



# A Study on Impact of Work from Home and Hybrid Work Culture on Employee Performance with Reference to Kakade Laser

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**Abstract** – The workplace has experienced major changes due to advancements in technology and global disruptions. As a result, organizations are increasingly adopting Work from Home (WFH) and hybrid work models. This study examines the impact of these flexible work arrangements on employee performance at Kakade Laser. It focuses on factors such as productivity, job satisfaction, motivation, communication, and work–life balance. A quantitative research approach was used, and data was collected from 104 employees through structured questionnaires. The results indicate that flexible work arrangements positively influence productivity, motivation, and work–life balance. However, challenges such as communication gaps and technical issues were also identified. The study concludes that a hybrid work model provides the best balance between flexibility and collaboration. Organizations should improve communication systems and digital infrastructure to maximize benefits.

**Keywords:** Work From Home (WFH), Hybrid Work Culture, Employee Performance, Remote Work Productivity, Work-Life Balance, Employee Engagement

## I. INTRODUCTION

In recent years, workplace structures have evolved significantly due to digital advancements and global events such as the COVID-19 pandemic. Many organizations have shifted toward flexible work arrangements like Work from Home (WFH) and hybrid systems to enhance efficiency and employee satisfaction.

WFH allows employees to work remotely, while hybrid work combines remote and office-based work. Although remote work offers benefits such as flexibility and reduced commuting time, it can also create challenges like communication barriers and lack of supervision.

Employee performance is a key factor in organizational success. Flexible work arrangements can improve performance by increasing motivation and work–life balance. However, without proper management, they may also create operational challenges. Therefore, it is important to study their impact in an organization like Kakade Laser.

## II. REVIEW OF LITERATURE

Various researchers have analysed the impact of flexible work arrangements on employee performance. Bloom et al. (2015) demonstrated that remote working can improve productivity due to reduced interruptions and a more controlled working environment, while also increasing employee satisfaction levels. Studies by Barrero, Bloom, and Davis (2023)

indicate that remote and hybrid work have become a permanent aspect of modern work culture, significantly

influencing organizational structures and productivity patterns.

Aksoy et al. (2023) highlighted that employees benefit from reduced commuting time, which can be used more productively and contributes to improved work–life balance. Similarly, Barrero et al. (2021) suggested that a considerable portion of work will continue remotely in the future due to technological progress and changing workforce preferences.

Research conducted by Russo et al. (2020) showed that productivity in remote work settings depends on factors such as stress, distractions, and social interaction, with performance improving as employees adapt. Cucolas and Russo (2021) emphasized the importance of effective management practices and digital tools in ensuring successful remote work outcomes.

However, some studies present mixed results. Nguyen-Duc et al. (2022) found that the effectiveness of remote work varies depending on leadership quality and team coordination. Bao et al. (2020) also reported that individual differences and task complexity influence productivity outcomes. Additionally, reports from NBER (2023) highlight the broader impact of remote work on productivity and economic trends. Overall, the success of flexible work arrangements depends on organizational support, infrastructure, and employee adaptability.

## III. RESEARCH METHODOLOGY

### 1. Research Design

The study is descriptive and analytical in nature. A quantitative approach was used to collect numerical data through structured questionnaires.



A quantitative approach is adopted to collect numerical data from employees through structured questionnaires, enabling statistical analysis to test the hypotheses.

**Sources of Data:**

Both primary and secondary sources of data have been utilized for this study.

**Primary Data**

- Source: Primary data was collected from employees of Kakade Laser
- Method: Structured questionnaires and informal interviews. Secondary Data: secondary data was obtained from research papers and reports.

**Sampling Method:**

Random Sampling method is used to ensure that employees from all relevant departments and hierarchical levels are represented. This method divides the population into strata (e.g., managerial, administrative, operational staff) and then randomly selects participants from each group.

**Sample Size**

A random sampling method was used, and the sample size consisted of 104 respondents.

**Data Collection Tools**

Data has been collected using a structured questionnaire, which includes simple, close-ended questions.

