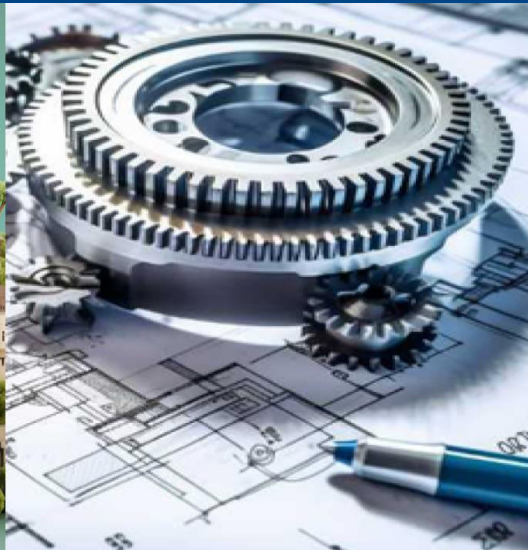
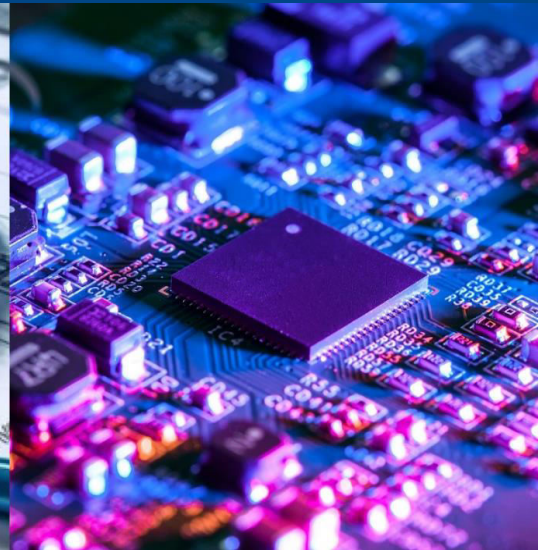
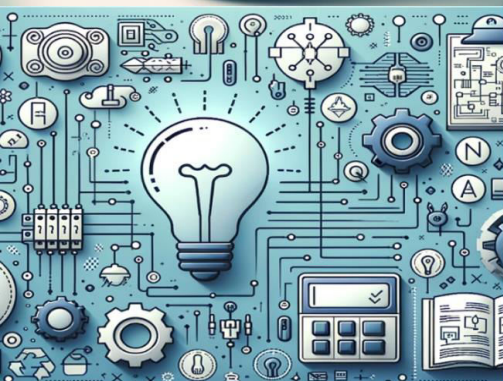




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A Study on Hybrid Work and Employee Productivity at Optalon HR Consultant Pvt. Ltd., Chennai

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ABSTRACT: Hybrid work, which combines remote and office-based arrangements, has developed as a significant trend in today's organisations. This research investigates how hybrid work impacts employee productivity at Optalon HR Consultant Pvt. Ltd. in Chennai. Primary data were collected from 100 employees using structured questionnaires and analysed using percentage analysis, the Chi-square test, and correlation analysis. According to the findings, most employees believe the hybrid model increases productivity by providing flexibility and reducing commuting stress, yet communication gaps and distractions exist. The report advises better digital collaboration tools, more frequent virtual meetings, and equal support for remote and in-office employees.

KEYWORDS: Employee productivity, work-life balance, remote work, and job satisfaction.

I. INTRODUCTION

This study looks at how the hybrid work model used by Optalon HR Consultant Pvt. Ltd., Chennai, affects employee productivity, engagement, and job satisfaction. Hybrid work, which combines remote and office-based working, gained popularity after the COVID-19 pandemic forced organisations to reconsider traditional arrangements. It offers employees flexibility, less commuting time, and better work-life balance, but it also presents challenges like communication gaps and reduced supervision.

II. STATEMENT OF THE PROBLEM

Although many organizations adopted hybrid work for flexibility and productivity, its effectiveness differs across organizations. Some employees gain productivity and better work-life balance, while others encounter communication barriers and difficulty managing responsibilities. This study examines how hybrid work arrangements affect employee productivity at Optalon HR Consultant Pvt. Ltd., and identifies ways to improve hybrid work practices.

III. OBJECTIVES OF THE STUDY

1. To assess employee productivity in conjunction with hybrid work.
2. To determine how worker productivity is increased by hybrid work.
3. To determine how career progression and hybrid work environments are related.
4. To assess how professional growth is impacted by hybrid work environments.

IV. SCOPE OF THE STUDY

This study looks at how the hybrid work model impacts employee productivity at Optalon HR Consultant Pvt. Ltd., Chennai. It covers how flexibility affects efficiency and performance, how hybrid work affects work-life balance and job satisfaction, the importance of digital tools and communication, and how successful organisational policies are in a hybrid setup.



