

## **A STUDY ON PERFORMANCE APPRAISAL CHALLENGES IN REMOTE AND HYBRID WORK ENVIRONMENTS**

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### **ABSTRACT**

The hybrid workplace is a concept on the lips of every industry trend in the world today. With digitalization becoming more normalized across every sphere in the global village. Every workplace needs to maximize and transcend obstacles and innovations to ease into the hybrid workplace. The work from home also becomes more relevant during the pandemic. The study was conducted in Trigent over-coming limits company. This research paper focused on understanding the impact of both hybrid and work from home and the various challenges and benefits and also the preference of the employees to the future work model. The employees can work as per their comfort zone their place to work.

**Keywords:** Hybrid work model, work from home, Challenges Benefits

### **1. INTRODUCTION**

Hybrid work is a flexible approach that allows employees to split their time between working in the office and working from home. The hybrid working model is a location.

Working from home is defined as people working from their home or from other location of their choice other than the working area by payment which is provided by the employer. Working from home is having lots of use in recent years since the growth of the networking from home indicates the employee can finish their work with in their own premises work will be done remotely it depends on teleworking / telecommunicating arrangements where an employee does not require staying during the business hours with their employer. The Hybrid Working system ensure the organization employing it enjoy the special advantages that come with there rote working system.

### **2. REVIEW OF LITERATURE**

**DAHLIA BAKER (2021):** find the pandemic has non continous nearly each facet of our lives, together with task as basic as getting to work. The modification has brought with it each opportunities and challenges. The use of digital service to carry conferences webinar associate in nursing conferences has enhanced at an avalanche like pace. Before the pandemic took hold, there was a additional ancient read of labour with the general perception that employment task ought to be performed within the workplace.

**PATRICIA VASCONCEL, ELIZABETH FURTODO PLACIDO PINHEIRO (2015):** Say that the thought of telework is said to the accomplishment of distance work with support of technology. It need associate degree execution model of labour activity in programme of flexible work distance, staff and rule for conducting this execution.

**MONIKA, MARIO MARINIELLO, LAURA NURSKI (2021):** Conducted study on telework may even unlock new working process with the ultimate effect of increasing productivity. The pandemic crisis has also emphasised the need for the creation future with in the work environment to protect workers "well-being and to ensure an efficient blending of remote and on-site workers, with no differences in the way they are treated or their career opportunities. The reasons for low levels of telework before COVID-19 generally fall into three categories of constraints: (1) the underlying structure and feature job and tasks; (2) infrastructure and technology; and (3) market failures in work organisation.

**BERGER, (2021):** Conducted study on the latest trends on hybrid work model. They surveyed a large-scale HR and senior executives. They compared the approach towards hybrid work model during the covid and post covid time. From there so the survey they conducted these gift to war hybrid model sis taking place a cross industries. Public organizations plan the strongest shift, from only 25% exploring hybrid work models pre-pandemic to 86% post-pandemic.

**DIJELA SOKOLIC (2022):** tells that remote work, particularly performing from home, has become the fore most common kind of add the third decade of the twenty first century. What started at the start of the millennium as associate in nursing experimental apply in some corporations ( mainly with in the IT industry) has become widespread and unintentional in 2020 and 2021,because of covid nineteen pandemic.

**Thorpe & Gordon, (2012):** Conducted study to identify the nature of participation in the online environment, the relationship between online participation and the offline content and the implications for conceptualization of online learning environments to support work-related learning. The aim of the study is to enable social workers to learn from practice and in practice, by using online resources and communication that expand what is immediately available to them in their workplace and to research how an online learning environment for professional and work-related learning is used and what factors influence usage and participation.

### **3. OBJECTIVTES**

To identify the likelihood of working style of employees.

To study the challenges faced by the employees in WFH and hybrid model

To measure the performance level of the employees

The evaluation of working hours and efficiency of work.

### **RESEARCH GAP**

Prior academic and practical experience study on the hybrid work model employee possesses primarily focused on establishing the efficacy and cost of an alternative to employment.

The ease with which people and organisation can execute task is essential to the study of hybrid work arrangements.

The study, however will focus on the factors that influence employee productive when the location would be Delhi NCR, and the work would be done from home. The hawthrone experiment, carried out on industrial employees by John Elton Mayo, impressed me.

### **4. RESEARCH METHODOLOGYIS**

A research methodology is an outline of how a given piece of research is carried out. It defines the techniques or procedures that are used to identify analyse information regarding a specific research to me.

