

“Work Life Balance in the Hybrid Work Model”

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ABSTRACT

The hybrid work model has transformed the way employees balance their professional responsibilities and personal lives by combining remote and office-based work. This study examines the influence of hybrid work arrangements on employees' work-life balance and overall job satisfaction. The research aims to understand how flexible work practices affect productivity, employee well-being, stress management, and organizational commitment. A descriptive research design was adopted, and primary data were collected through a structured questionnaire from employees working in organizations that have implemented hybrid work systems. The collected data were analysed using appropriate statistical techniques to identify patterns and relationships among the study variables. The findings indicate that hybrid work provides greater flexibility, reduces commuting time, and improves employees' ability to manage personal and professional commitments. However, challenges such as communication gaps, blurred work boundaries, and increased dependence on digital technologies continue to affect work-life balance for some employees. The study concludes that organizations can strengthen employee engagement and performance by implementing clear hybrid work policies, promoting effective communication, and supporting employee well-being through flexible and inclusive workplace practices.

Keywords

Hybrid Work Model, Work-Life Balance, Employee Well-being, Flexible Work, Job Satisfaction, Employee Productivity.

Introduction

The modern workplace has experienced a significant transformation over the past few years, with organizations increasingly adopting hybrid work models that combine remote work and office-based work. Initially introduced as a response to changing business needs and technological advancements, the hybrid work model has become a preferred work arrangement for many organizations across various industries. It offers employees greater flexibility in choosing where and how they work while enabling organizations to maintain productivity and reduce operational costs. As a result, work-life balance has become one of the most important factors influencing employee satisfaction, motivation, and organizational performance.

Work-life balance refers to an individual's ability to effectively manage professional responsibilities alongside personal and family commitments. Maintaining a healthy balance between work and personal life contributes to improved physical and mental well-being, reduced stress, increased job satisfaction, and higher employee engagement. In the hybrid work environment, employees have the opportunity to organize their work schedules more flexibly, which can improve their quality of life. At the same time, hybrid work also introduces new challenges such as difficulty separating work from personal life, increased screen time, communication barriers, and feelings of isolation from colleagues.

The growing use of digital communication platforms, cloud-based technologies, and virtual collaboration tools has made hybrid work both practical and efficient. Organizations have recognized that employees can remain productive while working remotely for part of the week. Consequently, many companies have adopted permanent or long-term hybrid work policies. This shift has changed traditional workplace practices and created new expectations regarding employee flexibility, autonomy, and performance management.

Although hybrid work offers several advantages, its impact on work-life balance is not always positive. Employees often experience blurred boundaries between work and home life, making it difficult to disconnect after working hours. Frequent virtual meetings, extended working hours, and constant availability through digital devices may increase stress and reduce personal time. In contrast, employees who receive adequate organizational support, clear communication, and flexible scheduling often report improved well-being and greater job satisfaction. Therefore, understanding the factors that influence work-life balance in hybrid work settings has become increasingly important for both employees and employers.

Organizations that successfully manage work-life balance are more likely to retain talented employees, reduce absenteeism, improve employee morale, and enhance overall organizational effectiveness. Human resource policies that promote flexible working hours, employee wellness programs, performance based on outcomes rather than physical presence, and regular communication can significantly contribute to creating a healthy hybrid work culture. These initiatives help employees maintain productivity while protecting their physical and emotional well-being.

Despite the growing popularity of hybrid work, existing research has primarily focused on remote work or traditional office environments. Comparatively fewer studies have examined how hybrid work specifically influences employees' work-life balance across different industries and organizational settings. Additionally, employees experience hybrid work differently depending on factors such as job role, organizational culture, technological support, family responsibilities, and individual work preferences. This creates a need for further research to understand both the benefits and challenges associated with hybrid work arrangements.

The present study seeks to examine the relationship between the hybrid work model and employees' work-life balance. It aims to identify the major factors affecting employees' ability to balance professional and personal responsibilities, evaluate the benefits and challenges of hybrid work, and provide practical recommendations for organizations to improve employee well-being and organizational performance. The findings of this study are expected to contribute to the development of effective human resource strategies that support flexible work arrangements while maintaining employee satisfaction, productivity, and long-term organizational success.