**The questionnaire primarily focuses on:**

Employee performance and productivity in different work modes Comparison between Work from Home, Hybrid, and Office work Job satisfaction and motivation levels of employees

Work-life balance in flexible work arrangements  
Communication effectiveness among employees and teams

**Coordination and teamwork in hybrid work culture**

Factors affecting efficiency (flexibility, time-saving, comfort, etc.)  
Stress levels in different work environments  
Challenges faced (communication issues, technical problems, distractions, supervision)

**Analysis**

The collected data has been analysed using:

**Percentage Analysis**

Graphical tools such as pie charts

These methods assist in presenting the data in a simplified and interpretable form for better understanding.

**Scope of the Study**

Focuses on Work from Home and hybrid work culture in Kakade Laser. Examines impact on employee performance.

Studies job satisfaction and work–life balance. Identifies challenges in communication and supervision.

Limited to selected employees and departments of the company. Provides suggestions for improving flexible work policies.

**Limitations of the Study:**

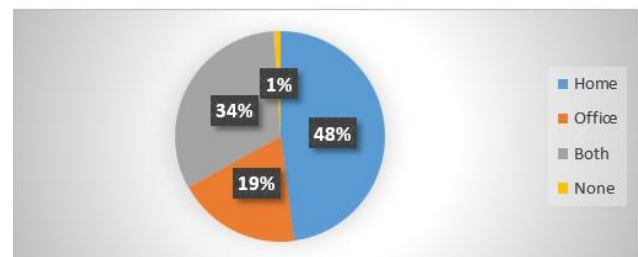
The study is limited to selected employees and departments of Kakade Laser. The sample size may be small and may not represent the entire organization. The study is based on employees’ responses, which may be biased or subjective. Time constraints may limit detailed analysis.

Changes in work policies over time may affect the accuracy of results.

**IV. DATA ANALYSIS & INTERPRETATION**

Q8). Where do you feel more efficient working?

Category	Percentage	Count
Home	47.50%	48
Office	18.80%	19
Both	34.70%	35
None	1.00%	1
Total	100%	104



**Interpretation**

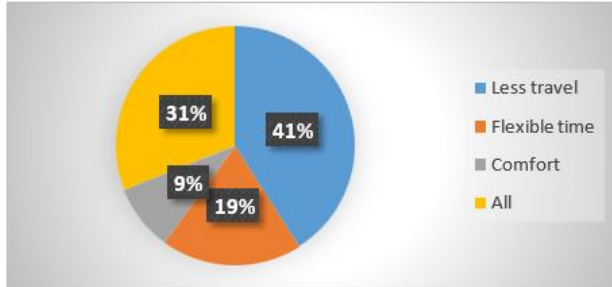
The data indicates that working from home is the most preferred option, accounting for nearly half of the respondents (47.5%). A significant portion (34.7%) prefers a hybrid model (both home and office), suggesting flexibility is highly valued. Meanwhile, a smaller group (18.8%) prefers working exclusively from the office, indicating that traditional work settings are still important for some individuals. Only a negligible percentage (~1%) selected none, implying that almost all respondents favour at least one of the provided work arrangements.

**Which factor improves efficiency in Work from Home?**

Category	Percentage	Count
Less travel	42.20%	44
Flexible time	18.60%	19



Comfort	8.80%	8
All	30.40%	30
Total	100%	104

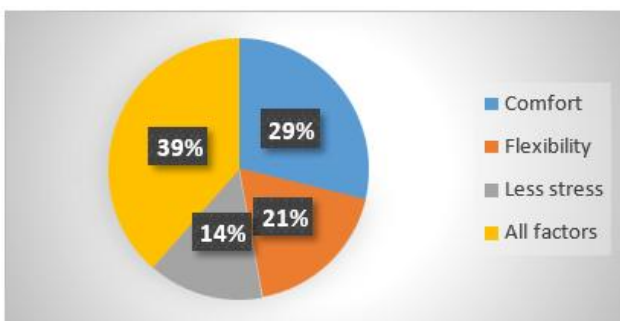


**Interpretation**

The chart shows that less travel is the most significant factor, chosen by 40.2% of respondents, highlighting that reducing commuting time is a major benefit. Additionally, a substantial portion (30.4%) selected all factors combined, indicating that many people value a mix of benefits rather than just one. Flexible time (18.6%) is also an important consideration, though less dominant, suggesting that work schedule adaptability matters to a moderate group. Comfort alone (9%) is the least selected factor, implying that while comfort is appreciated, it is not as strong a standalone motivator compared to saving travel time or having multiple benefits.