#### **TYPES DATA**

##### **Primary data**

Primary data is the data that is collected by the researcher from first-hand sources, using methods like surveys. This study collects data using various questionnaire through surveys from employees in TRIGENT OVERCOMING LIMITS.

##### **Secondary data**

Secondary data is the data that has already been collected through the primary sources and made readily for search to use for their own research.

### **5. LIMAITATIONS OF THE STUDY**

- Small size of sample (92)
- Time is limited
- The study is limited only in TRIGENT OVERCOMING LIMITS
- Less interest shown by respondents in filling their opinion

### **6. FINDINGS OF THE STUDY**

Frequency analysis, Based on the demographic detail so the respondents.

Majority (91.3%) of the respondents belong to the age group of 20-30 years.

Majority (69.6%) of the respondents are female.

Majority (68.5%) of the respondents are unmarried.

Majority (67.4%) of the respondents studied up to bachelor "s degree.

Most (46.7%) of the respondents have 1-3 years of work experience in Trigt Overcomin Limidt Most (26.1%) of the respondents are working in the digital market department.

Majority (72.8%) of the respondent are wo working in the middle level.

#### **Based on the benefits of work from home and hybrid work model**

Majority (58.7%) of the respondents agree that less time consumption as a benefit of the work from home.

Most (35.9%) of the respondents agree that more flexibility as a benefit of the work from home.

Most (46.7%) of the respondents neither agree nor disagree that the improved work life balance as a benefit of work from home.

Most (47.8%) of the respondents neither agree nor disagree that cost efficiency as a benefit of work from home

Most (46.7%) of the respondents neither agree nor disagree that independent work culture as a benefit of work from home.

Majority (54.3%) of the respondents neither agree nor disagree that better productivity as a benefit of work from home.

Most (46.7%) of the respondents neither agree nor disagree that fewer sick days as a benefit of work from home.

Most (48.9%) respondents neither agree nor disagree that job satisfaction as a benefit of work from home.

#### **Based on the challenges of work from home and hybrid work model**

Most (45.7%) respondents agree that unbalanced timing as a challenge of work from home

Most (45.7%) of the respondents neither agree nor disagree that lack of team spirit as a challenge of work from home

Majority (53.3%) of the respondents neither agree nor disagree that coordination among employees as a challenge of work from home

Majority (52.2%) respondents neither agree nor disagree that lack of internet availability as a challenge of work from home

Majority (52.2%) respondents agree that the chance of cyber risk as a challenge of work from home most (48.9%) of the respondents neither agree nor disagree that lack of communication as a challenge of work from home.

## **7. SUGGESTION**

Based on the analysis and interpretation of the data the following recommendations have been made regarding the future concept of the employees towards remote, hybrid and work from home. Hybrid work model is a modern way of doing work based on the comfort of the employees, Most of the respondents are from the age group of 20-30 and majority of them are female. It shows that women employees are more comfortable in hybrid work model and is ranked one in the weighted average mean method. Data is collected from the company Trigent Overcoming Limited and most workers are working in the digital market department. Hybrid work model is more comfortable than remote or work from home but there are benefits and challenges for this working model. Hybrid work model is a good with the advantages of working virtual based on the flexibility of the employees, saving travel time etc but at the same time it has to keep the advantage of having people at work for productivity, team work etc. Team work is an important one in building success it lacks in this work model. Some employees are struggling to adapt productivity in the work place. And they are in the opinion of fulltime work is more adaptable than hybrid work. Social isolation, longer working hours are all challenges of hybrid work model. So make an suitable time period for this like in the full time work. The major problems of work from home is also the lack of communication disconnection from the external world etc. Since by maintaining a proper chart towards the hybrid work model it become the most appropriate working model especially for women.

## **8. CONCLUSION**

India is a fast-growing country in the world. During the pandemic time the country gave more importance to Working from home as it is a lot more comfortable for lots of people. Employees can save great deal of time and money and do not have to travel but it has disadvantages also. Working in the personal space will reduce direct interactions among colleagues. Hybrid work model can offer more flexibility than work from home and empower employees to work to their strengths and boosts productivity. Based on the data collected most of the respondents preferred hybrid work model as their working model. But some employees are still preferring full time work as it reduces the stress of doing work without the office atmosphere. This study is conducted in Trigent Overcoming Limited and most of the respondents are preferring the hybrid work model especially the females. They can work as per their comfortable zone if they are interested in doing work from office they can go there if they are interested to work from any other places like home they can work from there. How ever hybrid work model are providing more opportunities for the future world and it also helps in the economic growth of the country.

## **9. REFERENCES**

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