

A Study on Hybrid Offices and Workforce

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Abstract: In the IT industry, the hybrid office and workforce model, which mixes remote work and in-office employment, has gained popularity. The following are some of the key effects this model may have on the industry, Employees have more freedom to balance their personal and work lives thanks to the hybrid approach. When necessary, they can work from home, which can cut down on travel time and boost output. Employers now have access to a wider talent pool because proximity to one another is no longer a barrier to employment. As a result, teams will likely be more diverse and may be better able to solve problems. Because employees may feel under pressure to be available and productive all the time, the hybrid approach can potentially increase the risk of burnout. Employers must be conscious of this risk and take precautions against burnout, such as fostering work-life balance and offering mental health support. In recent years, the IT industry has witnessed substantial changes relating to hybrid work. Due to the COVID-19 pandemic, which has resulted in a significant increase in remote work, many IT organizations have had to quickly adapt to hybrid work patterns.

The hybrid office is becoming more and more popular than ever. A hybrid office comprises of some employees who work in the office and others who work from home, giving workers more freedom over where and when work is done. The hybrid office is a flexible work setting where some employees must remain there to accomplish their jobs, some employees prefer to work there, and some employees may still need to stop by sometimes.

The development of a flexible workplace paradigm known as a hybrid workspace or hybrid office is necessary to serve a distributed workforce that includes both in-office and remote workers. The COVID-19 outbreak has significantly raised the need for hybrid workplaces. Businesses are taking their time to establish a more rigorous workplace even though other nations have reduced the nationwide lockdown. Many people already use the blended approach, while some people only work remotely. The main factors that affect work performance at the organizational and individual levels are covered in the study. Employees may opt to work in the office, remotely (most frequently from home), or in a hybrid workplace, depending on where they are most productive.

Our flexibility and support are the most important components of a hybrid workplace, in addition to a combination of in-office and remote workers. This study aims to provide light on workplace flexibility's effects on productivity as well as its broader consequences on people and enterprises. A hybrid work paradigm for a particular employee is a timetable that combines in-office and remote work. deciding on a time to leave for work. Sometimes an employee will elect to work from home. There is no hybrid model that works everywhere. Based on the requirements of the company and the person, each organization creates a hybrid model. Employees can utilize the "hybrid work model," a work style that combines working from home while traveling, and in the office. An effective hybrid work structure encourages independence, adaptability, high performance, collaboration, wholesome interpersonal interactions, and beneficial work practices.

Since the outbreak of the epidemic, businesses have had to adapt to stay in business. Most of this change involved going remote. When lockdown orders were issued, businesses were compelled to implement a WFH model, or at the very least, a largely WFH structure. However, many workers are returning to work now that restrictions have been eased. Nevertheless, some staff work in the office while others continue to work remotely due to capacity and location limits. Even though the concept is not new and was utilized by numerous companies before COVID, the hybrid office is quickly becoming the "Next Normal." According to a Xerox poll, more than 50% of businesses intend to change their WFH policy in the future year.

The study's objectives are to investigate:

- To determine how much hybrid employees believe that adopting a hybrid working pattern impacts their subjective health.
- To understand the effects of mixed remote work arrangements—both good and bad—on workers' well-being.
- To understand the aid by the organization for the health of hybrid employees and the efficacy of these strategies.

Keywords: -Hybrid workplace culture, WFH, WFO, COVID-19, Remote work.

I Introduction

Workplace hybrid models mix office work and remote labor. Employees can schedule their time around their personal lives with hybrid work, as opposed to having work organized around desks in a traditional office setting. Employee productivity lowered stress levels, and shorter commute times are all thought of as trade-offs in hybrid workplaces. Employers who use this tactic allow their staff members some discretion over whether they want to work locally or remotely. Employees have more freedom and the choice to work from home or any other location where they can be productive with the hybrid work paradigm. A network of people who work from their homes, in coworking spaces, and traditional businesses in addition to the office has emerged as a result of hybrid work. Members may move between different locations depending on the demands of the team and the tasks they must do. The combination of a physical work location and a remote work system is known as hybridity in the context of a workspace. In essence, some workers interact with coworkers directly at the company or organization, and others operate remotely. The same group of workers may gain from this arrangement, which enables them to work remotely some of the time while still being physically present at the workplace.

