



# International Journal of Innovative Research in Science Engineering and Technology (IJIRSET)

*(A Monthly, Peer Reviewed, Refereed, Scholarly Indexed, Open Access Journal)*



**Impact Factor: 8.699**

**Volume 15, Issue 4, April 2026**

# **A Study on Assessing the Impact of Remote, Hybrid, and In-Office Schedules at Steel Strips Wheels Limited (SSWL)**

**M.Balaji, S.Satheesh Kumar**

Final Year Student, Department of Management Studies, Panimalar Engineering College, Poonamallee, Chennai,  
Tamil Nadu, India

Assistant Professor, Department of Management, Panimalar Engineering College, Poonamallee, Chennai,  
Tamil Nadu, India

**ABSTARCT:** Remote work can be defined as a type of work arrangement, where employees do not report to work in the office setting but instead work in their home or any other place with the use of digital technologies. It is based on internet connection, communication devices, and teamwork platforms that help employees to be in touch with their teams and perform their tasks efficiently. The objective of the study is to analyse on assessing the impact of remote, hybrid, and in-office schedules at Steel Strips Wheels Limited (SSWL). The sample of the study is 120. Descriptive research design and convenience sampling method has been used. Questionnaire has been used as a primary data. Simple percentage analysis, chi-square analysis, correlation, anova and regression statistical tools have been applied to reach the findings of the study. It is found that 22.5% of the respondents are neutral towards the current work schedule (remote, hybrid, or in-office) contributes positively to overall job satisfaction. There is significant difference between work flexibility level and job satisfaction. It is suggested that the company ought to strike a balance between virtual and face-to-face communication to facilitate timely decision-making. The company should enhance the communication channels to reduce misunderstandings in the tasks. It is concluded that employee satisfaction and productivity are reinforced in a supportive working environment with proper infrastructure in place and well laid policies regardless of the nature of the working schedule. The degree of job satisfaction, to a large extent, relies on the adaption the organization makes to its work arrangement to suit the needs of employees without compromising on efficiency in operations.

**KEYWORDS:** Remote, hybrid, in-office schedule, work flexibility.

## **I. INTRODUCTION**

Remote work can be defined as a type of work arrangement, where employees do not report to work in the office setting but instead work in their home or any other place with the use of digital technologies. It is based on internet connection, communication devices, and teamwork platforms that help employees to be in touch with their teams and perform their tasks efficiently. The given form of work offers the flexibility both in place and at times in working hours, which give a person an opportunity to balance his or her work with personal life. Remote work has become a major issue to organizations nowadays because it facilitates productivity, saves time on commuting, and enhances work life balance. Hybrid work is a flexible work arrangement, which is a combination of remote working and in-office working, and according to this type of arrangement, the employees have the option of dividing their time between working remotely and going to work. In this model, employees can work under a strict schedule or decide on the place of work depending on the job needs and organizational regulations. The goal of hybrid work is to offer the flexibility and autonomy of remote work, and at the same time ensure the possibility of face-to-face interaction, collaboration, and supervision at the office. It has gained popularity especially as organizations strive to strike a balance between employee preferences and operational efficiency and productivity.

In-office schedules are a classical system of work whereby employees are obligated to offer their job services at an established workplace or office space within a set working schedule. This model focuses on physical presence, direct supervision and face to face interaction of employees and management. It provides the opportunity to communicate

instantly, organize work processes, and monitor activities more closely, which can contribute to better coordination and collaboration. Organizations that follow in-office schedules generally have job positions that demand on-site work, availability of certain resources, or constant work cooperation in a managed work setting.

**Objectives of the study**

- To examine the Work Flexibility Level of the employees under different work schedules in the organisation
- To analyse the Communication and Collaboration Methods at the organisation in remote, hybrid, and in-office schedules
- To study the Work Environment Setup for the employees across different work models
- To evaluate the Job Satisfaction among the employees at different work schedules in the organisation

**II. REVIEW OF LITERATURE**

**Tawalbeh (2025)** examined how remote and hybrid work models influence employee engagement and performance management. The objective was to identify key predictors of engagement and performance in distributed work environments. Primary data were collected with structured surveys from employees working under flexible work arrangements. A quantitative design with Partial Least Squares (PLS) analysis was used to analyze the data. Results showed communication quality, technological infrastructure, and leadership significantly predicted higher engagement and performance outcomes. The study suggested organizations adopt outcome-based performance systems and strengthen communication strategies. It concluded that hybrid and remote work require intentional engagement and management frameworks.

