According to research, hybrid work improves flexibility, lessens the stress of commuting, and enables workers to better balance personal and family obligations. But problems like role overlap, poor communication, and long hours continue to exist. The study emphasises how crucial structured policies and organizational support are to ensuring that hybrid work improves workers' overall productivity and work life balance.

INTRODUCTION

Recent years have seen a significant change in the nature of work, with hybrid work becoming the predominant model across industries. The term "hybrid work" describes a flexible work schedule in which employees alternate between working from a physical office and working remotely.

Recent years have seen a significant shift in the nature of work, with hybrid work becoming the most popular model across industries. A flexible work arrangement known as "hybrid work" allows employees to alternate between working from a physical office and working remotely.

Due to its potential advantages for both workers and organisations, this model was quickly adopted during the pandemic and has remained a preferred strategy ever since. These days, workers are expected to fulfil both personal and professional duties at home and at work. In contemporary workplaces, juggling these responsibilities has grown more difficult.

Because hybrid work allows for flexibility in both time and location, it may lead to a better balance. It enables workers to balance their personal well-being, family needs, and household duties with their work responsibilities. But the same flexibility can also make it difficult to distinguish between work and personal life, which makes role management difficult.

This study focuses on understanding how hybrid work influences employees' ability to manage their personal and professional responsibilities effectively.

OBJECTIVES OF THE STUDY

1. To identify the extent of adoption of hybrid work models among employees in the educational sector.
2. To examine the impact of hybrid work arrangements on employees' productivity, stress levels, and job satisfaction.
3. To analyse how hybrid work influences employees' ability to manage personal and professional responsibilities effectively.

LITERATURE REVIEW

1. Sharma & Sharma (2025)

The research study investigated how Indian companies implement hybrid work system and how these system impact employees work-life balance. The study demonstrated that organisations increasingly adopt hybrid systems because of two factors are flexible work arrangements and advances in technology. Employees experienced better results when it came to handling their work responsibilities along with their personal life commitments. The combination of shorter travel times and reduced work-related stress results in better mental health outcomes for employees. The research uncovered two primary challenges which caused problems for employees who experienced digital fatigue and workers who struggled to separate their professional obligations from their personal time. Employees had trouble stopping their work activities after they finished their workday. The research showed hybrid work programs need both organizations support and established work guidelines to operate successfully. The research also showed that time management abilities represent a critical skill for both students and workers. The study demonstrated that organizations which implement hybrid work system with effective management practices experience both increased productivity and worker contentment.

2. Cwiakata et al. (2025)

This research explored hybrid work environments and their effects on employee well-being and performance. It discovered that hybrid work lower stress and enhances work-life balance. Employees enjoy flexible hours and save on commuting costs. The paper also noted that work-from-home, together with digital technologies, increase productivity. On the other hand, it pinpointed a lack of smooth commuting and coordination inter-department. The research underlined the significant of an efficient digital setup. Besides, it recommended equipping the workforce with necessary skills for hybrid systems. Ultimate, the paper deemed hybrid work as a win-win scenario for the workforce and the company.

3. Employee Well-being Study (2025)

The research studied hybrid working and its consequences on productivity and well-being in different sectors, including educations. It revealed that hybrid working markedly enhances employees' productivity and concentration. Cutting down on commuting was pinpointed as the main factor behind efficient improvement. Workers shared that they have a more balanced lifestyle and less stress. Besides, the paper pointed out that hybrid working can lead to better handling of one's personal commitments. On the hand, the report mentioned a few downsides of hybrid work, including digital burnout. It put forward that the solutions to these comes through workload management and provision of mental health support. To sum up, the research indicated that if done right hybrid working can lead to better employee well-being.

4. Vohra et al. (2024)

The research examined the implementation of hybrid work in different sectors, like educations and small and medium-sized enterprises. The investigation revealed that hybrid work has become a norm after the pandemic, as many companies allow employees to work partly in the office and partly from home or other locations. Workers felt more motivated and productive since they had more control over their time. One major advantage of hybrid work it was that workers could better coordinate their work with their other life activities. On the other hand, the research also points out that employees working in isolation

and less frequent team interactions are of the drawbacks of hybrid working. Staff at universities and colleges also remarked that a flexible schedule made it easier for them to achieve a good balance between work and their personal life. The report also talking about the fact that in order to implement hybrid working, a company needs to have technical power and also the administration's support between a few changes. Finally, the report says that even though hybrid working started during the pandemic as a temporary solution, it has been thoroughly used and it became a strategy for workforce management.

