
A STUDY ON HYBRID WORK MODELS AND EMPLOYEE WELLBEING AT GREENKO GROUP

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ABSTRACT: An innovative hybrid work paradigm is being put into place by the renewable energy industry frontrunner Greenko Group to benefit its employees. In today's companies, this model is essential. The option to work remotely or in the office is one way the company is giving its employees more freedom. Because of this, they will be able to better juggle their work and personal lives. Workers report less anxiety, more time to focus on other priorities, and better health as a result of reduced commuting. Since they could arrange their workday anyway they wished, many people enjoyed the independence that came with telecommuting. Workers reported higher levels of job satisfaction and motivation as well as increased engagement as a result of the hybrid strategy. While working from home has many advantages, the research did highlight certain drawbacks, such as occasional contact issues and feelings of isolation. The need for improved support systems became even more apparent when some workers experienced issues due to unequal access to resources. According to the research, Greenko Group can fix these issues by investing in technology that guarantee continuous connectivity and enhance communication channels. In order for employees to feel appreciated in their professional and personal life, it is critical to establish a welcoming work environment.

Keywords: *Hybrid work models, Flexible work arrangements, Remote work, In-office work, Work-life balance, Employee wellbeing*

1. INTRODUCTION

The diverse nature of the employment arrangements that people have been in has caused the way in which they approach their work to undergo change. Instead of being stuck at a desk from 9 to 5, employees now have more freedom to choose when, where, and how they get their job done. People are able to plan their work hours around other obligations, such as family or fun activities, which may be a huge boon. But there are times when things aren't easy. Being self-reliant has its benefits, but it also has the potential drawback of blurring the line between work and play, making it harder to switch off when the day is over.

Beyond increased output, this innovative technique has other benefits for employees. Interpersonal relationships, emotional and mental well-being, physical health, and contentment in one's work life are all touched by it. If you could avoid driving to work every day, you could find that you have more stamina, less anxiety, and better sleep. However, working remotely often could make you feel lonely since you miss out on the social interaction that happens at work and the chance to meet new people. Consequently, companies should think long and hard about the pros and cons of providing hybrid work schedules to their employees.

The organization's private work is vital. The success of hybrid work is dependent on more than just having computers and Wi-Fi available to employees. The importance of having solid support structures that allow for honest communication, fair allocation of resources, and a safe space to voice concerns cannot be overstated. When these are lacking, it leads to heightened tension, decreased engagement, and decreased productivity. No matter how remote their job is, employees still feel valued, involved, and motivated when they are physically there.

The ultimate goal of hybrid employment is to promote health and job market security, not just make things simpler. When companies incorporate employee wellness into their hybrid strategy, they often see a domino effect of good things happening: higher staff satisfaction, better teamwork, and overall performance. As hybrid work becomes increasingly common, it is crucial to understand its effects on people's health and happiness in order to create environments where individuals may thrive.

IMPORTANCE OF THE RESEARCH:

- Businesses can benefit from understanding hybrid work arrangements by developing programs that provide employees with the autonomy they need to get their work done.
- Remote employment has the potential to affect people's physical and mental well-being.
- The research that was conducted reveals the characteristics that are able to decrease stress and boost job satisfaction in places where people are employed in mixed work settings.
- Policies concerning work-life balance and improving employee engagement are based on real-world research.
- Deliberate actions that reduce excessive weariness and increase employee life expectancy are supported by the research.

2. REVIEW OF LITERATURE

Franzen Waschke, U. (2021) The impact of hybrid work arrangements on staff engagement and well-being within the COVID-19 pandemic is investigated in this research. Several companies' data showed that workers' motivation, emotions, and sense of belonging changed when they worked remotely from home every so often. The importance of leaders to this change is stressed throughout the paper. If leaders want to see mixed-race teams succeed, they need to know how to create an environment where everyone feels safe enough to open up and trust each other. Conclusion: The success of hybrid work is highly dependent on competent leadership and technology knowledge.

