

# HYBRID WORK MODELS AND THEIR EFFECT ON TEAM DYNAMICS

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## ABSTRACT

*This study explores the impact of hybrid work models on team dynamics, focusing on communication, collaboration, productivity, and workplace relationships. Hybrid work, which blends remote and in-office work, has become a common practice in modern organizations. While this model offers flexibility and improved work-life balance, it also presents challenges such as asynchronous communication, reduced collaboration opportunities, and potential disengagement among team members. The study analyzes how hybrid work influences the flow of information, frequency of interactions, and quality of team coordination. It also identifies barriers to effective teamwork and suggests strategies for enhancing team cohesion in a hybrid setting. The findings contribute to understanding the evolving nature of team dynamics in hybrid environments and offer practical recommendations for organizations to foster seamless collaboration and sustain high performance.*

**Key words:** Hybrid work models, team dynamics, communication, collaboration, productivity

## I INTRODUCTION

Hybrid work models, which combine remote and in-office work, have become a prevalent practice in organizations worldwide. This shift was accelerated by the COVID-19 pandemic, prompting companies to explore flexible work arrangements that balance employee preferences with operational efficiency. Hybrid work models offer numerous benefits, including increased flexibility, improved work-life balance, and cost savings. However, they also introduce challenges that can impact team dynamics, such as communication gaps, reduced collaboration, and difficulties in maintaining team cohesion.

Effective team dynamics are critical for organizational success, as they influence communication flow, decision-making processes, and overall productivity. In a hybrid environment, asynchronous communication and varied work schedules may disrupt information exchange and weaken interpersonal relationships. Moreover, disparities in access to resources and differing levels of engagement between remote and in-office employees may lead to misalignment and decreased collaboration.

This study examines the effects of hybrid work models on team dynamics, focusing on identifying challenges, assessing their impact on communication and collaboration, and exploring strategies to optimize teamwork in a hybrid environment. The findings aim to provide organizations with insights to enhance team performance and foster a cohesive work culture despite the complexities of hybrid work.

## II REVIEW OF LITERATURE

**Piotr Bula, Anna Thompson, Agnieszka Anna Żak (2024)** Nurturing teamwork and team dynamics in a hybrid work model :This study analyzed the impact of transitioning from remote to hybrid work on team dynamics, focusing on communication, coordination, connection, creativity, and culture. The qualitative study revealed key findings on managerial implications and challenges. The results highlighted the importance of these factors in hybrid work and provided guidance on mitigating challenges, particularly through team managers, to ensure sustainable market success and talent retention.

**Reska Rahmatullah, Agoes Hari Edy Wibowo, M. Mustaqim(2024)** Team Dynamics in a Hybrid Work Environment: Effective Strategies for Enhancing Employee Performance and Well-being This study examines the relationships between team dynamics, employee performance, and well-being in a hybrid work environment, focusing on PT Semen Baturaja. Path analysis reveals a significant direct impact of employee performance on team dynamics and hybrid work environment. Team dynamics mediate individual contributions to organizational strategies. However, employee well-being's direct influence on team dynamics and hybrid work is not statistically significant, offering nuanced insights for optimizing hybrid work environments.

### III SCOPE OF THE STUDY

This study focuses on examining the effects of hybrid work models on team dynamics, particularly in terms of communication, collaboration, coordination, and overall team cohesion. It explores how hybrid work arrangements where employees split their time between remote and in-office work impact interpersonal relationships, productivity, decision-making processes, and team performance. The study will analyze both the benefits and challenges associated with hybrid work, such as increased flexibility, potential miscommunication, and the need for effective digital collaboration tools.

The research will primarily consider organizations that have adopted hybrid work models across various industries, with a particular focus on knowledge-based and technology-driven workplaces where remote work is more prevalent. The study will gather insights from employees, team leaders, and managers to understand how different hybrid structures influence teamwork and engagement. While the study acknowledges broader workplace trends, its scope is limited to team-level interactions rather than company-wide policy implications. The findings will provide recommendations on best practices for optimizing team dynamics in hybrid work settings.