Many companies have switched to hybrid work arrangements in response to the COVID-19 epidemic to maintain company continuity while putting employee safety first. Yet, many businesses were already utilizing this strategy before the epidemic to draw in and keep employees, boost output, and cut costs associated with overhead. Employees can choose hybrid office and workforce, based on their job duties and personal preferences. This paradigm calls for efficient technologies for collaboration and communication as well as clear expectations and policies for both on-site and remote work.

A hybrid office and workforce model that strikes a balance between the benefits of working remotely and those of doing so in a normal office setting can boost productivity while also increasing employee contentment. In hybrid workplaces, physical spaces are generally redesigned to meet the demands of staff members who work both onsite and remotely. Hot desks and shared offices are two examples of more adaptable workspaces that may be used, together with sophisticated technology that enables smooth communication and collaboration between remote and in-person workers.

Both managers and employees must possess a new set of abilities to work in a hybrid workforce. Workers must be able to work independently, successfully manage their time, and cooperate and communicate with coworkers who may be based in different places. Managers must be able to give clear instructions, build efficient channels for communication, and foster an environment that caters to the needs of both physically present employees and those who work remotely.

The rise in remote work during the COVID-19 epidemic has pushed the trend toward hybrid work as more companies have realized the benefits of allowing employees to work remotely while yet maintaining some level of in-person collaboration and connection. Because hybrid work offers greater flexibility, a better work-life balance, and reduced maintenance costs for physical offices, both employers and employees can profit from it. The management of communication and collaboration between remote and on-site teams, assuring fair treatment of all employees regardless of location, and preserving company culture and team cohesion are some of the difficulties that hybrid work offers. As businesses try to adjust to shifting work habits and preferences while juggling competing priorities, the trend towards hybrid workplaces and offices is expected to continue.

There are many methods to adapt hybrid work to your firm because it is a flexible work style. For instance, you might believe that giving your team as much discretion as possible will enable them to schedule their weeks without any restrictions or demands. You might also decide that requiring your employees to remain on-site for a specified number of days will boost morale and productivity for everyone.

Choosing the best hybrid work schedule for your firm is essential. Each schedule has several benefits and challenges. Here is a brief description of each of the four varieties of work schedules.

Four types of hybrid work schedules:

- a) Hybrid as needed: The day(s) an employee chooses to report to work is their choice.
- b) Dual-split week: By team or function, your business designates specific days for both onsite and remote work.
- c) Manager-scheduling hybrid: The day(s) that the team reports to work is/are determined by the managers.
- d) Mixed hybrids: Combining all three possibilities.

II Current Scenario of Hybrid Offices and Workforces

A shift towards hybrid offices and a hybrid workforce, which combines remote work and in-person employment, is currently taking place in many organizations. This transition has been significantly influenced by the COVID-19 pandemic, which forced many organizations to adopt remote work as a way to maintain business continuity while keeping employees safe. Physical office space and remote workplaces are frequently used in hybrid offices. Employees may choose to work remotely most of the time and in the office for a few days each week, or they may alternate weeks of working both on-site and off-site.

Employees in the hybrid workforce might be spread out across several regions and time zones. To ensure efficient teamwork and efficiency, businesses must implement modern communication and collaboration tools and processes. Businesses are also making investments in infrastructure and technology to accommodate remote work, including cloud-based software platforms and video conferencing applications. For both companies and employees, the hybrid model offers several advantages. By allowing workers to work remotely, employers can reduce their real estate expenses and draw in a larger pool of talent. Long trips can be avoided, providing workers greater control over how they balance work and life. The hybrid model, however, also has drawbacks, including sustaining team unity and guaranteeing fair treatment of both remote and in-person workers.

