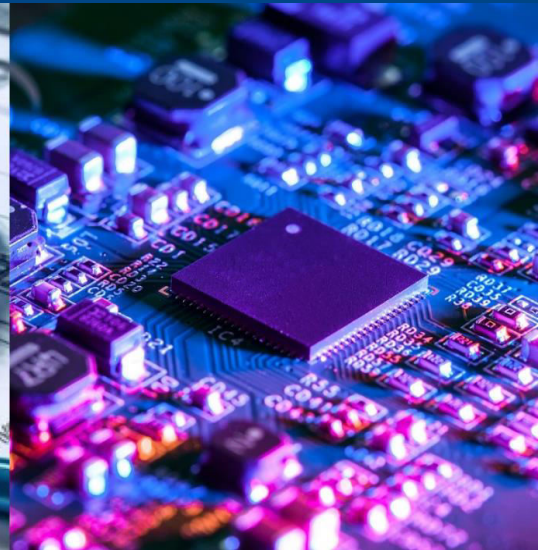
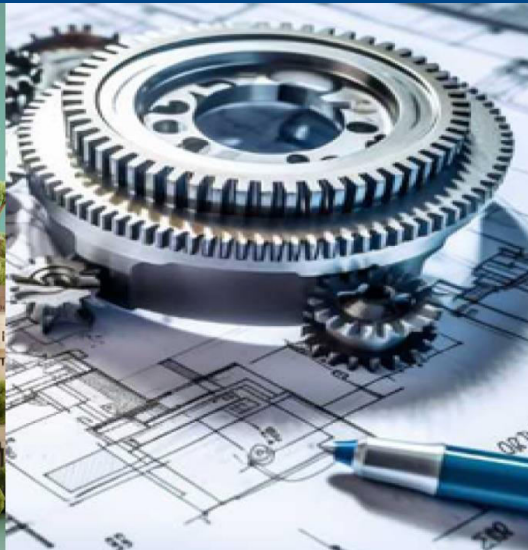
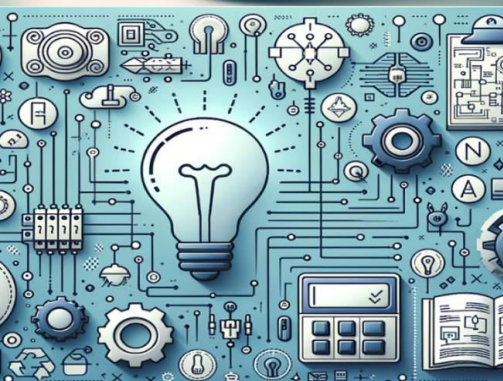




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Employee Well-Being in Hybrid Workplaces: Challenges and Organizational Strategies

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ABSTRACT: The transition from traditional office-based work to hybrid work models has significantly transformed the modern workplace. Hybrid work, which combines remote and on-site work arrangements, offers flexibility and autonomy but also introduces new challenges affecting employee well-being. Employee well-being has become a strategic priority for organizations as it directly influences productivity, job satisfaction, employee engagement, organizational commitment, and overall business performance. Hybrid work environments have created opportunities for improved work-life balance and flexible scheduling; however, employees also experience challenges such as social isolation, digital fatigue, blurred work-life boundaries, communication barriers, increased workload, and mental health concerns. Organizations are therefore required to develop comprehensive well-being strategies that address both physical and psychological needs while fostering an inclusive and supportive work culture. Human Resource (HR) departments and organizational leaders play a crucial role in implementing employee assistance programs, wellness initiatives, flexible work policies, mental health support, continuous communication, and leadership development to enhance employee well-being. This paper examines the concept of employee well-being in hybrid workplaces, identifies major challenges experienced by employees, and discusses organizational strategies that promote healthier, more productive, and sustainable hybrid work environments. The study adopts a descriptive research design based on secondary data collected from research journals, books, reports, and industry publications. The findings indicate that organizations investing in employee well-being experience higher employee satisfaction, stronger organizational commitment, lower turnover intention, and improved organizational performance. The paper concludes that employee well-being should be integrated into organizational strategy to ensure long-term success in the evolving world of work.

KEYWORDS: Employee Well-being, Hybrid Workplaces, Human Resource Management, Work-Life Balance, Employee Engagement, Mental Health, Organizational Strategies.

I. INTRODUCTION

The workplace has undergone unprecedented transformation due to rapid technological advancements, digitalization, and the global shift toward flexible work arrangements. Following the COVID-19 pandemic, many organizations adopted hybrid work models that combine remote work with office-based work. This model has become increasingly popular because it provides employees with flexibility while enabling organizations to maintain operational efficiency and business continuity.

Employee well-being has emerged as one of the most important determinants of organizational success in hybrid workplaces. Well-being extends beyond physical health and includes psychological, emotional, social, and professional dimensions that influence employees' overall quality of work life. Employees experiencing higher levels of well-being demonstrate greater motivation, improved productivity, enhanced creativity, stronger organizational commitment, and lower absenteeism.

