



INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY RESEARCH

IN SCIENCE, ENGINEERING, TECHNOLOGY AND MANAGEMENT

Volume 10, Issue 5, May 2023

ISSN

INTERNATIONAL
STANDARD
SERIAL
NUMBER
INDIA

Impact Factor: 7.580



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The Impact of Hybrid Working Model on Work-Life Balance in Arihant Maxsell Technology

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ABSTRACT: The effect of the hybrid work model on work-life balance is the subject of this study. The ability of an individual to meet their family, work, and other non-work obligations and activities is referred to as having a healthy work-life balance. Those who are interested in the relationship between the work-life quality and the marginal quality of life have been concerned about work-life balance. Equal time allocation for work, family, and personal needs is only one aspect of work-life balance. While some people adhere to the "live to work" mindset and consider work as the end goal, others believe that "work to live" and place work at the core of their lives. It allows the worker the freedom to decide when, where, and how to be more productive

KEYWORDS: Hybrid, Work-life, Hybrid workforce, Blended work model.

I. INTRODUCTION

Our company philosophy is to Make Technology – Usable & Affordable. We develop products that meet the growing demand of Customers who seek best utility and performance at an Affordable Price. Our belief is in Creating values all over our activities. With ever changing economy and dynamism age, We always try to recreate ourselves to ensure that our Ethics remain as our core and dynamism ensures impressive development & growth. Our source of strength and energy are our Valuable customers and An excellent Work team which gives our Organization produce Better products, Better Service and Adding up value to our each perspective. We care about our customers, and it shows in the way we conduct business

OBJECTIVE OF THE STUDY

- To study the Impact of hybrid working model on work-life balance in ArihantMaxsell Technology Pvt Ltd,
- To find the challenges faced by the employee in Hybrid working model,
- To examine the Impact of Hybrid Work Model on work-life balance in the company,
- To suggest ways to improve work-life balance of the employee.

SCOPE OF THE STUDY

- The study aims to analyse the impact of hybrid working model on work-life balance in ArihantMaxsell Technology Pvt Ltd,
- It is also expected to provide an insight on work-life balance and the hybrid working model,
- The study can collect data through surveys, interviews, and focus groups from employees of ArihantMaxsell Technology Chennai. The data collected can be analysed to determine the impact of the hybrid working model on work-life.



LIMITATIONS OF THE STUDY

- The study's sample size may be limited, or the sample may not be representative of the larger population, which could limit the generalizability of the findings.
- Work-life balance can be challenging to measure objectively, as it is a subjective concept that varies depending on individual circumstances and perceptions.
- The mode of data collection is by using Google forms, so the response rate of the is moderate.
- The study focuses on the immediate impact of hybrid working models, it may not capture the long-term effects of this model on work-life balance.

II. LITERATURE REVIEW

1. This presents a review of the literature on the factors affecting the work-life balance and the challenges faced during the hybrid work model. This section analyses the literature review in accordance with the objective of the research.
2. Work interfering with family has more impact than family interfering with work and the employees are influenced by the workplace factors (**Anderson Coffey, & Byerly 2002**). This show shows the significant predictors of conflict due to the flexible work schedule. The work to family conflict has a impact on job satisfaction, turnover intention and stress.
3. According to **Eagle, Miles, and Icenogle (2003)** the conflict during the work has a negative impact on the relationship of the employees. Demographic profile of the employee also affects the work-life balance.
4. The cultural difference within the organization and society may cause work-life imbalance. According to **Tetrick and Buffardi (2006)** explained that work-life may affect the employee work involvement and job commitment. When there is a higher involvement in job that may affect the employees work-life balance negatively. According to research the level of work-life balance may vary with culture, nationality, and family situations (**Roehling et al., in Moen, (ed.), 2003**).

III. RESEARCH METHODOLOGY

A research methodology is a method to describe how a researcher plans to conduct their investigation. It is a systematic, methodology to a research problem. A methodology explains how a researcher will conduct the study in order to generate precise and legitimate data that meet their goals and objectives. It includes the data they will gather, where they will get it, how they will gather it, and how they will analyse it.

RESEARCH DESIGN

The type of research design used in this research is descriptive research design. Descriptive researchers are mainly done when a researcher wants to gain better understanding about the specific topic. Descriptive research is used to describe characteristics of a phenomenon being studied. It does not answer question about how/when/why the characteristics occurred. It addresses the characteristics of the population being studied

SOURCE OF DATA

The sources of data can be classified into two types: statistical and non-statistical. Statistical sources refer to data that is gathered for some official purposes, incorporate censuses, and officially administered surveys. Non-statistical sources refer to the collection of data for other administrative purposes or for the private sector.