Employees might have more influence over their work environment and schedule with hybrid work. This can lessen stress and enhance work-life balance. Employees can avoid the daily commute to the office and save time, money, and the environment by working from home on occasion. By lowering workplace distractions and allowing staff to work in a setting, hybrid work can increase productivity. A transition in organizational culture towards a more results-oriented strategy as opposed to one that is centered on presenteeism may occur with less time spent at work. Working remotely, even half the time, saves money for both businesses and employees. Businesses can cut prices on supplies and other expenses while saving money on commute costs for remote workers. Increased output is achieved. Telecommuters are more likely to take breaks and have fewer social distractions, which keeps them reenergized and motivated. According to statistics, those who work remotely occasionally—even once a month—are happier and less worried.

III Review of Literature

3.1 Author -Monila Grzegorzcyk, Mario Mariniello, Laura Nurski and Tom Schraepen (2021)

Nations are beginning to imagine a period where decisions made by employees and employers don't seem to be impacted by the epidemic thanks to the advent of COVID-19 immunizations. The crisis had a significant impact on everyone, but it also presented an opportunity. It has been proven that workers in the appropriate positions may work efficiently from home without having any negative consequences on their productivity or performance. Teleworking could enable even unique operating techniques, increasing output. The pandemic issue has also brought attention to the necessity of establishing workplace safeguards to protect workers' health and to guarantee an effective mix of remote and on-the-ground personnel, with no differences in how they are treated or their working conditions.

3.2 Danijela Sokolic (2022)

Working from home is the most common form of remote employment in the third decade of the twenty-first century. What was previously an experimental approach in a few companies (mainly in the IT industry) before the turn of the millennium has unintentionally spread and become common in 2020 and 2021 because of the Covid

Nineteen outbreak. The requirement to transition to a virtual environment forced each business and its employees to adopt new operational procedures (such as managing virtual groups, workspaces, etc.). A few of the crucial factors that affect both organizational and individual work performance are included in the study. It illustrates how corporations regard their most important resource—human potential—and analyses how teleworking legislation could go awry. It also shows how changing technology trends and improved knowledge of various organizational structuring strategies affect this perspective.

3.3 Dahlia Baker (2021)

An estimated 81 percent of the world's workforce has seen workplace changes as a result of the pandemic (Savic 2020). There is a lot of excitement surrounding the idea that the pandemic is fundamentally altering how we live and work, with forecasts that working from home will become "the new normal." According to experts, firms must plan for the change, promote employee involvement, and foster a trusting environment to lessen resistance to it (Bailey & Raelin 2015). Due to the pandemic's quick spread, few of these components to combat resistance were in place, which made matters worse for managers and employees alike. Based on prior behavior and conventions, components contributing to resistance may resurface after the immediate crisis has passed (Williamson et al. 2020).

3.4 Lisa Tran (2022)

The literature is contradictory when it comes to how distant work affects productivity. Understanding and recognizing the elements that have been found to temper the relationship between productivity and remote work becomes even more important as a result. Working remotely enhances both employee productivity and an organization's capacity to operate effectively during the Covid-19 pandemic, according to a study by Fayzieva et al. Remote work was found to either improve or impede firm performance, depending on two main channels: a direct channel for remote work that facilitates cost reductions to free up resources for productivity-enhancing innovation and reorganization; and an indirect channel for remote work that alters efficiency, motivation, and knowledge creation of the workforce.