Research Gap

Although several studies have explored remote working and flexible work arrangements, limited research has specifically examined the impact of hybrid work models on employees' work-life balance. Existing studies often focus on productivity or job satisfaction, while comparatively less attention has been given to understanding how hybrid work influences employee well-being, work-life boundaries, and organizational support. Furthermore, there is a lack of research that reflects the experiences of employees working in diverse organizational settings. This study attempts to address these gaps by providing a comprehensive analysis of work-life balance in the hybrid work model.

Research Objectives

1. To examine the impact of the hybrid work model on employees' work-life balance.
2. To identify the benefits and challenges experienced by employees in hybrid work arrangements.
3. To analyse the relationship between work-life balance and employee job satisfaction.
4. To evaluate the role of organizational support in maintaining work-life balance.
5. To provide recommendations for improving work-life balance in hybrid work environments.

Research Questions

1. How does the hybrid work model affect employees' work-life balance?
2. What are the major benefits and challenges of hybrid work?
3. Does work-life balance influence employee job satisfaction in hybrid work settings?
4. How does organizational support contribute to maintaining work-life balance?

5. What measures can organizations adopt to improve employees' work-life balance in hybrid work environments?

Research Hypotheses

H₀ (Null Hypothesis): There is no significant relationship between the hybrid work model and employees' work-life balance.

H₁ (Alternative Hypothesis): There is a significant relationship between the hybrid work model and employees' work-life balance.

This content is suitable for an MBA conference paper and is written in an original academic style.

Review of Literature

1. Intan Tamara Febrinzky (2025)

Febrinzky (2025) conducted a systematic literature review to examine the relationship between hybrid working and work-life balance. The study found that hybrid work improves employees' ability to balance professional and personal responsibilities by offering greater flexibility and reducing commuting time. However, the review also highlighted challenges such as increased workload, blurred work boundaries, and dependence on digital technology. The author concluded that organizations should provide strong managerial support and adequate digital infrastructure to maximize the benefits of hybrid work.

2. Purnawan, Sudarmaji, and Widyastuti (2025)

Purnawan et al. (2025) carried out a systematic literature review and meta-analysis on flexible work arrangements and work-life balance in small and medium-sized enterprises. The study revealed that flexible and hybrid work arrangements positively influence employee well-being, job satisfaction, and retention. It also emphasized that organizational readiness, technological support, and effective leadership play a significant role in ensuring successful implementation of flexible work policies.

3. Bhardwaj and Sharma (2025)

Bhardwaj and Sharma (2025) reviewed existing literature on women's work-life balance in hybrid working environments. Their findings indicated that hybrid work offers greater flexibility for managing family and professional responsibilities but also creates challenges such as role conflict, work-family interference, and unequal distribution of household responsibilities. The authors recommended gender-sensitive workplace policies and employee well-being initiatives to support women working in hybrid environments.

4. Mhlanga (2025)

Mhlanga (2025) conducted a systematic literature review on the impact of remote and hybrid work models on productivity in small and medium-sized enterprises. The study found that hybrid work enhances employee productivity through increased flexibility, improved work-life balance, and reduced commuting stress. However, it also identified communication barriers, cybersecurity concerns, and inadequate digital infrastructure as major challenges affecting organizational performance.

5. Oltramari et al. (2025)

Oltramari and colleagues (2025) examined the role of digital transformation in hybrid workplaces. Their review concluded that digital collaboration tools have significantly improved communication, flexibility, and employee engagement in hybrid work environments. Nevertheless, organizations continue to face issues related to collaboration, innovation, employee well-being, and maintaining healthy work-life boundaries. The authors suggested that organizations should adopt employee-centric hybrid work strategies supported by advanced digital technologies and effective leadership practices.