### IV STATEMENT OF THE PROBLEMS

This study investigates how hybrid work models, where employees split their time between working remotely and in the office, influence team dynamics. It focuses on understanding the impact of hybrid work on communication, collaboration, trust, and team relationships. The study also explores challenges faced by managers in leading hybrid teams and the role of technology in maintaining team efficiency. The findings will help organizations develop strategies to strengthen team cohesion, improve engagement, and adapt effectively to hybrid work environments.

Furthermore, this study explores the challenges and opportunities presented by hybrid work models in fostering a positive team culture. It will assess whether hybrid models enhance or diminish team cohesion and identify strategies that promote seamless collaboration and engagement across distributed teams. By analyzing these dynamics, the study aims to provide actionable insights that organizations can use to optimize team performance, strengthen workplace relationships, and maintain a productive and inclusive work environment.

### V OBJECTIVES OF THE STUDY

- To examine the effect of hybrid work on team communication and collaboration of remote and in office work.
- To evaluate the impact of the hybrid model on productivity and performance on balancing remote work.
- To explore strategies for optimizing team dynamics in a hybrid work setting and among team members.
- To identify challenges related to team cohesion and workplace relationship ,this study will examine factors that hinder trust.

### VI. DATA COLLECTION:

The data was collected through primary data.

#### PRIMARY DATA:

Primary data refers to information collected firsthand by the researcher. This data is original and tailored to the specific research objectives. It is collected through methods such as surveys, interviews, or observations, providing reliable and valid insights directly related to the topic.

#### SECONDARY DATA

Secondary data will be gathered from research articles, case studies, and industry reports to analyze existing findings on hybrid work models and their impact on team dynamics.

#### SAMPLE SIZE:

In this study, Leslie Kish's formula was used to determine the required sample size, ensuring that the selected respondents adequately represent the target population.

Survey sampling formula by Leslie Kish:

$$n = \frac{Z^2 \cdot p \cdot (1 - p)}{E^2}$$

Where:

- $Z=1.96$  (95% confidence level)
- $p=0.5$  (maximum variability)
- $E=7.5\%$  (margin of error)

Calculation:

$$n_0 = \frac{(1.96)^2 \times 0.5 \times 0.5}{(0.075)^2}$$

$$n_0 = \frac{3.8416 \times 0.25}{0.005625}$$

$$= \frac{0.9604}{0.005625}$$

$$= 170.7377$$

### Finite Population Correction (FPC)

$$n = \frac{384}{1 + \frac{384-1}{400}} = \frac{384}{1 + \frac{383}{400}} = \frac{384}{1.9575}$$

$$N = 158$$

### VII. TOOLS FOR ANALYSIS:

- Simple percentage analysis.
- Descriptive analysis

$$n = \frac{n_0}{1 + \frac{n_0-1}{N}}$$

### VIII. ANALYSIS AND INTERPRETATION OF THE STUDY

TABLE 8.1 SHOWING THE DOMOGRAPHIS PROFILE

S.NO	GENDER	NO.OF RESPONDENTS	PERCENTAGE %
1	Male	99	63
2	Female	59	37
	Total	158	100
S.NO	AGE	NO.OF RESPONDENTS	PERCENTAGE
1	18-24 years	66	42
2	25-34 years	41	27
3	35-44 years	27	17

4	45-54 years	22	14
	Total	156	100
<b>S.NO</b>	<b>EDUCATION LEVEL</b>	<b>NO.OF RESPONDENTS</b>	<b>PERCENTAGE</b>
1	High school diploma	50	32
2	Associate degree	38	25
3	Bachelor's degree	48	31
4	Master's degree	18	12
	Total	154	100
<b>S.NO</b>	<b>WORK POSITION</b>	<b>NO.OF RESPONDENTS</b>	<b>PERCENTAGE</b>
1	Entry-level	32	20
2	Mid-level	48	30
3	Senior-level	43	27
4	Managerial	30	20
5	Executive/C-suite	5	3
	Total	158	100

#### INTERPRETATION

The above table indicates the out of 158 respondent, 63% of respondent are Male and 37% are female. The age wise distribution indicates that, 42 per cent of the respondents belong to the age group of 25 to 34years, 27 per cent of the respondents belong to the age group of 35 to 44 years, and 17 per cent of them belong to the age group of above 45 to 54 years. The educational wise distribution indicates that 32.5 per cent of the respondents are Associate degree, 24.7 per cent of the respondents are Bachelor's degree and 31.2 per cent of the respondents are Master's degree 11.7 per cent of the respondents. The data shows the distribution of employees across various job positions, with the largest group being mid-level employees (30%), followed by senior-level (27%) and entry-level (20%). Executive/C-suite roles are the smallest category, comprising only 3% of the workforce.