Although hybrid work offers several advantages such as flexible scheduling, reduced commuting time, and improved work autonomy, it also presents significant challenges. Employees frequently encounter work-life imbalance, digital exhaustion, communication gaps, feelings of isolation, reduced collaboration, and difficulties in separating professional and personal responsibilities. These challenges may negatively affect employee morale, mental health, and organizational performance if not addressed effectively.

Organizations are therefore redesigning HR policies and leadership practices to support employee well-being through flexible work arrangements, mental health initiatives, employee assistance programs, wellness training, digital



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collaboration tools, and inclusive organizational cultures. Effective leadership and supportive HR practices have become essential for maintaining employee engagement and organizational resilience in hybrid work environments.

This study examines employee well-being in hybrid workplaces, explores the challenges experienced by employees, and identifies organizational strategies that enhance employee well-being and sustainable organizational performance.

II. LITERATURE REVIEW

Employee well-being has received increasing attention in organizational research due to changing workplace dynamics and technological advancement. Several scholars have examined the relationship between hybrid work, employee satisfaction, organizational commitment, and work performance.

Research indicates that hybrid work arrangements improve employee flexibility and autonomy while reducing commuting time and operational stress. Employees generally report greater job satisfaction when organizations provide flexible work options and supportive leadership.

Studies on mental health emphasize that prolonged remote work may contribute to social isolation, digital fatigue, stress, and burnout. Organizations increasingly recognize the importance of psychological well-being through employee assistance programs, counseling services, and wellness initiatives.

Research on Human Resource Management highlights that effective communication, employee engagement activities, leadership support, and continuous learning opportunities significantly improve employee well-being in hybrid workplaces. Organizations investing in employee wellness programs experience lower employee turnover and higher organizational commitment.

Recent literature also emphasizes the importance of inclusive leadership, digital collaboration platforms, employee recognition programs, and organizational culture in supporting hybrid work success. Researchers conclude that employee well-being has become a strategic organizational priority rather than merely an employee benefit.

III. RESEARCH GAP

Although existing studies have extensively discussed hybrid work and employee well-being, limited research integrates organizational strategies, leadership practices, employee mental health, and HR interventions within a comprehensive framework. Furthermore, many studies focus primarily on remote work without examining the unique challenges associated with hybrid work environments. There is a need to explore practical organizational strategies that balance flexibility, productivity, employee engagement, and well-being in hybrid workplaces.

IV. STATEMENT OF THE PROBLEM

The increasing adoption of hybrid work models has transformed organizational operations and employee work experiences. While hybrid work offers flexibility and improved work autonomy, it also creates challenges related to work-life balance, communication barriers, digital fatigue, social isolation, increased workload, and psychological stress. These issues may reduce employee engagement, organizational commitment, and overall performance if organizations fail to implement appropriate well-being strategies.

V. OBJECTIVES OF THE STUDY

- └ To examine the concept of employee well-being in hybrid workplaces.
- └ To identify the major challenges affecting employee well-being in hybrid work environments.
- └ To analyse organizational strategies that promote employee well-being.
- └ To examine the role of Human Resource Management and leadership in supporting hybrid employees.
- └ To suggest measures for improving employee well-being in hybrid workplaces.



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VI. RESEARCH METHODOLOGY

The present study adopts a descriptive research design based on secondary data. Information has been collected from peer-reviewed journals, books, conference proceedings, HR reports, industry publications, and reports from international organizations. The collected information has been analysed using descriptive methods to understand emerging trends, challenges, and organizational strategies related to employee well-being in hybrid workplaces.

VII. RESULTS AND DISCUSSION

7.1 Concept of Employee Well-being

Employee well-being refers to the overall physical, psychological, emotional, and social health of employees within the workplace. In hybrid work environments, employee well-being extends beyond traditional occupational health by incorporating work flexibility, mental resilience, job satisfaction, digital wellness, and work-life integration. Organizations that prioritize employee well-being experience improved employee engagement, increased productivity, stronger organizational commitment, lower absenteeism, and reduced employee turnover. Well-being has become a strategic organizational asset that contributes to sustainable business performance.

7.2 Hybrid Work Model and Employee Well-being

The hybrid work model combines remote working with office-based work, providing employees with greater flexibility in managing their professional and personal responsibilities. Employees benefit from reduced commuting time, improved autonomy, flexible scheduling, and better work-life integration. However, maintaining consistent communication, collaboration, and organizational culture requires effective leadership and digital technologies.

Hybrid work has encouraged organizations to redesign workplace policies, adopt digital collaboration tools, and invest in employee wellness initiatives. Organizations implementing supportive hybrid work practices generally report higher employee satisfaction and organizational effectiveness.

