

Chapter 3

Hybrid Workplace: The Future of Work

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ABSTRACT

The hybrid workplace is a concept on the lips of every industry trend in the world today. With digitalization becoming more normalized across every sphere in the global village. Every workplace needs to maximize and transcend obstacles and innovations to ease into the hybrid workplace. The COVID-19 pandemic brought a wave for an increased need for a hybrid workplace. Although some countries have relaxed the lockdown in their states, businesses are taking their time to set up a more formidable work arrangement. Many are already operating the hybrid system while others are running fully remote. The pandemic has taught the work a lesson of preparation and planning. Beyond that is also the lesson of flexibility and adaptability in the workplace. In prioritizing the future of work, there is the need to embrace the hybrid workplace model. Indeed, the future of work would likely be the hybrid workplace model.

1. INTRODUCTION

The word ‘Hybrid’ is not a novel one. It has seen diverse use over the years in different representations. In more recent times, hybrid is used to describe a whole new feature of technology’s infusion into human beings’ lifestyles. Granted, we are familiar with the way of life of where we are from. Culture directly affects us because people make them. When a child is born, the person is introduced to a way of life, and

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this pattern takes on different turns as such a child faces the diverse phases of the life due to numerous influencing factors including the physiological requirements, socio-ecological arrangements and developmental needs. These portray a variety of systems and lifestyles with an interplay due to a very complex dependence and arrangements in socio-ecological nexus. There is the family lifestyle, and there is the educational lifestyle; there also is the social lifestyle as there is the lifestyle of work. Interestingly, each sphere has a system that governs it. For instance, education has a system that is ascending in nature. It all begins from the foundational aspect before the complexities and technicalities are gradually learned understandably. To simply put, the child grows into it.

Systems are important, and they make people, organizations, institutions, communities, and nations governable. All mention can only thrive when there is a system of operation in place. In the true sense, nothing gets done in chaos. The disorder only adds to confuse things further. However, order or system in this context should not be confused with rigidity. Order and flexibility can co-occur, more of which will be properly explored in this study. Think of order as a procedural pattern that allows the different arms of a social function the way it should. Just like the government is in charge of making policies for running the state, the educational institutions for instilling thoughts and ideas for transforming children and making them into responsible adults. Just as every sector has its system, the smaller institutions under them have the specific systems they run. In essence, these smaller institutions serve as the workplace for the people who constitute them. The truth is that there is no structure or system without people. The organization cannot run a system on emptiness, the system is made for the people and without the people, there is no use. Different workplaces work on different kinds of systems. Such a system can revolve around where to work, what days of the week to work, the number of working hours, who to report to, and those to be supervised. All of the peculiar dynamics to a particular workflow decide what the dominant system is in that space.

2. HYBRID ARRANGEMENT OR STYLE

A hybrid system is otherwise known as the blended system. It usually occurs in a situation where there is the need to balance two kinds of demands equitably to avoid any clash or conflict. The hybrid system is an initiative introduced to cater to the specific needs of a system or organization's active parties. If existing in a situation of unique requirements, a hybrid arrangement ought to serve as a solution to the challenges of location, distance, cost, availability, and management. It is safe to say that hybridity is an offshoot of technological advancements.

To define what hybridity is, especially in a workspace, it combines the physical work arrangement and the remote work system (Cook et al., 2020). In essence, some work in person on site of the business or organization while some work by virtue of the internet. This arrangement could also involve the same party of people, where they get to show up physically on site of the company and take the rest of the week's days to work remotely.

The hybrid working system ensures the organization employing it enjoys the special advantages that come with the remote working system (Trede et al., 2019b). In the package that comes with remote work, essential elements are flexibility at work, reduced labor cost, more satisfaction on the part of workers, and better environmental experiences. Also added is the benefit which comes with the traditional working system. There is the assurance of hands-on interaction of the existing culture in the work organization. Likewise, there comes the advantage of informal networking, more likely in-person collaboration, and

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