**Which reason most contributes to increased motivation in flexible work?**

Reason	Percentage	Count
Comfort	28.80%	29
Flexibility	21.15%	22
Less stress	14.40%	14
All factors	38.50%	39
Total	100%	104



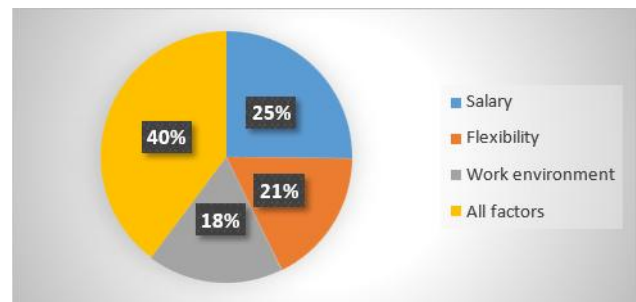
**Interpretation**

When adjusted to 100 responses, the data shows that 39 respondents feel flexible work boosts motivation due to a combination of all factors, making it the most significant reason. Comfort alone motivates about 29 respondents, while flexibility (22) and reduced stress (14) play smaller but still important roles. Overall, the findings suggest that

a mix of benefits has the strongest influence on employee motivation rather than any single factor alone.

**Which factor contributes most to your job satisfaction?**

Factor	Percentage	Count
Salary	25.20%	25
Flexibility	21.15%	22
Work environment	17.50%	18
All factors	39.80%	40
Total	100%	104

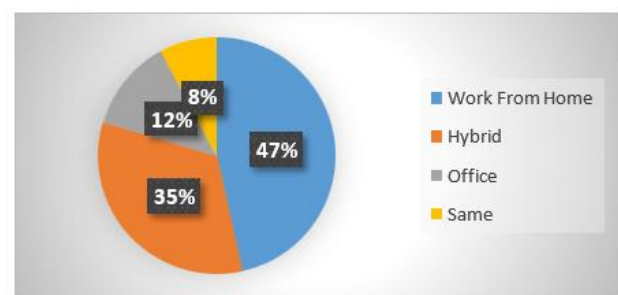


**Interpretation**

The results show that the largest group of respondents (40%) believe that a combination of salary, flexibility, and work environment contributes most to job satisfaction. Among individual factors, salary is the most influential (25%), while flexibility (21%) and work environment are (18% each). This suggests that job satisfaction is best achieved through a balanced approach addressing multiple aspects rather than focusing on a single factor.

**In which work setting do you feel least stressed?**

Option	Percentage	Count
Work From Home	46.60%	47
Hybrid	35.56%	37
Office	12.60%	13
Same	7.80%	7
Total	100%	104





## Interpretation

The data shows that nearly half of the respondents (47%) feel less stressed while working from home, making it the most preferred option. Hybrid work is also a popular choice (35%), indicating that flexibility helps reduce stress. A smaller proportion feels less stressed in the office (13%), while very few (7%) believe their stress levels remain the same regardless of the work environment. Overall, remote and flexible work setups significantly contribute to lower stress levels.

## V. CONCLUSION

The study shows that flexible work arrangements positively affect employee performance. Employees experience higher productivity, motivation, and job satisfaction when given flexibility.

Key benefits include reduced commuting time and improved work–life balance. However, communication and technical challenges need to be addressed.

The study recommends adopting a hybrid work model, improving communication systems, and strengthening digital infrastructure.

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