- Primary data
- Secondary data



PRIMARY DATA

The primary data was collected from the respondents through a survey method. The instrument used for the data collection is questionnaire method. The survey is done through online using Google forms.

Work-life questionnaire was developed consisting of 20 questions and hybrid working model questionnaire was developed consisting of 5 questions, which is used to measure the impact of hybrid working model on work-life balance.

SECONDARY DATA

The secondary data are collected by someone else for the purpose other than the researcher's current project methods. The secondary data can be both qualitative and quantitative. The qualitative data can be obtained through newspapers, diaries, interviews, transcripts, etc., while the quantitative data can be obtained through a survey, financial statements, and statistics. The secondary data are collected through the Journal, Magazine, and survey.

SAMPLING DESIGN

The study was conducted at ArihantMaxsell Technology Pvt Ltd. The targeted respondents for the study are those who work in a hybrid working model.

SAMPLE SIZE AND SAMPLING METHOD

The size of the sample chosen for the study was 106. The sampling technique used for the study was purposive sampling. A purposive sample is a non-probability sample, the sample is selected with definite purpose in view and the choice of the sampling units depends entirely on the discretion and judgement of the investigator. Purposive sampling is different from convenience sampling and is also known as judgmental, selective, or subjective sampling.

TOOLS FOR ANALYSIS

The data collected from the respondents are then subjected to statistical analysis. In this study the following tools were used

- ❖ Simple Percentage Analysis
- ❖ Correlation
- ❖ T-test

Simple Percentage Analysis

The percentage method is extensively used for finding rates and are used in making comparison between two or more series of data. A percentage is used to determine relationship between the series.

$$Percentage = \frac{NoofRespondents}{TotalNoofRespondents} \times 100$$

CORRELATION

Correlation is often called a bivariate correlation to designate a simple correlation between two variables, as opposed to relationship among more than two variables, as frequently observed in multiple regression analysis or structural equation modelling. A correlation is also frequently called the Pearson product-moment correlation or Karl Pearson correlation

T-TEST

A T-test's statistical significance indicates whether or not the difference between two groups averages most likely reflects a real difference in the population from which the groups were sampled.

**DATA ANALYSIS AND INTERPRETATION**

The data collected has been evaluated, categorized, and collated to produce an insightful perspective.

CORRELATION ANALYSIS

TABLE 4.2 : CORRELATION BETWEEN HYBRID WORKING MODEL AND WORK-LIFE BALANCE

Correlations			
Correlation Analysis		Work Life Balance	Hybrid Working Model
Work Life Balance	Pearson Correlation	1	.414**
	Sig. (2-tailed)	.000	.000
	N	106	106
Hybrid Working Model	Pearson Correlation	.414**	1
	Sig. (2-tailed)	.000	.000
	N	106	106

** . Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION

The above table represent the correlation between Work-life balance and Hybrid working model. The P value is 0.414 shows there is significant relationship between Work-life balance and Hybrid working model.

FINDINGS**PERCENTAGE ANALYSIS**

- 67% of the respondents are Male in ArihantMaxsell Technology Pvt Ltd
- 33% of the respondents are between the age of 31-40
- 74.5% of the respondents are Married
- 81.1% of the respondents are with work experience below 10 years
- 80.2% of the respondents were completed their Post-Graduation .
- 37.7% of the respondents are from IT department
- 53.8% of the respondents has income between Rupees 50000-100000.
- 49.1% of the respondents were strongly agreed that Deadlines and Schedules are factor that affect the work-life balance
- 57.5% of the respondent were agreed that Type of work are factor that affect the work-life balance
- 53.8% of the respondent were agreed that No of hours work are factor that affect the work-life balance
- 46.2% of the respondent were agreed that Expectation/Attitude of supervisor or manager are factor that affect the work-life balance
- 49.1% of the respondent were agreed that Amount of notice you get about the hours/overtime you need to work are factor that affect the work-life balance
- 37.7% of the respondents often spend time with their friends
- 49.1% of the respondents rarely do any study or training they want to do
- 36.8% of the respondents sometimes take of their personal business
- 39.6% of the respondents rarely take part in community activities or fulfil religious commitments
- 36.8% of the respondents rarely had time to keep healthy and fit lifestyle
- 36.8% of the respondents normally works 7-8 hours a day
- 37.7% of the respondents were neutrally satisfied with the work hours
- 42.5% of the respondents are neutrally satisfied with working for a long hours or overtime and even on holiday

SUGGESTIONS

- The employee should make effort to balance between work and personal life.
- The employee should make time to take care of their health.



