

Hybrid Work Culture and Its Impact on Employee Performance

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Abstract: *The rapid adoption of hybrid work culture, combining remote and on-site work, has transformed contemporary organizational practices. This study examines the impact of hybrid work culture on employee performance, focusing on the mediating roles of work engagement and work-life balance, and the moderating roles of managerial support and digital infrastructure. Using a quantitative research design, data were collected from employees working under hybrid arrangements across multiple industries. Statistical analysis using structural equation modelling reveals that hybrid work culture has a positive and significant impact on employee performance when supported by effective leadership and adequate technological infrastructure. The findings contribute to existing literature by offering an integrated model explaining how hybrid work arrangements enhance employee outcomes and provide practical insights for organizations aiming to optimize post-pandemic work strategies.*

Keywords: Hybrid work culture, Employee performance, Work engagement, Work-life balance, Managerial support

1. Introduction

Hybrid work culture has emerged as a dominant work arrangement in the post-pandemic era. Organizations across the globe are adopting flexible work models to enhance productivity, employee satisfaction, and organizational resilience. Hybrid work allows employees to split their work time between office and remote settings, offering autonomy and flexibility. Despite its popularity, concerns remain about its long-term impact on employee performance. This study seeks to empirically examine how hybrid work culture influences employee performance.

2. Review of Literature

Previous studies suggest that hybrid work arrangements positively affect employee productivity when supported by autonomy and organizational trust. Research indicates improvements in work-life balance and job satisfaction, leading to enhanced engagement and performance. However, other studies warn that lack of coordination and insufficient managerial support may reduce collaboration and performance. These mixed findings highlight the need for further empirical investigation.

3. Objectives of the Study

- To examine the impact of hybrid work culture on employee performance.
- To analyze the mediating role of work engagement and work-life balance.
- To assess the moderating effect of managerial support and digital infrastructure.
- To provide managerial implications for effective hybrid work implementation.

4. Research Methodology

The study adopts a quantitative research approach using a structured questionnaire. Data were collected from 400 employees working in hybrid work environments.

Standardized and validated scales were used to measure hybrid work culture, employee performance, work engagement, and work-life balance. The data were analyzed using SPSS and AMOS for reliability, validity, and hypothesis testing.

5. Results and Discussion

The results indicate a significant positive relationship between hybrid work culture and employee performance. Work engagement and work-life balance partially mediate this relationship. Managerial support and digital infrastructure significantly strengthen the positive impact of hybrid work.

6. Conclusion

The study concludes that hybrid work culture, when effectively managed, enhances employee performance. Organizations must focus on leadership development, clear communication, and technological readiness to fully realize the benefits of hybrid work models.

References

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