3.5 Gemma Dale (2022)

According to research (Chung et al., 2021) and studies (Sardeshmukh et al., 2012), working remotely improves opportunities for spending time with family, cuts down on commuting, and boosts daily good emotions (Anderson et al, 2014). Also, it has been recognized as a strategy for assisting employees with disabilities in maintaining their health and welfare (Taylor et al, 2022). On the other hand, remote work has been linked to sedentary behaviour and has been proven to raise the risk of musculoskeletal difficulties (Jodi et al., 2022), increased stress (Song and Gao, 2019), social isolation, and unpleasant emotions (Almarcha, 2021). Working remotely has the potential to have both beneficial and negative effects on some aspects of wellness, such as work-life balance (Golden, 2021). The degree to which remote work has a favourable or unfavourable impact on employee well-being depends on a variety of variables, including personality type (Clarke et al., 2012), preference for home/work segmentation (Nippert-Eng, 1995), gender (Song and Gao, 2019), and work design (Kossek and Lautsch, 2009).

IV Research Methods

4.1 Research Design

The study's research methodology is a descriptive research method that will encompass research on "Study on hybrid offices and workforces."

Relevant: The only way to survive in the age of Artificial Intelligence. The survey included employees of the IT sector.

4.2 Research Objectives

- To determine how much hybrid employees believe that adopting a hybrid working pattern impact on their subjective health.
- To understand the effects of mixed remote work arrangements—both good and bad—on workers' well-being.

- To understand the aid by the organization for the health of hybrid employees and the efficacy of these strategies.

4.3 Research Methodology

While utilizing a hybrid methodology, the multi-method qualitative approach used in this study will help us understand how complicated well-being is. A focus group of chosen HR professionals will be assembled first. Then, a qualitative survey and semi-structured interviews with hybrid workers will be conducted, with the results being evaluated thematically. Working in a hybrid setting combines the benefits of working from home and in an office.

4.4 Research Questions

Why do many remote-ready employees want hybrid work?

4.5 Research Gap

- There is a need for additional longitudinal research to look at the long-term influence of hybrid task arrangements on employee wellness, productivity, or organizational output as opposed to the short-term consequences that have been the emphasis of hybrid offices and workforce.
- Hybrid work arrangements have become more common thanks to technology, but more research is needed to examine any potential drawbacks of this increased use of technology, such as digital overload and burnout.
- One area of research that has to be covered is the appropriate split between on-site and remote work for different job types and industries.

4.6 Hypothesis results

Descriptive Statistics

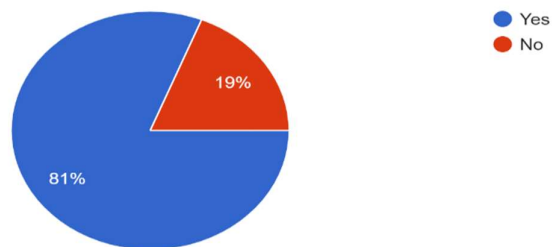
HW	Mean	Std. Deviation	N
3	2.206	0.950	58
6	0.741	0.441	58
7	0.807	0.398	58
9	1.241	0.601	58

- H1 It is accepted that people were more productive in hybrid work during the pandemic.
- H2 It is accepted that people frequently experience technical issues when using remote communication tools.
- H3 It is accepted that hybrid offices and workforces create a positive impact on employees' productivity.
- H4 It is accepted that hybrid offices and workforces create an impact on employees' well-being.

	N	Minimum	Maximum	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
1	58	0	1	0.810	0.395	-1.625	0.051	0.664	0.102
2	58	0	1	0.623	0.412	0.235	0.051	0.225	0.102
3	58	1	5	2.206	0.950	0.581	0.051	0.125	0.102
4	58	1	5	2.568	1.141	0.778	0.051	0.030	0.102
5	58	1	5	2.465	0.959	0.657	0.051	0.306	0.102
6	58	0	1	0.741	0.441	-1.131	0.051	-0.745	0.102
7	58	0	1	0.801	0.398	-1.598	0.051	0.573	0.102
8	58	0	1	1.312	0.410	1.256	0.051	0.652	0.102
9	58	1	3	1.241	0.601	2.359	0.051	4.180	0.102
10	58	1	3	1.206	0.554	2.625	0.051	5.714	0.102
Valid N	58								

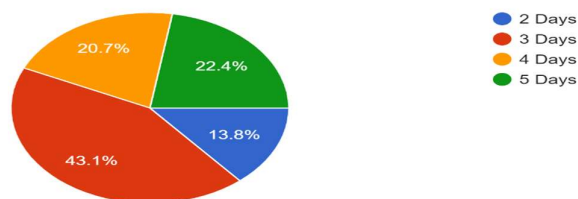
1. Do you enjoy working from home?