Berkel, N. (2021) This research looks at how software engineers adjust to remote and hybrid work settings during the period of two years, from 2020 to 2022. It shows how, when constraints were lifted, people's social connections, overall health, and loneliness levels all improved. It is remarkable that production levels were unaffected by the shift in the work environment. The hybrid work style is becoming more popular among developers. Having a history of job hopping and poor job satisfaction increases the likelihood of quitting in the event that future working conditions aren't satisfactory, according to the research.

G. Hemanth Singh & Akashdeep Joshi (2022) The effects of hybrid work arrangements on the productivity and health of Indian IT companies' employees are the primary subject of this research. Employees in varied workplaces exhibited higher levels of creativity, better work-

life balance, and overall improved mental and physical health. Employees reported less stress and greater mastery over their schedules and transportation needs after gaining the option to work remotely. In comparison to more traditional workplaces, many employees favored hybrid setups. The results show that autonomy and flexibility are key to creating healthy workplaces in the modern day.

Alshatti Schmidt (2022) Employees' preferences for workplace style and location have changed after the COVID-19 epidemic, according to this research. A survey of workers and supervisors found that many of them favored hybrid work schedules, which frequently necessitated spending three or more days at the workplace. Flexible schedule options and physical office locations should be considered in hybrid employment, according to the research. Over time, it has become more important to design workplaces that prioritize comfort, social engagement, and overall wellness. Based on the data, companies should rearrange their offices to make hybrid workplaces healthier for workers.

Kumari, Namrata (2023) This review of the literature includes studies conducted over the last nine years on remote and hybrid work arrangements, with a primary focus on employee health. It exemplifies the relationship between mental health and elements like intrinsic drive, work schedule, personal time, and supervisor support. Juggling work and personal life at the same time can be stressful, but being flexible can boost your productivity and overall satisfaction. Excessive reliance on technology increases stress due to inadequate assistance. Findings highlight the need of open lines of communication, a friendly work atmosphere, and scheduling flexibility in hybrid workplaces as means to improve health.

Vanitha, N., & Shailashri, V. T. (2023) The purpose of this research is to examine how IT employees in Karnataka fare in terms of job satisfaction and output when exposed to diverse work environments. The hybrid model of remote and on-site work has changed employee engagement, commitment, and drive. Digital technologies, new evaluation methodologies, and recognition campaigns are commonly used by firms to sustain great employee engagement, according to the survey. These steps are seen as tactics to keep performance and involvement at a high level in a hybrid setting. To keep workers' interest in hybrid jobs high, the research shows that both organizational and societal changes are necessary.

Babu, T. Naresh & Suhasini, N. (2024) The purpose of this research is to examine how IT employees in India fare when they have dual employment responsibilities and how happiness levels compare. Using popular measures such as the Minnesota Job Satisfaction Scale and Gallup's Wellbeing Score, the researchers found a strong positive link between hybrid employment and enhanced mental health. The ability to easily adjust one's schedule and working hours was a significant factor in determining well-being. It was recognized that the key components that made it possible were excellent technical support and clear, efficient communication. When executed correctly, mixed work can greatly enhance pleasure and wellbeing, as shown by the data.

Matthew (2024) Matthew used an online poll to gather information on how 412 hybrid workers' jobs affected their health and well-being. A complicated picture emerges from the results. Although some employees like the increased independence and improved work-life balance, others face challenges such as isolation, over-reliance on technology, and an absence of personal boundaries. According to the research, hybrid work arrangements might be either