5. Setiyono, Rahmati & Fuzail (2024)

This research paper examined the effect of hybrid working on employee productivity, mood, and satisfaction at work. The results showed that hybrid work drastically increase productivity as workers have the freedom to choose the environment in which they work best. Employees reported that their level of stress was lessened because commuting was eliminated and a large degree of schedule flexibility was available. Greater satisfaction with work and increased levels of commitment were also highlighted by the study. On the other hand, the study revealed the risk of working too much as employees are likely to extend work hours. The research paper argued that companies should come up with clear hybrid work arrangements. Besides, it underscored the importance of checking employee workloads so as to prevent them from burning out. The research paper ended by saying that hybrid work leads to a better job performance as well as employee well-being.

6. Santos et al. (2024)

The research focused on how hybrid work was adopted by software companies and how it affected the employee experience. It revealed that hybrid work has become very popular mainly because employees are asking for more flexible ways of working. Workers stated that hybrid work made their work-life balance better and that there was less commuting stress. Besides, the research pointed out that allowing employees to be present in the office only, when necessary, helps them to effectively juggle their personal matters. On the other hand, it also revealed that working hybrid brings challenges like maintaining team coordination and dealing with different employee's preferences. The paper stated that a universal hybrid work model does not exist. Firms must design hybrid work plans according to their employees' preferences and needs. The main message was that a good mix of hybrid work leads to better results and happier workers.

7. Aprilia & Martdianty (2023)

The main topic of this research was the level of employee satisfaction and productivity in hybrid work environments. One of the findings was that employees like hybrid work better as it gives more flexibility and autonomy. The research also showed that productivity levels of employees were even higher when compared with the traditional work levels of employees were even higher when compared with the traditional work models. It was also emphasized that hybrid work is a way to enhance work-life balance because it gives the employees freedom to manage their personal affairs. Nevertheless, the study revealed that communication gaps are a challenge in hybrid work. At times, the employees have experienced problem in the exchange of the information and cooperation with their colleagues. The research recommended the use of better digital communication tools. In the end, the research recognized hybrid work as a very good model which works even better when combined with proper coordination systems.

8. Neumayr et al. (2021)

In this research, a comprehensive literature review of hybrid collaboration and work practices has presented. It came to know that hybrid work got a lot of attention after the pandemic and it especially suit knowledge-based sector such as education. According to the paper, hybrid work leads to more flexibility and happier employees. Nevertheless, it points out the problem of not being able to effectively communicate and coordinate teams. People working from home sometimes miss the office atmosphere and feel isolated. The study shows that using digital tools and having a proper communication structure are two big points. Apart from that, it has also stressed the role of leadership when it comes to handling

hybrid teams. The result of the study is that working in a hybrid manner is a good idea if there are lots of proper systems and strategies in place.

9. Waizenegger et al. (2020)

This research focused on remoter and hybrid work during the pandemic's initial phase. It showed that workers were able to adjust rapidly to hybrid work styles. Even under remote working environments, productivity did not decline. Thanks to flexible work hours, employees felt less stressed. On the other hand, the research pointed out downsides like loneliness and missing personal interactions. It recognized the role of the online communication platforms as a necessity. Besides that, the study argued for companies to cater to employees' emotions. Finally, the paper noted that hybrid work can be a successful only if technology and management support it.

10. Choudhury (2020)

This research examined the initial use of hybrid work models and how they influenced productivity levels. It camps up with evidence that employees operating from home or in hybrid arrangements were as productive, if not more, than those working in the office. Hybrid work gave employees the freedom to select their best work environments, which enhanced their effectiveness. Besides that, it showed that employees experienced less stress, as the working conditions were flexible. Workers could manage their personal tasks more in line with their work. Still, it pointed out that there should be trust-based management. Companies need to change from overseeing to assessing results. Finally, the paper stated that hybrid work represents a viable work pattern for the times to come.

RESEARCH METHODOLOGY

Research methodology refers to the set of method one employees to gather, process, and make sense of data while working on research projects. In this section, we describe the overall plan and structure of our research, including where and the methods of data processing that we employed to explore the impact of hybrid work on the employees' capacity balancing their work and family lives effectively.

1. Research Design

The research is based on a descriptive design approach.

This kind of design is appropriate as the research mainly intends to depict and comprehend the impact of hybrid work on employees, juggling of their two sets of responsibilities in daily life. Also, it in deciding what extent attitude, perceptions, and experiences of employees working under hybrid arrangements is in focus.

The following are the focus areas of the study:

- Flexibility in work schedules
- Time management
- Family and personal responsibilities
- Professional productivity
- Stress level

2. Nature of the Study

The research is quantitative in nature.

It is based on measurable responses collected from employees working in hybrid work environments. The quantitative approach allows statistical analysis of employee perceptions regarding:

- Work-life integration
- Role balance
- Productivity
- Stress reduction

3. Sources of Data

Primary Data

The primary data was collected by means of online and offline questionnaires distributed to the faculty and non-faculty staff of Parul University. The focus of the questions was on the work-related experiences of the employees like workload management work-life balance, communication style, mental wellness, and level of satisfaction with remote or hybrid work arrangements.