58 responses

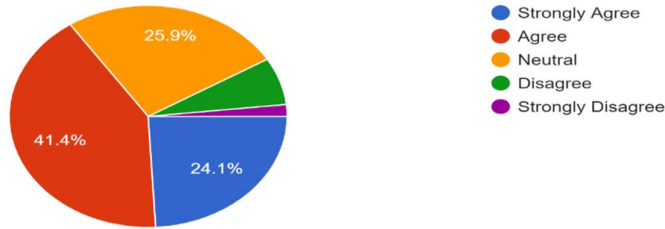


2. How many days a week, ideally, would you like to work from home after the pandemic?

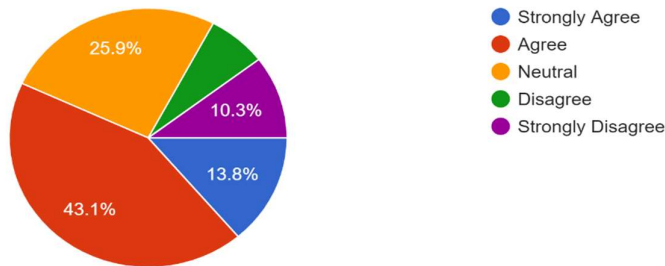
58 responses



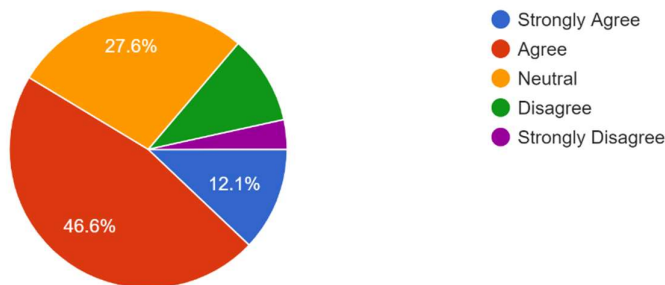
3. Did you think you were productive during the pandemic?
58 responses



4. Do you believe that working part-time may prevent your ability to advance and develop?
58 responses

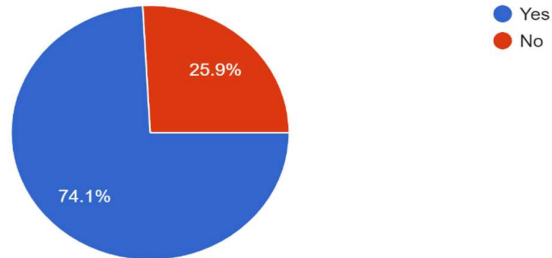


5. Do you think your ability to work with others in a team has improved since you started working remotely?
58 responses



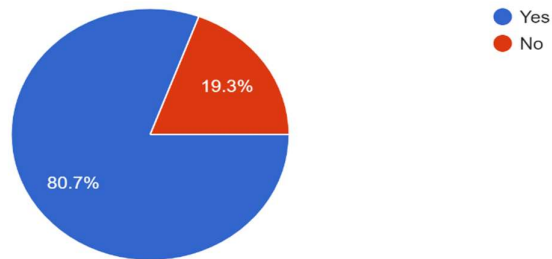
6. Do you have a specific area in your house where you work?