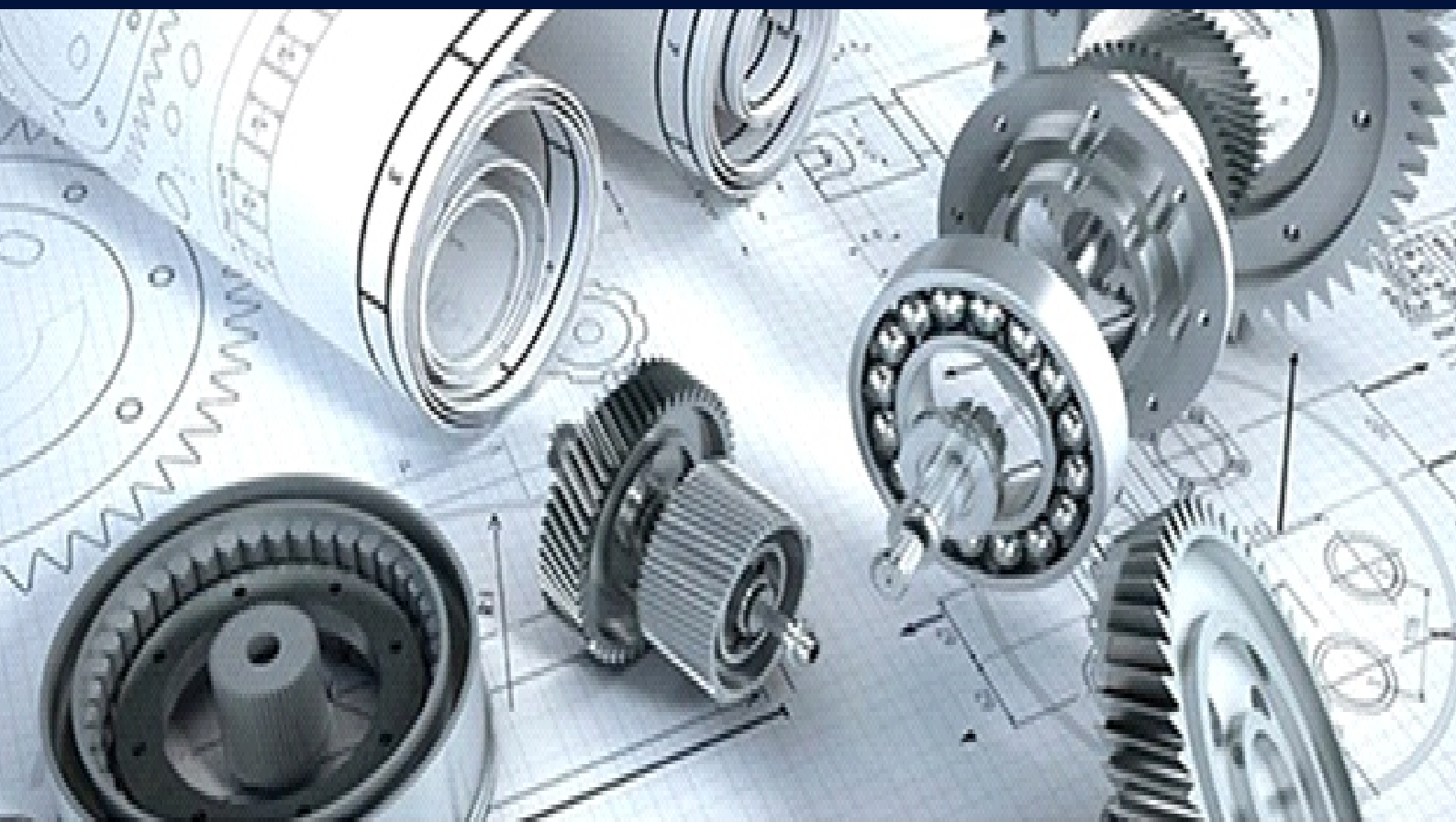
- The organization should not overload work during their non-working hours
- The employee can prioritize their responsibilities in such a way that both work and home complement each other.
- The employee could request the organisations to encourage involvement of employee's family members in work/organization's celebrations.
- The employee can suggest few ideas to their organisations to provide additional work provisions that facilitates work-life integration of employees

IV. CONCLUSION

Work-life balance is a very subjective concept which influences the employee's working behaviour. This project entitled "The Impact of Hybrid Working Model on Work-Life Balance" was done with a objective of analysing impact of hybrid working model on work-life balance. The study also aimed at finding whether there is significant difference in Hybrid working model between respondent with high Work-life balance and low Work-life balance. It was found that there is significant difference in Hybrid working model between respondent with high Work-life balance and low Work-life balance. The findings of this study will make a useful contribution in the body of literature on relationship between Hybrid working model and work-life balance

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