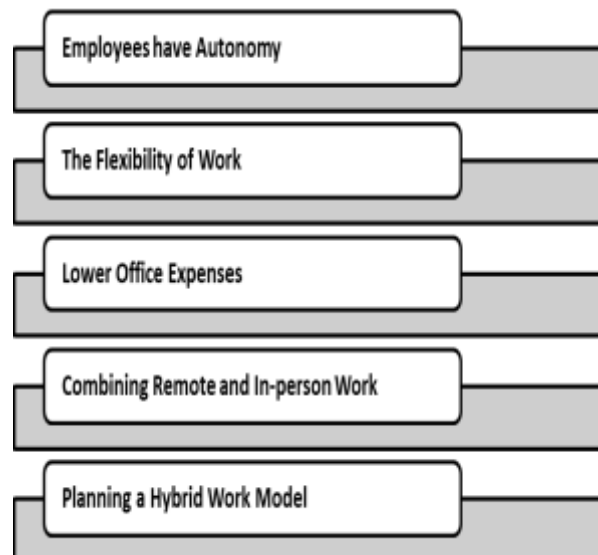
a benefit or a need for certain companies. It offers practical advice to companies on how to build healthier hybrid workplaces, including tips like better communication, more thoughtful job design, leadership development, and resource efficiency.

Barreto, A. (2025) This research synthesizes ideas from scholarly literature, real-world case studies, and official corporate reports to provide a better understanding of mixed work during a pandemic. Employee satisfaction, productivity, and work-life balance are all positively impacted by hybrid models, since they provide workers more freedom and agency. A decline in corporate culture, problems with communication, and a generalized sense of alienation are ongoing problems. The importance of strong digital infrastructure, open communication, and capable leadership is highlighted by the research. In the end, mixed work is successful when companies find the sweet spot between independence, support, and participation.

Marozva, R. R., & Pelsler, A.-M. (2025) An examination of the social health of college students who split their time between home and school is conducted in this research. While respondents acknowledge that hybrid work does help them become more self-reliant, they also note that it has a negative impact on their personal and professional connections. Since there have been less chances for mentorship and on-the-spot collaboration, many experts have reported feeling less like they belong. According to the results, students may find it more challenging to form unintended friendships in a hybrid setting. In order to keep people happy and healthy in hybrid contexts, institutions may have to rethink their approaches to encouraging people to engage and contribute.

3. HYBRID WORKPLACE MODEL

A "hybrid workplace" aims to give employees more options by integrating the best features of remote and in-office employment. It keeps teamwork, productivity, and employee happiness in check by letting people work in a variety of ways.



Employees Have Autonomy

Workers in hybrid workplaces have more leeway in deciding when, where, and how they get their jobs done. Everyone has the right to choose the setting—at home or at the office—that helps them focus the most. Thanks to their adaptability, they are able to juggle their work and personal lives well.

The Flexibility of Work

Flexible work arrangements are at the heart of hybrid labor. Every day, workers have the option to either come into the office or work remotely, based on their preference. Working from home has become more popular as an alternative to commuting to an office or cafe first thing in the morning.

Lower Office Expenses

Companies see a rise in their bottom lines when employees use a variety of work schedules. When fewer people are occupying an office at once, rent, energy, and other administrative expenditures go down. Nevertheless, they value in-person meetings because of the boost to team output that results.

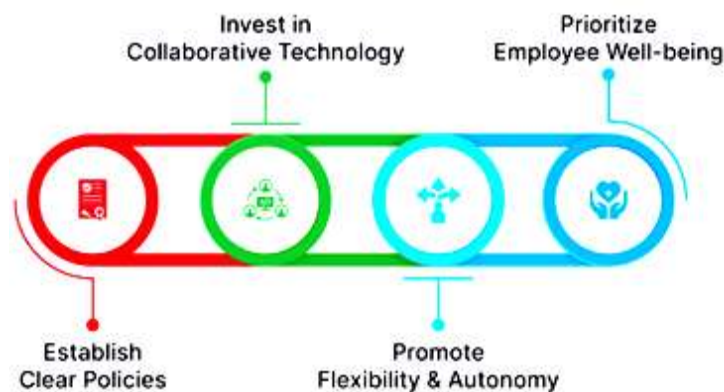
Combining Remote and In-person Work

Hybrid work combines the benefits of both in-office collaboration and remote work, allowing for more flexible scheduling and greater personal autonomy. Workers are able to focus on their jobs even when they're not in the office, thanks to the abundance of opportunities for communication and collaboration. Together, they promote harmony and guarantee increased productivity.