58 responses



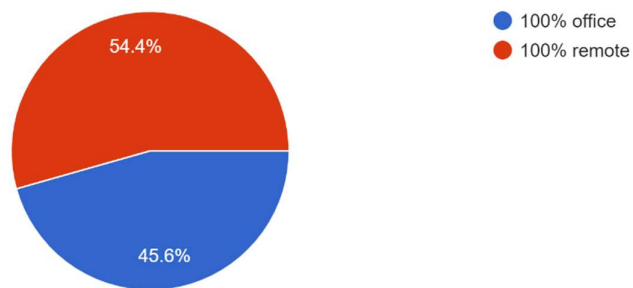
7. Do you frequently experience technical issues when using remote communication tools?

57 responses



8. Which arrangement do you prefer: hybrid?

57 responses



4.7 Data Collection Method

Sampling design – The survey method has been used to collect information with the help of a questionnaire by using the Likert scale.

Sampling size – Respondents were employees working in the IT sector in Bengaluru.

Sampling Technique – Purposive sampling was employed as the sampling strategy for this study. It falls under the category of non-probability sampling, and it is utilized depending on the study's goals as well as the characteristics of the sample population. When a researcher wants to swiftly reach a desired sample and sampling proportionality is not the major issue, this sort of sampling can be quite helpful.

Scope of the Research

- Respondent's scope - It consists of information from respondents who were chosen at random and who work in Bangalore's IT sector.
- Content scope is made up of the responses' actions and observations, which are quantified and determined from a qualitative perspective using statistical tools.
- Regional scope - Bangalore is the study's region of operation.
- Research scope - the study is conducted by the goals stated, namely investigating the relationship between hybrid offices and workforces.

V Finding/Analysis

There is a growing amount of study on hybrid workplaces and workforces that looks at the advantages and difficulties of this way of working. According to several studies, hybrid work arrangements are associated with increased output, a better work-life balance, and greater job satisfaction. However, some studies have emphasized the value of preserving in-person interactions and social connections at work and have shown that hybrid work arrangements might not be appropriate for all vocations or industries. Employee flexibility allows them to work from home or any other place, which can cut down on travel time and expenses and promote work-life balance. As they can collaborate with colleagues who are based in various locations throughout the world, this can also give employees the chance to have a more varied work experience. Hybrid work arrangements also give employees more freedom and control over their schedules. Employees can change their work schedule to accommodate personal obligations and requirements without sacrificing performance or productivity.

One industry that has been at the forefront of implementing hybrid workplaces and offices is the information technology sector. Technology advancements and the ubiquitous availability of high-speed internet have led many IT organizations to embrace remote work to boost productivity and increase flexibility. Due to its reliance on technology and ability to easily handle remote work arrangements, the IT industry has seen a rise in the popularity of hybrid offices and workforces. From the standpoint of the IT industry, hybrid offices and workforces have both benefits and drawbacks. One of the main advantages of hybrid work arrangements in the IT sector is more flexibility. If they have access to the required technology and resources, IT workers can operate from anywhere and at any time. As a result, there may be a better work-life balance, less time and money spent commuting, and a workforce that is more diverse in terms of geography and ethnicity. Increased cost reductions are another benefit of hybrid work arrangements in the IT industry. Companies can save money and use it towards investing in other aspects of their operations by lowering the requirement for office space and other overheads. For start-ups and smaller enterprises, which can have fewer resources, this might be especially crucial.

Hybrid work arrangements in the IT industry are not without their difficulties. The prospect of less in-person communication and collaboration is one of the key worries. While video conferencing and other communication tools can help with this, some workers could still feel cut off from their team and the company. The potential for security lapses and worries about data privacy presents another difficulty. There is a higher danger of security

lapses and cyberattacks because employees can access business resources and data from various places and gadgets. Implementing strong security policies and methods, such as multi-factor authentication and recurring security audits, can address this. Connectivity problems go beyond coordination and communication problems with technology. Working remotely can put social relationships in danger or possibly destroy them, which is an even more serious problem. We are aware that establishing and sustaining professional networks and mentorship relationships—both of which are essential for career advancement—can be challenging for women and minorities. The importance of interpersonal connections for preserving our sense of social identity and psychological wellness has also been demonstrated through research.

