

HR News / Latest HR News / Trends

Hybrid Model: Future of the corporate work culture

The hybrid work models worked fine during the slowdown period; however, their efficiency is yet to be seen during the period of normal business.

ETHRWorld Contributor • June 19, 2021, 06:00 IST



Deepti Mehta, AGM - HR, Rudrabhishek Enterprises

By Deepti Mehta

There is a sweeping impact of coronavirus pandemic across the social spectrum, including professional domains. There are changes that will be temporal, there are changes that will leave everlasting impacts. Over the last one decade or so, work trends had already started changing.

Workforce and company's expectations are also changing. Catalysed by the current situation from the past one year, hybrid work models have been the mainstay of the corporate world. What was initially adopted as a compulsion has now become preferred option for many organisations. They have realized that hybrid work models are much more economical and efficient compared to the previous work models where all employees work from the office premises. However, that preference will stay heavily influenced by the nature of specific industry segments.

Most organisations adopted the hybrid work models in a haste to salvage as much business as they could during the lockdown. However, like everything else, hybrid work models also have their own set of limitations and challenges. In almost all cases, there was no proper planning and no studies were done to evaluate the sustainability of these models. These models worked fine during the slowdown period; however, their efficiency is yet to be seen during the period of normal business.

Almost everybody is aware of the challenges faced by employees and organisations while working from office locations. Employees have to incur traveling costs and long traveling hours, which can otherwise be employed productively. While traveling, especially in public transport, they are exposed to various potential communicable diseases. Many employees who have migrated from smaller towns to big cities pay hefty rents for living spaces. On the other side, organisations have to invest in working spaces and incur heavy operational costs.

The work-from-home model also has its own set of challenges. Not every employee has proper infrastructure at home to work professionally. Non-availability of dedicated work space, slow or inconsistent internet connection, lack of proper lighting & power backup etc might be some of the challenges faced by the employees working from home. Data safety is another critical challenge posed by the work-from-home model. Most employees have suffered the encroachment of work in personal life and vice-versa in this work model.

Despite all the challenges, the cost-benefit analyses have revealed that the hybrid work models have huge advantages over the traditional work models. In the near future, organisations will have to plan for long-term implementation of the hybrid work models. They will have to customize their work cultures and their workplaces to meet the needs of future. Organisations will have to invest in remodelling their workspaces to make them suitable for hybrid work models.

Coworking spaces will be more in demand

In hybrid work models, organisations will not have to invest in huge dedicated office buildings, as all the employees will not be working simultaneously from the premises. A lot of organisations will utilize this opportunity to save on rent and other expenses like electricity, office infrastructure and security. Coworking spaces suitable for hybrid work models will see a surge in demand.

Customizable workspaces

In the hybrid working models, there might not be a fixed formula regarding the number of employees working from office and remotely. Depending on the nature and volume of work, these numbers will vary. Therefore, office spaces will need to be customizable to suit the needs to the particular occupant.

Invest in remote access

One of the most critical issues while working remotely is the data security. Employees might intentionally or unintentionally leak sensitive company information and data while working remotely. Hacker can easily prey on weak securities of home networks. Almost all organisations currently have Virtual Private Network (VPN) installed at the office locations; however, in future they will have to provide Virtual Desktop Infrastructure (VDI) and Remote Desktop Services (RDS) also to ensure data safety.

The hybrid work models will be a dominant force in the corporate world for a long time. These models are safe and economical for both, the companies and the employees. Since there are no set rules for the hybrid work models, organisations will freely customize them as per their requirements. The workplaces will also see major changes. They will be modified and customized to meet the new requirements presented by the mixed work model or one can simply say that the work places will become hybrid.

The author, Deepti Mehta, is AGM – HR at Rudrabhishek Enterprises.