Secondary Data

Secondary data, sources like academic journals, research papers, official and non-official reports, and publications, corporate websites and articles about remote working culture, hybrid working policy implementation, employee performance and work-life balance practices in the educational sector were referred to.

4 Target Population

The target population for this study comprises faculty members of Parul University who have experienced hybrid work arrangements. This includes teaching staff from various faculties and departments who were engaged in a combination of online and on-campus teaching, academic administration, research activities, and student support services. Faculty members at different designations—such as assistant professors, associate professors, and professors—are included, as they have directly experienced the impact of hybrid work policies on their work-life balance. This population is relevant as university faculty faced unique challenges and opportunities in managing professional responsibilities and personal life under hybrid work conditions.

5 SAMPLING METHOD

Probability sampling method - Simple random sampling.

6 SAMPLING FRAME

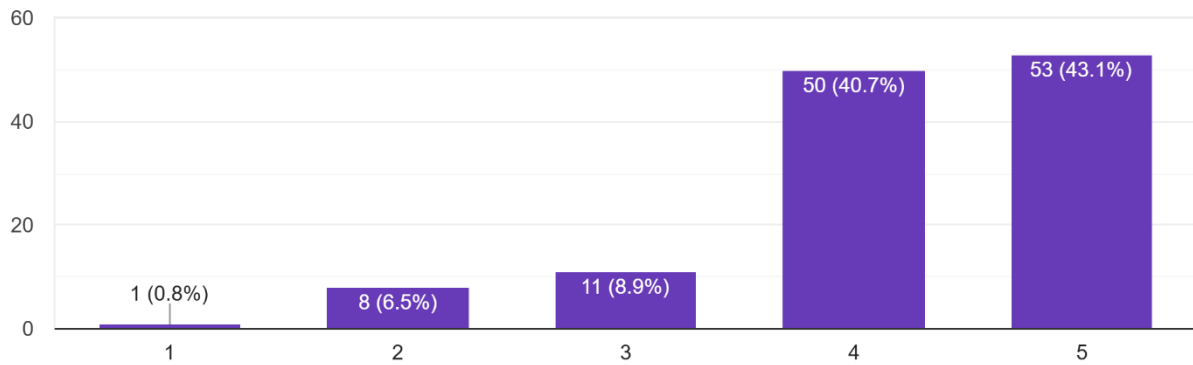
1. Survey Period:
2. Total Number of Responses Reached till now:
3. Age range of participants:

7 DATA COLLECTION INSTRUMENTS

Questionnaires including a 5-point Likert scale, Close-ended questions like rating scale/ ranking scale, and open-ended question at the end.

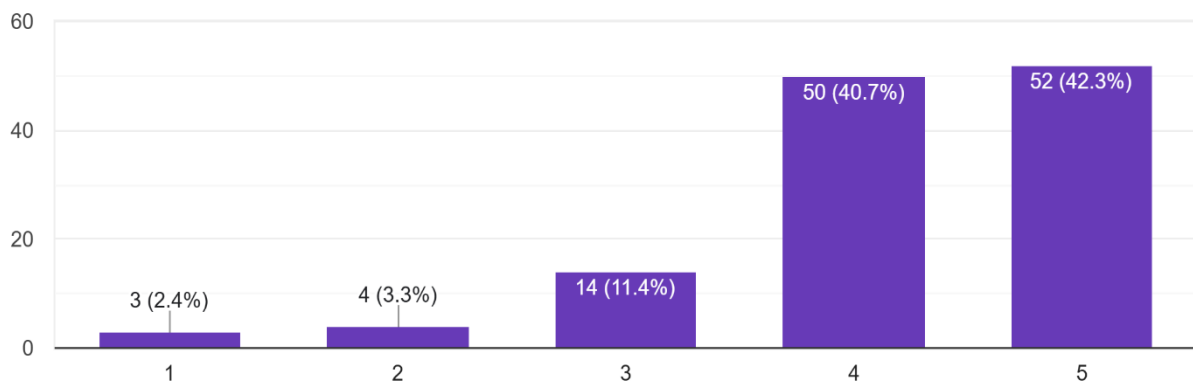
My work schedule has become more flexible because of the hybrid policy.