Planning a Hybrid Work Model

The success of mixed work depends on companies' ability to plan ahead. Effective teaching, clear channels of communication, and reliable technology are needed. If these conditions are met, employees will be able to perform efficiently in a hybrid setting with little to no confusion or trouble.

STEPS TO BUILD A HYBRID WORK ENVIRONMENT



Establish Clear Policies

Employee effectiveness with mixed work styles depends on clear instructions. Work hours, tool usage, and performance requirements can all be better communicated when everyone is on the same page. It is more fair and consistent to treat employees who work from home and those who work in offices the same when clear standards are established.

Invest in Collaborative Technology

A new generation of tools has made hybrid work a reality. Thanks to cloud computing, videoconferencing tools, and project management software, teams may stay in constant contact regardless of their physical location. Businesses may improve their collaboration and productivity by investing in a strong digital infrastructure.

Promote Flexibility and Autonomy

Employees in hybrid work environments perform better when they have more control over their work schedules and locations. Giving workers more control over their work schedules and locations encourages autonomy and self-sufficiency. Having this kind of leeway boosts morale and encourages full participation.

Prioritize Employee Well-Being

People are given more importance than production alone in an effective hybrid strategy. Wellness programs, alternative work schedules, and mental health assistance services all show that the company cares about its employees' well-being. Putting employees' health and happiness first at work boosts morale and productivity.

4. EMPLOYEE WELLBEING

A worker's mental, emotional, social, and financial health are all components of their wellness at work. Crucial components of staff retention and productivity enhancement include improving connections with coworkers, managing stress, achieving a work-life balance, and being satisfied with one's employment. Businesses may do their part to improve workers' health and happiness by creating a balanced workplace, providing generous benefits, and encouraging a positive company culture.

COMPONENTS OF EMPLOYEE WELLBEING



Physical Wellbeing: The goal of physical wellness is to make sure that workers are healthy, inspired, and ready to give their all on the job. Companies show they care about their employees' health and happiness when they provide health insurance, exercise programs, and other preventive services. Regular exercise, better ergonomics in the workplace, and healthy eating selections are just a few examples of how small changes may have a big impact. Being physically fit makes people more resilient, less anxious, and more capable of taking on the problems life throws at them. Optimism and productivity can flourish in a setting that prioritizes physical health.

Mental Wellbeing: The ability to think clearly, concentrate intently, and enjoy one's job is contingent upon mental wellness. Providing psychological support to employees increases the likelihood that they will maintain their high level of work and performance. Employers can play a role in ending the stigmatization of mental health by lowering stress, offering therapy, and promoting awareness-raising initiatives. People are more resilient and more likely to take immediate action when they are able to talk freely about their problems. An increase in

employees' feeling of self-worth and better mental health can be achieved by regular check-ins, mindfulness techniques, and well-managed workloads.

Emotional Wellbeing: Promote the emotional health of your staff by helping them deal with stress and problems. Being a good person isn't enough; you also need to be strong, empathic, and build relationships with other professionals. Employers can help with this by praising employees, expressing gratitude, and encouraging open communication. When managers offer both moral support and constructive criticism, employees feel supported and gain confidence. The workplace benefits from an increase in trust and productivity when employees are motivated, engaged, and able to work together effectively due to good mental health.

Financial Wellbeing: Workers who don't have to worry about their financial stability tend to be more upbeat and confident. When people aren't concerned about making ends meet, they are free to focus on growing as individuals and in their careers. One way for employers to support their employees financially is by providing them with retirement plans, substantial benefits, fair wages, and opportunities to learn about personal finance. Tools for saving, managing debt, and creating a budget can help employees make good financial decisions. When workers aren't worried about making ends meet, they're able to relax, be more motivated, and give their all on the job.