Even if a lot of people have tried working from home and enjoyed the experience, physical offices will still be needed in the future—at least for most firms. Many people still find that working physically in an office is equally enjoyable as working virtually. Businesses still need a space where people can congregate for social events, hold meetings, and exchange information. Even though humans are naturally social beings, many people long to eventually go back to their professions at the onsite office. Therefore, it is extremely likely that offices will reopen, but when they do, the system that governs them will be radically different.

VI Interpretation

- In this study 48.5% of people strongly think their ability to work with others in a team has improved since they started working remotely, 24.2% people are neutral and 15.2% disagree.
- In this study 87.5% of people positively think that hybrid offices and workforce impact employees' well-being and 9.4% people think that there is no impact of hybrid offices and workforce on employees' well-being.
- In this study 37.9% of people think that hybrid offices will significantly improve work-life balance and 52.2% of people think hybrid offices will not much improve work-life balance.
- In this study 43.3% of people think that Employee morale and job satisfaction are positively impacted by mixed work arrangements.

VII Limitation

The study's drawback is that it was conducted entirely online. Hence, many respondents could provide incorrect information or opinions. Considering the study was conducted during the third wave of COVID-19 infections in the country, we might presume that social isolation affected how each type of employment, particularly remote work, was evaluated. The loss of control over the group's composition was another effect of the pandemic crisis. As a result, in terms of the demographic characteristics controlled in the study, the group makeup was rather inadequate. Yet, this issue could not be resolved without tight sanitary practices and online investigation.

VIII Suggestion

- Due to the rise in distance work caused by the COVID-19 epidemic, hybrid offices and workforces have gained popularity among many businesses.
- Increased flexibility, a blended workforce has the advantages of a better work-life balance and cheaper costs for businesses.
- Some research suggests that in-person collaboration is necessary for some types of work, others suggest that remote workers are more effective and content with their careers.

IX Conclusion

Because they provide the best of both worlds for both employers and employees, hybrid offices and workforces are a trend that is becoming more and more common in the modern workplace. To allow employees to work from home while also providing them the option to come into the office, when necessary, hybrid offices were created. Hybrid offices have a few advantages, such as increased productivity, lower expenses, better work-life balance, and more employee satisfaction. This is because workers have the freedom to choose how they want to work,

whether it's from home, the office, or a combination of both. Overall, a hybrid office model's success depends on the company's ability to strike the correct balance between remote and in-person work, as well as on its ability to give employees the tools and support they need to be productive wherever they are. As a result, it's critical that businesses carefully assess their strategy for hybrid work and adjust it as necessary in light of employee input and changing workplace trends. Hybrid workplaces and offices are probably going to be more typical in the future. Even though there are obstacles to be addressed, there are many advantages for both businesses and employees. Successful hybrid work environments give employers a competitive edge in attracting and keeping top talent, and additionally, they provide workers with greater flexibility and a better work-life balance. Many people still find that working physically in an office is equally enjoyable as working virtually. Businesses still need a space where people can congregate for social events, hold meetings, and exchange information.

In conclusion, the COVID-19 epidemic has hastened the trend towards hybrid offices and a hybrid workforce, which is a response to the evolving nature of work in the digital age. Even if this paradigm has benefits like more flexibility and cost savings, there are also downsides, like maintaining team cohesion and making sure all employees are treated fairly. Businesses must modify their organizational cultures to enable a more flexible and distributed workforce, invest in technology and infrastructure that supports remote work, and create efficient communication and collaboration tools and processes to successfully execute a hybrid model. Companies must also make sure that their procedures and rules are just and equal for all workers, regardless of where they are employed or what hours they work. The hybrid model will probably continue to develop and adapt to new developments in technology as it gains in popularity.

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