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V. LIMITATIONS OF THE STUDY

1. Only a limited sample of 100 employees are included in the study.
2. Employee perspectives, which vary from person to person and may add subjective bias, are the basis for responses.
3. Other work arrangements are not included by the study; only the hybrid work model is.

VI. REVIEW OF LITERATURE

- In "The Future of Work: Examining the Effectiveness of Hybrid Work Models on Employee Productivity," Biju John M. (2025) used a mixed-methods design with performance metrics from more than 2,000 knowledge workers and discovered that well-executed hybrid models increase productivity by boosting satisfaction, reducing commuting time, and increasing flexibility.
- In "Hybrid Work Model: An Approach to Work-Life Flexibility in a Changing Environment," Krajčík, Schmidt, and Baráth (2023) conducted a study among employees in different nations and discovered that hybrid models enhance flexibility and work-life balance, which in turn increases motivation and performance.
- In "Workplace Productivity Analytics: Measuring the Impact of Hybrid Work Using Collaboration Data," Karim, Pucci, Hossain, and Islam (2025) looked at Microsoft, Google, and Salesforce cases and discovered that employee productivity and efficiency are increased by hybrid setups supported by digital collaboration platforms.
- In "The Future of Work: Work Engagement and Job Performance in the Hybrid Workplace," Adeyemi et al. (2023) collected questionnaire data from 277 employees and used structural equation modelling to analyse the results. They discovered that flexible arrangements significantly increase work engagement, which in turn improves job performance and productivity.

INDUSTRY PROFILE

HR consulting, which provides hiring, talent acquisition, training, performance management, and HR consultancy services, is crucial for managing, developing, and maximising human resources. The sector currently uses hybrid and flexible models, and digital platforms, applicant tracking tools, and AI-driven analytics have significantly increased workforce management and recruiting efficiency.

COMPANY PROFILE

Optalon HR Consultant Private Limited, located in Chennai, is a recruiting and HR consulting company that assists companies in managing performance, creating flexible work practices, and maintaining productivity in remote and hybrid environments. The business is ideal for researching hybrid work and productivity because of its flexible organisational structure, which allows workers to work both in-person and remotely.

VII. RESEARCH METHODOLOGY

Research Design A descriptive design was used to examine the relationship between the hybrid work model and employee productivity by analyzing employees' opinions, experiences, and perceptions.

Data Collection

Primary data came from structured questionnaires given to employees. Secondary data came from the internet, company websites, and company journals.

Sample Plan Using census sampling, 100 respondents of employees and candidates linked to Optalon HR Consultant Pvt. Ltd. were selected, giving every individual in the population an equal chance of selection. **Study Duration** The study spanned four months, January through April 2026.

Tools Used for Data Analysis

The collected data were analyzed using the following statistical tools:

1. Simple Percentage Analysis
2. Chi-Square Test
3. Coefficient of Correlation



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Percentage Analysis

Percentage analysis was used to classify and summarize demographic data and general response trends.

$$\text{Percentage} = \frac{\text{No. of Respondents}}{\text{Total No. of Respondents}} \times 100$$

Chi-Square Test

The Chi-Square test was applied to examine the association between categorical variables, comparing observed and expected frequencies.

$$\chi^2 = \frac{\sum (O_i - E_i)^2}{E_i}$$

Coefficient of Correlation

Correlation analysis was used to measure the strength and direction of the relationship between two variables.

$$r = \frac{n\sum XY - \sum X \sum Y}{\sqrt{[n\sum X^2 - (\sum X)^2][n\sum Y^2 - (\sum Y)^2]}}$$

VIII. DATA ANALYSIS AND INTERPRETATION

Data analysis involves systematically organizing and examining the collected data to answer the research questions, using percentage analysis, Chi-square and correlation to interpret employee perceptions of the hybrid work model.

Table 1: Years of Experience

Particulars	No. of Respondents	%
Less than 1 year	13	13
1–3 years	31	31
3–5 years	31	31
More than 5 years	25	25
Total	100	100

Source: Primary Data

Interpretation: Most respondents (31% each) have 1–3 and 3–5 years of experience, indicating moderate work experience.

Table 2: Current Work Mode

Particulars	No. of Respondents	%
Fully Office	14	14
Fully Remote	18	18
Hybrid	68	68
Total	100	100

Source: Primary Data

Interpretation: The majority (68%) operate in a hybrid mode, demonstrating the widespread use of hybrid working techniques.



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Table 3: More Productive Overall in Hybrid Work

Particulars	No. of Respondents	%
Strongly Agree	28	28
Agree	34	34
Neutral	26	26
Disagree	10	10
Strongly Disagree	2	2
Total	100	100

Source: Primary Data

Interpretation: The majority of responders (34%) and strongly agree (28%) that using a hybrid mode increases productivity.