Social Wellbeing: Participation in one's community and creating an environment where employees feel valued are cornerstones of social well-being. Employees report lower rates of loneliness, greater job satisfaction, and greater engagement when they form strong relationships with their coworkers. Companies can help by planning activities like social events, mentoring programs, and team-building exercises. People experience a surge of belonging and purpose when they work together and are appreciated by their colleagues. A high-morale workplace is one in which employees feel supported socially, which in turn boosts their productivity.

PILLARS OF EMPLOYEE WELLBEING



Healthy Relationships: An individual's well-being and contentment are profoundly affected by the quality of their personal and professional connections. Having reliable relationships, clear lines of communication, and helpful coworkers makes people feel more secure and reduces stress. Feeling heard and understood increases the likelihood that people will

collaborate. Having supportive relationships makes it easier to take constructive criticism and push oneself to grow. Having positive relationships often helps people feel more connected to others and stronger emotionally.

Financial Security: Maintaining a steady income is essential to one's psychological and emotional health. Workers may be able to focus more and feel less pressured if they are happy with their pay, perks, and savings. Ongoing trust-building is contingent upon equitable remuneration, prompt payments, and the accessibility of financial counseling. Security lessens the stress that comes with dealing with an emergency or being uncertain of what the future holds. In the end, workers who aren't worried about money are able to do a better job at their jobs.

Community Connections: Collaborating with the community gives people a purpose beyond their regular duties. People are more motivated when they feel that they are part of a bigger whole, whether that's a corporate community or an external network. The formation of these bonds encourages taking part in social events, volunteering, and working together. More chances exist for employees to work together and share knowledge. A strong sense of community helps people understand one another and works to improve everyone's lives. Both the company's culture and the happiness of its employees are enhanced by this pillar.

Physical Health: Employee morale and health have a direct bearing on output. Being healthy improves your energy, focus, and stress management abilities. It is critical to make sure that people can get health tests, fitness programs, and a safe working environment. A healthy, balanced diet, regular exercise, and adequate sleep are all factors that contribute to a person's overall physical strength.

Career Satisfaction: Workers report high levels of job satisfaction when they enjoy what they do for a living and think they are doing a good job. Work that matters, opportunities to grow professionally, and public acclaim all contribute to a fulfilled life. An increase in motivation can be achieved through the use of well-defined goals, helpful criticism, and structured approaches to skill development.

5. DATA ANALYSIS AND INTERPRETATION

Table 1: Work Model Preference

Work Model	Respondents	Percentage (%)
Hybrid Model	58	58%
Fully On-site	27	27%
Fully Remote	15	15%

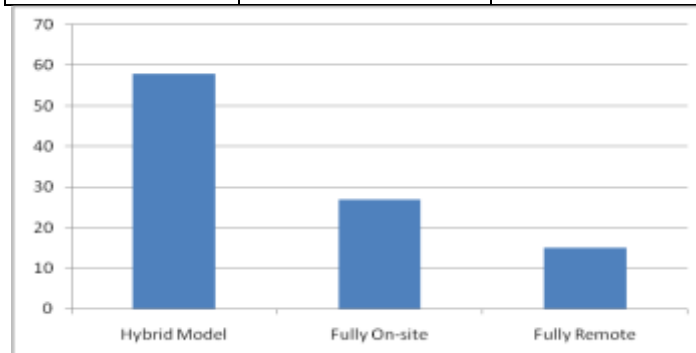


Table 2: Mental Wellbeing Satisfaction

Satisfaction Level	Respondents	Percentage (%)
Highly Satisfied	18	18%
Satisfied	52	52%
Neutral	20	20%
Dissatisfied	10	10%