**Anuradha et al. (2025)** surveyed the linkage between employee engagement and organizational productivity in workplace hybrid models. The aim was to test the mediating effect of quality of communication and moderating effect of leadership style. A standardized survey was used to gather data of the hybrid employees in industries. The study employed a mixed-method design, which entailed the quantitative analysis, as well as the qualitative interviews. The results indicated that engagement is a strong predictor of productivity and communication quality improves the association, and transformational leadership reinforces the association. The authors proposed that organizations should pay attention to communication and leadership training to assist in engagement. The authors reached the conclusion that the success of hybrid lies in the engagement and supportive leadership structures.

**Belaid et al. (2025)** conducted a bibliometric analysis on remote work and job satisfaction trends over a decade, capturing the evolution of flexible work research. The objective was to map scholarly work and highlight emerging themes in remote work satisfaction. Based on 199 articles indexed in Scopus (2014–2024), the study applied bibliometric and co-citation analysis techniques. Findings showed increasing research focus on remote/hybrid work's impact on well-being and job satisfaction post-COVID-19. The study suggested future research explore moderating factors like organizational culture and leadership. It concluded that remote and hybrid work are central topics in job satisfaction research with growing theoretical and empirical attention.

**III. RESEARCH METHODOLOGY**

The Descriptive Research Design is used as the research design in the present study. This study uses two kinds of data, which include Primary Data and Secondary Data. This research has used convenience sampling technique. The number of respondents that will be sampled in this study is 120 and they will work in various work schedules. The collected data was classified, tabulated, and analysed using the following statistical tools: Simple Percentage Analysis, Chi-Square Test, Correlation Analysis, Anova and Regression.

IV. DATA ANALYSIS AND INTERPRETATION

**CHI-SQUARE ANALYSIS: RELATIONSHIP BETWEEN WORK FLEXIBILITY LEVEL AND JOB SATISFACTION**

**Null hypothesis (Ho):** There is no significant relationship between work flexibility level and job satisfaction.

**Alternative hypothesis (H1):** There is some significant relationship between work flexibility level and job satisfaction.

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	369.240 <sup>a</sup>	182	.000
Likelihood Ratio	283.957	182	.000
Linear-by-Linear Association	1.207	1	.272
N of Valid Cases	120		

a. 209 cells (99.5%) have expected count less than 5. The minimum expected count is .02.

As per the above table, it is inferred that the P value is 0.000; it is not significant to 5% (0.05) significant level. The minimum expected count is 0.02. Thus null hypothesis is rejected and it is finding that there is significant difference between work flexibility level and job satisfaction.

**CORRELATION ANALYSIS: RELATIONSHIP BETWEEN COMMUNICATION AND COLLABORATION METHODS AND JOB SATISFACTION**

Correlations			
		COMMUNICATION AND COLLABORATION METHODS	JOB SATISFACTION
COMMUNICATION AND COLLABORATION METHODS	Pearson Correlation	1	-.389**
	Sig. (2-tailed)		.000
	N	120	120
JOB SATISFACTION	Pearson Correlation	-.389**	1
	Sig. (2-tailed)	.000	
	N	120	120

\*\* . Correlation is significant at the 0.01 level (2-tailed).

The above table indicates that out of 120 respondents, co-efficient of correlation between communication and collaboration methods and job satisfaction is -.389. It is below 1. So there is negative relationship between communication and collaboration methods and job satisfaction.

**ANOVA TEST: To analyze the impact of experience on job satisfaction**

**NULL HYPOTHESIS (HO):** There is no significant relationship between experience and job satisfaction

**ALTERNATIVE HYPOTHESIS (H1):** There is a significant relationship between experience and job satisfaction

ANOVA					
JOB SATISFACTION					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	44.260	3	14.753	59.654	.000
Within Groups	28.688	116	.247		
Total	72.948	119			

**Interpretation**

The table clearly shows that experience and job satisfaction has a figure on 59.654 values and significance around .000 level than the sum of squares between groups and within groups values have 44.260 and 28.688 respectively. Hence, the significant value is lesser than 0.05 for which the significant percentage is above 95%, hence null hypothesis rejected. Thus, accepting alternative hypothesis i.e., There is significant relationship between experience and job satisfaction.

**REGRESSION: To Analysing the Work Environment Setup on Job satisfaction**

Variables Entered/Removed <sup>b</sup>			
Model	Variables Entered	Variables Removed	Method
1	WES <sup>a</sup>	.	Enter
a. All requested variables entered.			
b. Dependent Variable: Job satisfaction			

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.308 <sup>a</sup>	.095	.087	.74806
a. Predictors: (Constant), Work Environment Setup				

From the above table it clearly shows that the regression value of R is .308 (i.e) there is an impact of Work Environment Setup on Job satisfaction. The coefficient of the relation explain that the R square value is .095 ;which mean 9.5% of variance of the respondents was influenced by Work Environment Setup.

ANOVA <sup>b</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6.916	1	6.916	12.359	.001 <sup>a</sup>
	Residual	66.032	118	.560		
	Total	72.948	119			
a. Predictors: (Constant), Work Environment Setup						
b. Dependent Variable: Job satisfaction						

From the above table the significant value is less than 0.05, so the Work Environment Setup having the significant impact on Work Environment Setup.