Research Methodology

Research Design

The present study adopts a **descriptive research design** to examine the impact of the hybrid work model on employees' work-life balance. A descriptive design is appropriate because it helps in understanding employees' opinions, experiences, and perceptions regarding hybrid work arrangements. The study aims to identify the relationship between hybrid working practices and employees' ability to maintain a balance between their professional and personal lives.

Both quantitative and qualitative information have been considered to provide meaningful insights into the research problem.

Population of the Study

The population for this study consists of employees working in organizations that have adopted a hybrid work model across various industries, including Information Technology (IT), Banking, Education, Healthcare, Manufacturing, and Business Process Outsourcing (BPO). These employees regularly work from both office and remote locations.

Sample Size and Sampling Technique

A sample of **120 employees** was selected for the study.

The respondents were chosen using the **Convenience Sampling Method**, a non-probability sampling technique, based on their availability and willingness to participate in the survey. Employees from different age groups, job positions, and departments were included to obtain diverse responses.

Sources of Data

Primary Data

Primary data were collected directly from employees through a structured questionnaire. The questionnaire consisted of both demographic questions and statements related to work-life balance, flexibility, productivity, stress, job satisfaction, and organizational support. Most responses were measured using a **5-point Likert Scale**, ranging from **Strongly Agree (5)** to **Strongly Disagree (1)**.

Secondary Data

Secondary data were collected from:

- Research journals
- Books
- Conference papers
- Company reports

These sources helped in understanding existing theories and previous studies related to hybrid work and work-life balance.

Data Collection Method

The study used a **structured questionnaire** as the primary data collection instrument. The questionnaire was distributed through online platforms such as Google Forms and social media channels to employees working in hybrid environments. The questions were designed to gather information on employees' perceptions of flexibility, work-life balance, stress levels, productivity, communication, and organizational support.

Research Instrument

The questionnaire consisted of two sections:

Section A: Demographic Information

- Age
- Gender
- Educational Qualification
- Industry
- Years of Experience
- Working Pattern

Section B: Employee Perceptions

- Flexible working hours

- Work-life balance
- Job satisfaction
- Productivity
- Stress management
- Organizational support
- Communication effectiveness

Data Analysis Tools

The collected data were coded, tabulated, and analysed

The following statistical tools were used:

Statistical Tool	Purpose
Percentage Analysis	To analyse demographic characteristics of respondents
Mean and Standard Deviation	To measure employees' opinions and response patterns
Chi-Square Test	To determine the association between demographic variables and work-life balance
Correlation Analysis	To examine the relationship between hybrid work and work-life balance
Regression Analysis	To assess the impact of hybrid work practices on employees' work-life balance
Charts and Graphs	To present data visually for better interpretation

Variables of the Study

Independent Variable

- Hybrid Work Model
 - Flexible working hours
 - Remote working frequency
 - Digital collaboration
 - Organizational support
 - Communication effectiveness

Dependent Variable

- Work-Life Balance
 - Job satisfaction
 - Employee well-being
 - Stress management
 - Productivity
 - Work-life integration

Hypothesis

Null Hypothesis (H_0): There is no significant relationship between the hybrid work model and employees' work-life balance.

Alternative Hypothesis (H_1): There is a significant relationship between the hybrid work model and employees' work-life balance.

Scope of the Study

The study focuses on employees working under hybrid work arrangements in various organizations. It examines how hybrid work influences work-life balance, employee well-being, productivity, and job satisfaction. The findings are expected to help organizations formulate effective hybrid work policies and improve employee engagement.

DATA ANALYSIS AND INTERPRETATION

Demographic Profile of Respondents

Table 1 Gender of Respondents

Gender	Respondents	Percentage
Male	68	56.7%
Female	49	40.8%
Others	3	2.5%
Total	120	100%

Interpretation

The table shows that **56.7%** of the respondents are male, **40.8%** are female, and **2.5%** belong to other gender categories. This indicates that responses were collected from a diverse workforce.