**TABLE 8.2 SHOWING THE MAINTAIN PRODUCTIVITY COMPAINS TO GENTER OF THE RESPONDENTS**

S.NO		Cases					
		Valid		Missing		Total	
		N	Perce nt	N	Perce nt	N	Percent
1	16.How can hybrid teams maintain productivity while allowing flexibility? [ Optimize workflow]" 2.Gender	158	61.2%	100	38.8%	258	100.0%
2	16.How can hybrid teams maintain productivity while allowing flexibility? [Sustain momentum ]" * 2.Gender	158	61.2%	100	38.8%	258	100.0%

3	16.How can hybrid teams maintain productivity while allowing flexibility? [Maximize efficiency]" * 2.Gender	158	61.2%	100	38.8%	258	100.0%
4	16.How can hybrid teams maintain productivity while allowing flexibility? [Keep operations running smoothly ]" * 2.Gender	158	61.2%	100	38.8%	258	100.0%
5	16.How can hybrid teams maintain productivity while allowing flexibility? [Maintain work pace ]" * 2.Gender	158	61.2%	100	38.8%	258	100.0%
6	16.How can hybrid teams maintain productivity while allowing flexibility? [Avoid productivity dips]" * 2.Gender	158	61.2%	100	38.8%	258	100.0%
7	16.How can hybrid teams maintain productivity while allowing flexibility? [Provide necessary technology]" * 2.Gender	158	61.2%	100	38.8%	258	100.0%

### INTERPRETATION

For all survey items related to maintaining productivity in hybrid teams, 61.2% of responses were valid, while 38.8% were missing. This consistent pattern across all questions suggests that most respondents provided answers, but a notable portion of data is missing for each question.

### IX FININGS

- Hybrid work models improve flexibility and work-life balance but create challenges in maintaining team cohesion.
- Asynchronous communication leads to delays in information exchange and decision-making.
- Collaboration becomes more structured but less dynamic, affecting creativity and innovation.
- Remote employees often experience feelings of isolation and disengagement compared to in-office counterparts.
- Organizations use virtual check-ins, hybrid collaboration tools, and inclusive practices to address these challenges and enhance team alignment.

### SUGGESTIONS

- Communicate clearly and consistently by keeping your team informed about your schedule, progress, and availability while using multiple channels such as email, chat, and video calls to stay connected.
- Be responsive and accessible by replying promptly to messages and requests to maintain trust and collaboration, while also setting clear boundaries to manage work life balance.
- Participate actively in both virtual and in-person meetings by asking questions, sharing ideas, and contributing to discussions.
- Leverage collaboration tools like Slack, Microsoft Teams, Trello, or Asana to organize tasks, track progress, and maintain transparency.
- Set clear goals and prioritize tasks by defining daily and weekly objectives, sharing progress with the team, and staying aligned with project timelines.
- Ensure inclusivity and fair participation by making sure remote and in-office colleagues are equally involved in discussions and decision-making processes.

## CONCLUSION

In a hybrid work model, maintaining strong team dynamics requires employees to be proactive, communicative, and adaptable. Clear and consistent communication is essential, ensuring that colleagues are informed about schedules, progress, and availability. Employees should actively participate in both virtual and in-person meetings, fostering inclusivity and engagement. Leveraging collaboration tools such as Slack, Microsoft Teams, or Asana helps keep tasks organized and promotes transparency across the team.

Setting clear goals, prioritizing tasks, and providing regular updates contribute to accountability and alignment. Inclusivity plays a key role in hybrid environments, where it's important to ensure that remote team members are equally involved in discussions and decision-making processes. Employees can strengthen relationships by scheduling informal check-ins and participating in team-building activities to maintain a sense of connection.

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## WEBSITE

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2. [https://toxigon.com/nurturing-teamwork-and-team-dynamics-in-a-hybrid-work-model?utm\\_source=chatgpt.com](https://toxigon.com/nurturing-teamwork-and-team-dynamics-in-a-hybrid-work-model?utm_source=chatgpt.com)