Table 4: Hybrid Work Reduces Workplace Distractions

Particulars	No. of Respondents	%
Strongly Agree	22	22
Agree	46	46
Neutral	20	20
Disagree	9	9
Strongly Disagree	3	3
Total	100	100

Source: Primary Data

Interpretation: Most people agree (46%) and strongly agree (22%) that workplace distractions are decreased by hybrid work.

CHI-SQUARE TEST

Relationship Between Current Work Mode and Level of Workplace Distraction

Null Hypothesis: H0:

There is no significant relationship between the current work mode of an employee and the level of workplace distractions.

Alternative Hypothesis: H1:

There is a significant relationship between the current work mode of an employee and the level of workplace distractions.

Table 5: Observed Frequency – Work Mode × Hybrid Reduces Distractions

Work Mode	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Fully Office	3	8	1	2	0	14
Fully Remote	6	6	3	2	1	18
Hybrid	13	32	16	5	2	68
Total	22	46	20	9	3	100

Source: Primary Data



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Table 6: Expected Frequency – Work Mode × Hybrid Reduces Distractions

Work Mode	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Fully Office	3.1	6.4	2.8	1.3	0.4	14.0
Fully Remote	4.0	8.3	3.6	1.6	0.5	18.0
Hybrid	15.0	31.3	13.6	6.1	2.0	68.0
Total	22	46	20	9	3	100

Source: Primary Data

Formula:

$$\chi^2 = \frac{\sum (O_i - E_i)^2}{E_i}$$

Degrees of freedom = (R-1)(C-1) = (3-1)(5-1) = 8.

At 5% level of significance the table value is 15.507. Calculated value (Pearson Chi-Square) = 5.554, p = 0.697.

Table value > Calculated value,

H₀ is accepted.

Interpretation: The degree of distractions at work is not significantly correlated with an employee's present work style. This implies that workers in completely office, totally remote, and mixed environments perceive interruptions in a comparable way.

COEFFICIENT OF CORRELATION

Relationship Between Years of Experience and Employee Overall Productivity in Hybrid Work

Table 7: Cross Tabulation of Years of Experience × More Productive in Hybrid Work

Years of Experience	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Less than 1 year	2	3	5	3	0	13
1–3 years	12	9	9	1	0	31
3–5 years	7	15	4	3	2	31
More than 5 years	7	7	8	3	0	25
Total	28	34	26	10	2	100

Source: Primary Data

Formula:

$$r = \frac{n\sum XY - \sum X \sum Y}{\sqrt{[n\sum X^2 - (\sum X)^2][n\sum Y^2 - (\sum Y)^2]}}$$

Pearson's R = -0.023 (p = 0.822); Spearman Correlation = -0.016 (p = 0.878).

Interpretation: There is no significant relationship between employees' years of experience and their perception of productivity in hybrid work. This implies that experience does not play a major role in influencing productivity perception in a hybrid work environment.

IX. FINDINGS

- The largest share of respondents (62%) reports 1–5 years of experience, pointing to moderate work experience.
- A majority (68%) work in a hybrid mode, indicating that hybrid practices are widely adopted.
- Most respondents (62%) agree or strongly agree that hybrid work makes them more productive overall.
- A majority (68%) agree or strongly agree that hybrid work cuts down on workplace distractions.



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- The Chi-square test reveals no significant link between work mode and workplace distraction ($\chi^2 = 5.554$, $df = 8$, $p = 0.697$).
- The correlation analysis reveals no significant link between years of experience and perceived productivity in hybrid work ($r = -0.023$, $p = 0.822$).

X. SUGGESTIONS

1. Reinforce hybrid work practices through more flexible schedules and improved communication tools for employees working from home and the office.
2. Run regular employee training and skill development programs to boost productivity and professional growth.
3. Adopt HR management software to maintain employee records, track attendance, and evaluate performance.
4. Boost employee engagement with regular feedback sessions, team meetings, and wellness programs.
5. Upgrade digital infrastructure and give remote and in-office employees equal technological support.
6. Guarantee clear, uniform standards for promotions and recognition for both hybrid and on-site staff.

XI. CONCLUSION

This research shows that the majority of employees at Optalon HR Consultant Pvt. Ltd. work in a hybrid mode, see themselves as more productive in it, and believe it cuts down on workplace distractions. Work mode has no significant effect on perceived distractions, and years of experience have no significant effect on perceived productivity. Productivity in a hybrid setting likely hinges on effective communication, proper technology, managerial support, and employee well-being; organizations that bring these together tend to gain better performance and greater employee satisfaction.

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