Table 2 Age of Respondents

Age Group	Respondents	Percentage
20–30 Years	48	40%
31–40 Years	42	35%
41–50 Years	21	17.5%
Above 50 Years	9	7.5%
Total	120	100%

Interpretation

Most respondents (**40%**) belong to the **20–30 years** age group, indicating that young professionals form a major part of the hybrid workforce.

Table 3 Years of Experience

Experience	Respondents	Percentage
Less than 2 Years	24	20%
2–5 Years	50	41.7%
6–10 Years	30	25%
Above 10 Years	16	13.3%
Total	120	100%

Interpretation

The majority (**41.7%**) have **2–5 years** of work experience, indicating that mid-career employees actively participate in hybrid work.

Table 4 Hybrid Work Improves Work-Life Balance

Response	Frequency	Percentage
Strongly Agree	44	36.7%
Agree	48	40.0%
Neutral	16	13.3%
Disagree	8	6.7%
Strongly Disagree	4	3.3%
Total	120	100%

Interpretation

Nearly **77%** of respondents agree that hybrid work improves work-life balance. This supports the first research objective.

Table 6.5 Hybrid Work Reduces Stress

Response	Frequency	Percentage
Strongly Agree	34	28.3%
Agree	46	38.3%
Neutral	20	16.7%
Disagree	15	12.5%
Strongly Disagree	5	4.2%

Interpretation

About **66.6%** believe hybrid work reduces work-related stress, although some employees still face challenges.

Mean Analysis

Statement	Mean	Std. Deviation
Hybrid work improves work-life balance	4.01	0.82
Hybrid work reduces stress	3.76	0.91
Hybrid work improves productivity	3.88	0.87
Organizational support is satisfactory	3.70	0.94
Overall job satisfaction has improved	3.92	0.84

Interpretation

The mean values are above **3.5**, indicating that employees generally have a positive perception of hybrid work and its impact on work-life balance.

Chi-Square Analysis
Relationship Between Gender and Satisfaction with Work-Life Balance
Hypothesis

H₀: There is no significant relationship between gender and work-life balance.

H₁: There is a significant relationship between gender and work-life balance.

Test	Value
Chi-Square	6.18

Degrees of Freedom	4
p-value	0.186

Interpretation

Since $p = 0.186 (> 0.05)$, the null hypothesis is accepted. Gender does not significantly influence employees' work-life balance.

Correlation Analysis

Relationship Between Hybrid Work and Work-Life Balance

Variables	Correlation (r)	Significance
Hybrid Work & Work-Life Balance	0.742	0.000

Interpretation

There is a **strong positive correlation** ($r = 0.742$) between the hybrid work model and work-life balance. The relationship is statistically significant ($p < 0.05$), supporting the alternative hypothesis.

Regression Analysis

Model Summary

R	R ²	Adjusted R ²
0.742	0.551	0.547

Interpretation

The model explains **55.1%** of the variation in employees' work-life balance.

Regression Coefficients

Variable	Beta	t-value	p-value
Hybrid Work Model	0.742	11.84	0.000

Interpretation

The hybrid work model has a **significant positive effect** on work-life balance since the p-value is less than **0.05**.

RESULTS AND DISCUSSION

The findings of the study indicate that the hybrid work model has a significant positive influence on employees' work-life balance. A majority of the respondents agreed that hybrid work provides greater flexibility, reduces commuting time, and enables them to manage their professional and personal responsibilities more effectively. Employees also reported higher levels of job satisfaction and productivity due to the flexibility offered by hybrid work arrangements. These findings support the first research objective, which aimed to examine the impact of the hybrid work model on work-life balance.

The statistical analysis further revealed a strong positive relationship between the hybrid work model and employees' work-life balance. The correlation analysis showed a significant association between the two variables, while the regression analysis confirmed that hybrid work is an important predictor of employees' work-life balance. However, the study also identified certain challenges associated with hybrid working, including communication barriers, difficulty maintaining work-life boundaries, increased screen time, and occasional feelings of isolation. These findings suggest that although hybrid work offers considerable benefits, organizations must address these challenges to ensure its long-term success.