7.3 Major Challenges in Hybrid Workplaces

Although hybrid work offers flexibility, employees continue to experience several challenges.

Work-Life Boundary Issues

Employees often find it difficult to separate professional responsibilities from personal life while working remotely. Extended working hours and constant digital connectivity frequently lead to work-life imbalance.

Digital Fatigue

Continuous virtual meetings, prolonged screen exposure, and excessive use of communication platforms contribute to physical exhaustion, eye strain, and mental fatigue.

Stress and Burnout

Increased workload, performance pressure, changing organizational expectations, and uncertainty contribute significantly to employee stress and burnout.

7.4 Organizational Strategies to Enhance Employee Well-being

Organizations can strengthen employee well-being through several strategic initiatives.

- Flexible working hours that accommodate employees' personal responsibilities.
- Employee Assistance Programmes (EAPs) providing confidential counselling and psychological support.
- Regular mental health awareness programmes and stress management workshops.
- Digital wellness initiatives encouraging healthy technology usage and screen-time management.
- Employee recognition programmes that acknowledge individual achievements.
- Team-building activities that strengthen collaboration in hybrid work settings.
- Continuous learning and professional development opportunities.
- Inclusive organizational culture promoting diversity, equity, and employee participation.



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7.5 Role of Human Resource Management and Leadership

Human Resource Management plays a central role in developing employee-centered workplace policies. HR professionals design wellness programmes, implement flexible work policies, conduct employee engagement surveys, and monitor employee satisfaction.

Effective leadership further enhances employee well-being by promoting transparent communication, empathy, trust, and psychological safety. Leaders who regularly communicate organizational goals, recognize employee contributions, and encourage collaboration create healthier hybrid workplaces.

Table 1
Employees' Perception of Well-being in Hybrid Workplaces (Sample Data)

Response	Number of Respondents	Percentage (%)
Strongly Agree	42	42
Agree	36	36
Neutral	11	11
Disagree	7	7
Strongly Disagree	4	4
Total	100	100

Interpretation

The table indicates that 78% of respondents perceive that hybrid workplaces positively influence employee well-being. Only 11% remain neutral, while 11% disagree, suggesting that hybrid work generally contributes to employee satisfaction when supported by effective organizational practices.

Table 2
Major Challenges Faced by Employees in Hybrid Workplaces

Challenge	Number of Respondents	Percentage (%)
Work-Life Imbalance	32	32
Communication Barriers	24	24
Social Isolation	18	18
Increased Workload	16	16
Technology Issues	10	10
Total	100	100

Interpretation

The findings reveal that work-life imbalance (32%) is the most significant challenge experienced by employees, followed by communication barriers (24%) and social isolation (18%). These findings indicate that organizations should prioritize flexible work policies, communication strategies, and employee engagement programmes.

Table 3
Organizational Strategies Supporting Employee Well-being

Strategy	Number of Respondents	Percentage (%)
Flexible Working Hours	35	35
Mental Health Programmes	25	25
Employee Assistance Programmes	18	18



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Strategy	Number of Respondents	Percentage (%)
Wellness Training	12	12
Team Engagement Activities	10	10
Total	100	100

Interpretation

The table shows that flexible working hours (35%) are considered the most effective organizational strategy for promoting employee well-being, followed by mental health programmes (25%) and employee assistance programmes (18%). These findings highlight the importance of adopting employee-centered HR practices in hybrid workplaces.

VIII. KEY FINDINGS

- Hybrid work improves employee flexibility and job satisfaction.
- Employee well-being significantly influences organizational productivity and engagement.
- Work–life imbalance remains the primary concern in hybrid workplaces.
- Digital fatigue and social isolation negatively affect employee mental health.
- HR policies and supportive leadership play a critical role in enhancing employee well-being.
- Organizations implementing wellness initiatives experience improved employee commitment and lower turnover intentions.

IX. SUGGESTIONS

- Develop comprehensive employee wellness policies.
- Promote flexible work schedules while maintaining clear work-life boundaries.
- Introduce regular mental health counselling and wellness programmes.
- Strengthen digital communication and collaboration platforms.
- Encourage periodic in-person team interactions to reduce social isolation.
- Conduct employee well-being assessments regularly.
- Provide leadership training focused on empathy, communication, and employee support.
- Invest in continuous learning and career development programmes.

X. CONCLUSION

Employee well-being has become a strategic organizational priority in the era of hybrid work. While hybrid workplaces offer flexibility, autonomy, and improved work-life integration, they also present challenges related to communication, social isolation, digital fatigue, and work-life boundaries. Organizations that invest in employee well-being through supportive HR policies, leadership development, wellness initiatives, and flexible work arrangements are better positioned to enhance employee engagement, productivity, and organizational resilience. A holistic approach to employee well-being will enable organizations to create sustainable, healthy, and high-performing hybrid work environments.

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