

IMPACT OF HYBRID WORK SET UP ON EMPLOYEES PRODUCTIVITY IN A GOVERNMENT AGENCY; A CASE STUDY

ABSTRACT

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Hybrid work arrangements, which blend remote and on-site work, have become increasingly common across various sectors, including government agencies. While offering greater flexibility, this model can also present challenges to employee productivity, job satisfaction, and overall performance. This study sought to assess the impact of hybrid work setups on employee productivity and to identify the challenges encountered within government organizations, aiming to develop policies that improve the effectiveness of this work model. This study adopted a quantitative descriptive approach to effectively collect and analyze data on employee experiences within hybrid work structures. Through purposive sampling, twenty Human Resource employees engaged in a hybrid work setup were selected as respondents. The research examines the relationship between employee satisfaction, work hours and output, performance metrics, and their overall impact on employee productivity. The results of the study indicate that a hybrid work setup enhances employee flexibility and supports productivity by allowing better management of work-life balance and maintaining effective communication with colleagues. However, employees also reported difficulties in completing tasks efficiently due to factors such as commuting stress, technical issues, and workplace environment challenges. While statistical analysis shows a very strong positive correlation between hybrid work and employee productivity, the relationship was found to be statistically insignificant based on the t-statistic and p-value, leading to the acceptance of the null hypothesis. To enhance the effectiveness of the hybrid work setup, it is recommended that agencies implement structured work schedules, provide appropriate productivity tools and training, promote the creation of distraction-free workspaces, and support employee well-being through regular breaks and a healthy work environment. These measures aim to foster a more efficient and balanced hybrid work arrangement. Additionally, based on the study's findings, the development of a formal compliance policy is advised to address existing challenges. This proposed policy can serve as a foundation for improving current guidelines in government agencies, to boost employee productivity, performance, satisfaction, and overall well-being.

RECOMMENDED CITATION

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