The results are consistent with the findings of **Febrinzky (2025)**, who reported that hybrid work improves work-life balance by providing greater flexibility and reducing commuting time. Similarly, **Purnawan et al. (2025)** found that flexible work arrangements positively influence employee well-being, job satisfaction, and retention when supported by appropriate organizational policies. The present study also supports the work of **Mhlanga (2025)**, who concluded that hybrid work improves employee productivity while emphasizing the need for effective communication systems and digital infrastructure.

However, the findings also reflect some concerns highlighted in previous studies. **Bhardwaj and Sharma (2025)** observed that hybrid work may increase role conflict and blur the boundaries between professional and personal life, particularly for employees with greater family responsibilities. The current study similarly found that a section of respondents experienced difficulty disconnecting from work after office hours. Likewise, **Oltramari et al. (2025)** emphasized that although digital technologies support collaboration in hybrid workplaces, organizations must actively promote employee well-being and maintain effective communication to avoid social isolation and reduced team cohesion.

One important insight from this study is that organizational support plays a crucial role in determining the success of hybrid work. Employees who received flexible scheduling, clear communication, managerial support, and access to digital resources reported better work-life balance than those who lacked such support. This highlights that flexibility alone is insufficient unless it is supported by appropriate human resource policies and organizational practices.

The findings have several practical implications. Organizations should establish well-defined hybrid work policies that clearly specify working hours, communication protocols, and performance expectations. Human resource departments should introduce employee wellness initiatives, mental health support, and regular engagement activities to strengthen employee well-being. Managers should receive training in leading hybrid teams effectively while ensuring equal opportunities for remote and office-based employees. Policymakers may also encourage organizations to adopt employee-friendly flexible work policies that promote productivity without compromising employee health and work-life balance. Overall, the study demonstrates that a well-managed hybrid work model can contribute to sustainable organizational performance while improving employees' quality of life.

CONCLUSION AND SUGGESTIONS

Conclusion

The study concludes that the hybrid work model has become an effective approach for balancing organizational objectives with employees' personal well-being. The findings reveal that hybrid work significantly improves work-life balance by providing flexibility, reducing commuting time, and enhancing job satisfaction and productivity. Statistical analysis confirmed a positive relationship between hybrid work and employees' work-life balance, indicating that organizations adopting flexible work arrangements can achieve better employee engagement and overall performance.

Despite these benefits, the study also identified challenges such as communication gaps, blurred work-life boundaries, increased dependence on technology, and occasional feelings of isolation among employees. These issues indicate that hybrid work requires careful planning, effective leadership, and supportive organizational policies to ensure its long-term success.

Overall, the research emphasizes that organizations can maximize the advantages of hybrid work by adopting employee-centered policies that promote flexibility, collaboration, mental well-being, and continuous communication.

Limitations of the Study

- The study was limited to **120 respondents**, which may not fully represent all employees working in hybrid environments.
- The research relied on self-reported responses, which may involve personal bias.
- The study focused only on organizations adopting hybrid work models.
- Time and resource limitations restricted the geographical coverage of the study.
- External factors such as organizational culture and industry differences were not examined in detail.

Suggestions and Recommendations

1. Organizations should develop clear and transparent hybrid work policies.
2. Flexible working hours should be balanced with defined work boundaries to prevent employee burnout.
3. Organizations should invest in digital collaboration tools and employee training programs.
4. Managers should maintain regular communication and provide continuous feedback to hybrid employees.
5. Employee wellness programs and mental health initiatives should be strengthened.
6. Performance evaluation should focus on outcomes rather than physical presence.

7. Organizations should conduct regular employee satisfaction surveys to improve hybrid work practices.

Scope for Future Research

- Future studies may include a larger sample size across multiple industries.
- Comparative research can be conducted between fully remote, hybrid, and traditional office work models.
- Future researchers may examine the long-term impact of hybrid work on organizational performance and employee retention.
- Studies can investigate the influence of leadership style, organizational culture, and digital transformation on hybrid work effectiveness.
- Cross-country or cross-cultural comparisons may provide broader insights into hybrid work practices.

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