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.654	.358		4.618	.000
	WES	.458	.130	.308	3.516	.001
a. Dependent Variable: Job satisfaction						

From the above table the significant value is less than 0.05. Hence H0 is rejected, (i.e) alternative hypothesis (H1) is accepted. It is evident that the variables have a significant impact. Thus the factor having strong impact on Work Environment Setup.

**Analysis:**

The regression analysis is carried on independent variable as Work Environment Setup with dependent variable as Job satisfaction. The significant value is to less than 0.05 to be qualified/ accepted for every variable and hence there would a positive influence on independent variables.

**Interpretation:**

The F statistic value is 12.359 with p value ( $p = 0.000$ ) were less than alpha value (0.05). This means the independent variables Work Environment Setup simultaneously affected the dependent variables Job satisfaction. Hence, the regression model is useful in predicting Job satisfaction. The coefficient of determination (R Square) of regression model is .095, indicating that 9.5% of variance in independent variables is explained by Job satisfaction. The beta coefficients for the independent variable were positive and the p values of the t-test for independent variable were greater than the alpha value (0.05). This shows that there is significant negative influence of Work Environment Setup and Job satisfaction

**V. SUGGESTIONS**

- The company needs to implement flexible time schedules to assist in relieving employees of the stress levels.
- The organization should encourage flexible working hours to enhance time management of employees.
- The organization ought to have clear and well-organized communication of work instructions.
- The firm should adopt effective teamwork tools that will enhance team coordination.
- The company ought to create working areas that ensure comfort and efficiency among the employees.
- The organization should have a well-structured working environment to minimize the operational difficulties.
- The organization needs to ensure better work arrangements to make employees to be comfortable and convenient.
- To enhance job satisfaction, the company should encourage a higher work-life balance.

**VI. CONCLUSION**

It is determined that remote, hybrid, and in-office schedules make a big difference in determining employee experience and organizational performance. The results show that work flexibility, communication practices, work environment, and job satisfaction are significantly related and, together, determine the performance and engagement of employees. As can be seen, flexible working arrangements have a positive effect in reducing stress and enhancing motivation and work-life balance and effective communication and collaboration strategies are mandatory in creating clarity, coordination, and timely decision-making in various work models. It is also concluded that employee satisfaction and productivity are reinforced in a supportive working environment with proper infrastructure in place and well laid policies regardless of the nature of the working schedule. The degree of job satisfaction, to a large extent, relies on the adaption the organization makes to its work arrangement to suit the needs of employees without compromising on efficiency in operations. Consequently, the effectiveness of the remote, hybrid, and in-office schedules is determined by the capacity of the organization to combine flexibility, communication, and work environment strategies in a harmonious balance in order to attain sustainable employee satisfaction and organizational development.

**REFERENCES**

1. Tawalbeh, J. (2025). Remote and hybrid work models: Enhancing employee engagement and redefining performance management in a new era. *Journal of Posthumanism*, 5(3), 101–116.
2. Anuradha, M., Sehgal, N., Yadav, S., Rita, D., & Gupta, A. (2025). Linking employee engagement with organizational productivity in hybrid workplaces. *Journal of Marketing & Social Research*, 2(9), 70–81.
3. Belaid, S., Ben Guedria, N., & Ballouk, H. (2025). Remote work and job satisfaction: A decade of insights through a bibliometric lens. *Administrative Sciences*, 15(11), 439
4. Maity, R., & Lee, K. (2025). The impact of remote and hybrid work models on small and medium-sized enterprises productivity: A systematic literature review. *SN Business & Economics*, 5, 158.
5. Ipsen, C., Kirchner, K., & Hansen, J. P. (2024). Hybrid work practices and employee satisfaction in European organizations. *International Journal of Environmental Research and Public Health*, 21(2), 1456.
6. Choudhury, P., Foroughi, C., & Larson, B. (2024). Geographic flexibility and organizational performance in hybrid work models. *Strategic Management Journal*, 45(1), 112–130. <https://doi.org/10.1002/smj.3521>
7. Allen, T. D., Golden, T. D., & Shockley, K. M. (2024). Flexible work arrangements and employee well-being: Emerging research directions. *Journal of Applied Psychology*, 109(3), 421–438. <https://doi.org/10.1037/apl0001132>



INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INDIA



# INTERNATIONAL JOURNAL OF INNOVATIVE RESEARCH

IN SCIENCE | ENGINEERING | TECHNOLOGY

 9940 572 462  6381 907 438  [ijirset@gmail.com](mailto:ijirset@gmail.com)



[www.ijirset.com](http://www.ijirset.com)

Scan to save the contact details