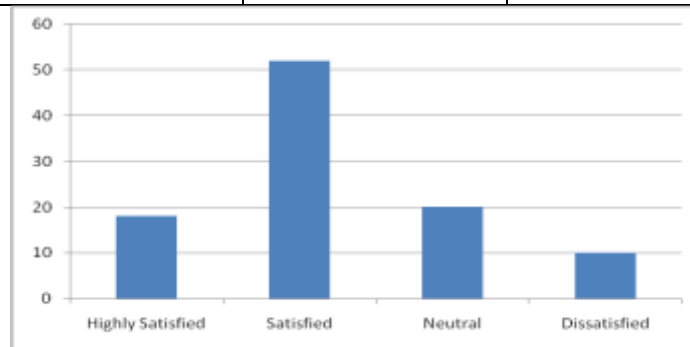


Table 3: Impact of Hybrid Work on Employee Engagement

Engagement Aspect	Improved (%)	No Change (%)	Declined (%)
Team Collaboration	56%	34%	10%
Communication	68%	20%	12%
Work Ownership	60%	28%	12%
Innovation	69%	16%	15%

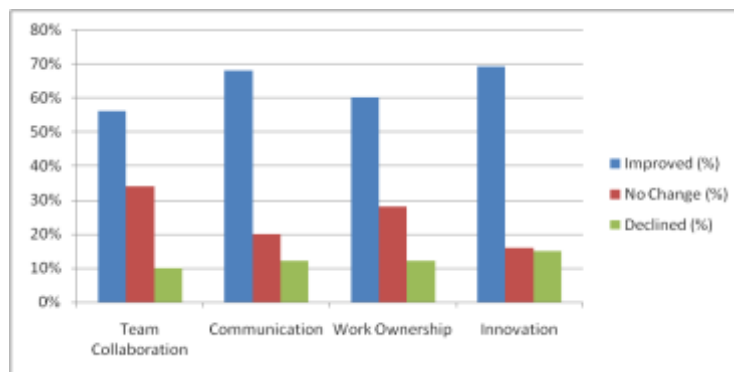


Table 4: Health & Wellness Program Participation

Program Type	Participants	Percentage (%)
Virtual Yoga Sessions	18	40%
Mental Health Counselling	27	32%
Wellness Webinars	40	55%
Ergonomic Support Training	15	48%



Table 5: Hybrid Work Infrastructure Satisfaction

Infrastructure Factor	Very Good	Good	Average	Poor
Internet Connectivity	30	45	18	7
Virtual Tools (Zoom, Teams)	35	40	20	5
Laptop/Device Quality	28	42	22	8
IT Support Responsiveness	25	38	26	11

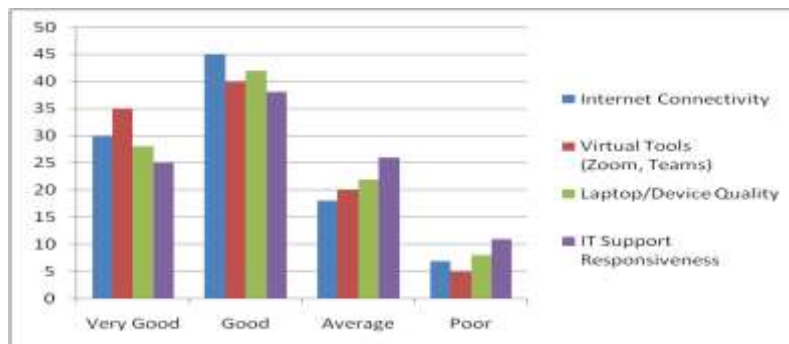
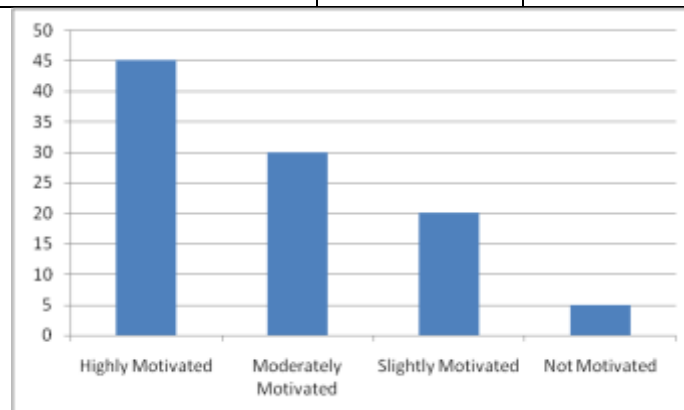