123 responses



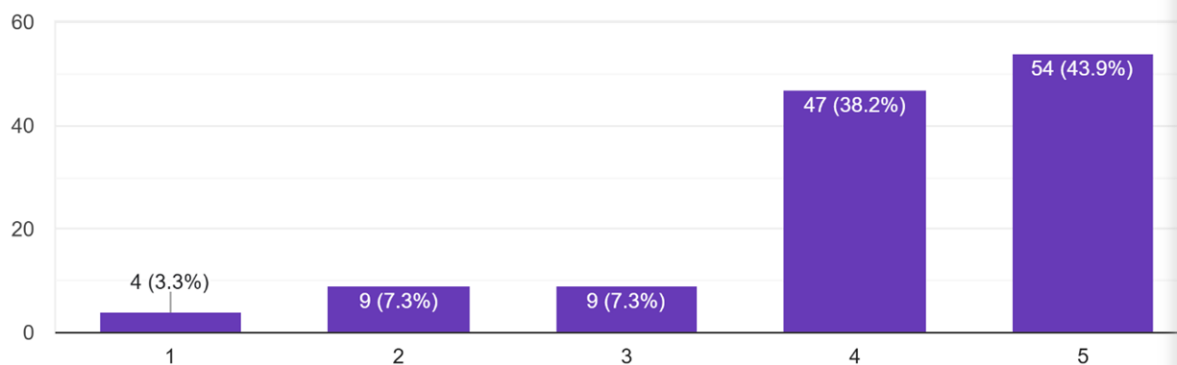
I feel more productive while working in a hybrid mode.

123 responses



I am able to manage personal responsibilities better while working in a hybrid setup.

123 responses



To calculate the mean for my charts (Based on 123 responses), I use the Likert scale values 1-5 and the frequency of responses.

The formula is

Were,

- **f = frequency of responses**
- **x = scale value (1–5)**
- **N = total responses (123)**

Work Schedule Flexibility

4.18

Productivity in Hybrid Work

4.17

Managing Personal Responsibilities

4.12

Mean = $N \sum (f \times x)$

Overall Mean = $\frac{12.47}{3} = 4.16$

Key findings of the study

- Working partially from home and partially from the office is a working style that increases workers' freedom and helps them to balance their personal and professional life in an efficient way.
- The majority of employees pointed out that one of the great advantages of hybrid work is that it eliminates the need for commuting and allows more time for the family and for individual activities.
- A recent survey showed that it is the people who are doing hybrid work who are enjoying the most harmonious balance of life and work, as compared to those who are working only in the office.

- One of the biggest advantages of hybrid work is that the employees' productivity gets enhanced since they are given an opportunity to work at a place where they are comfortable and have lot of flexibility at the same time.
- In general, the flexible working time scheme is appreciated by employees as it gives them an opportunity to take care of the household and to dedicated periods of time to themselves.
- A major reason for the decrease of stress levels in employees and the improvements of their overall health is less commuting and the availability of flexible work hours.
- Organizational support along with well-documented work guidelines were the major factors that enabled the employees to efficiently tackle the challenges that hybrid work presented them with.
- Hybrid work makes employees more satisfied and motivated as it gives them more freedom and flexibility.
- Nonetheless, some employees experienced the challenges of not being able to separate their work and personal lives as they used to do.
- The overall impression of the research is that hybrid work can be a great enable of employees' capability to juggle personal and professional obligations if the work is backed up well-functioning organizational policies.

Suggestions

Organizations should make hybrid work policies that serve as a manual for employees on how to smartly split time and workload between work and rest of life.

Flexible working hours should be encouraged by allowing employees to decide their time of work giving them a chance to manage their work and personal life effectively.

For ensuring a seamless integration between working at home and at office employers need to facilitate great communication and management support.

By openly communicating about work boundaries will help by offering well-being by lowering stress and not blending work and personal lives as well.

Continual employee engagement and well-being initiatives should be implemented in order to boost productivity and job commitment in a hybrid working setup.

Conclusion

The researchers decided to study whether hybrid work arrangements help employees to be productive in both their professional and personal lives. Insights from literature review indicate that hybrid work has substantially changed the way people work today by allowing them greater flexibility and autonomy. Employees who can choose where and to work find it easier to balance their work life with family and other personal needs.

Earlier studies also have found that hybrid work arrangements helps in minimizing commuting time, thus reducing stress and improving work-life balance. Those working under hybrid work arrangements, as a rule are more satisfied with their jobs, are more productive, and manage time more efficiently. Nevertheless, a hybrid work culture is thriving only when a company is supportive between employees and manage.

However, on the flip side hybrid also has some negative aspects. For example, the combination of work and personal life may be so close that one may end up working overtime without even realizing it if the matter is not properly handled. Therefore, companies should designed well-structured hybrid work

policies, promote work-life balance, and ensure that managers are supportive so that employees can manage their work and home responsibilities effectively.

On the whole, hybrid working is an excellent means that enables employees to remain focused and balanced in their work and personal life, thereby resulting in improved employee well-being and higher organizational performance.

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