Table 6: Employee Motivation Levels Under Hybrid Work

Motivation Level	Respondents	Percentage (%)
Highly Motivated	45	45%
Moderately Motivated	30	30%
Slightly Motivated	20	20%
Not Motivated	5	5%





INTERPRETATIONS:

The majority of employees (58%) favor flexible work arrangements, and those who choose a hybrid approach certainly agree. The old system, whereby all workers were physically present, is still preferred by just 27% of the population. A dismal fifteen percent of people are interested in alternatives that do not include being physically present at a workplace, as only fifteen percent of those who took the survey expressed a preference for working remotely full-time. The survey found that 52% of workers are satisfied with the mixed work paradigm, suggesting that most people have had good experiences with it. It is clear that they have varied opinions because 20% are unconcerned and only 18% are really satisfied. Dissatisfaction is exceedingly low, with just 10% expressing it.

The results show that mixed work accomplished great things, particularly in the areas of communication (up68%) and creativity (69%). Teamwork(56%) and task responsibility(60%) have shown considerable improvement, although the drop rates aren't extremely high across the board. The hybrid approach may lose 10–15% of the original investment, but it increases critical engagement measures. As seen by the fact that 55% of employees participated in fitness webinars, there is a great demand for wellness programs that are easily accessible. Among employees, 32% get help for mental health issues, and 40% regularly practice yoga online. Their varied needs for health care are evident from this. The importance of having secure workspaces for remote work is highlighted by ergonomic support training (48% in mixed models).

The survey found that most employees felt positively about working in a mixed setting. In terms of virtual tools, for example, 75% of workers gave them a Very Good or Good rating, and the same percentage gave the Internet connection a Very Good rating. Only 63% of people are happy with the speed with which they may seek help from IT experts, even if 70% are happy with the quality of their computers and other devices. It seems like there's potential for growth in this area. Although IT support should be improved, the infrastructure is enough for hybrid work. The research found that employees are highly motivated, with 45% describing themselves as very motivated and 30% as moderately motivated (a situation called the hybrid model). Very few people (20%) show very little motivation, and even fewer (5%) don't have any at all. Hybrid work seems to greatly increase and promote employee engagement in the end.

6. CONCLUSION

Hybrid work models, which allow people to conduct some of their job in an office setting and some from home, have given workers more flexibility and autonomy in how they get their duties done. The ability to manage one's time well between work and personal responsibilities is associated with less stress and better health in those who enjoy greater autonomy. Workers who have some say in how they get their jobs done report higher levels of engagement and enjoyment in their employment. To avoid feelings of estrangement or disconnection, teams need strong communication and collaboration skills. Employers may help their employees with a lot of expectations by providing them with modern technology, comfortable work environments, and mental health services. Hybrid teams have a better





chance of keeping relationships and building trust if they prioritize health, set inclusive standards, and check in often. An organization's resilience, productivity, and innovation can all be bolstered by implementing a well-designed hybrid model. Protecting everyone's well-being without sacrificing output requires striking a balance between accountability and adaptation. Hybrid employment involves more than just a change in hours; it also involves a cultural shift toward treating workers as unique individuals. Worker motivation, happiness, and cooperation are all positively impacted when this is executed successfully. Staff members gain from this method, which boosts productivity for the company as a whole.

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