



Productivity in a hybrid work environment

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Abstract

This research evaluates the productivity of Department of Education personnel in a hybrid work environment using Civil Service Commission regulations on flexible work arrangements. The study, which was conducted in Makato's Aklan District, used a descriptive-correlational strategy that included questionnaires and statistical analysis. The results show a primarily young workforce with different educational backgrounds and tenures, demonstrating adaptation to hybrid work patterns. Productivity in terms of speed, work quality, and target attainment is very high, indicating the hybrid setup's success. Influential elements like supervision and work-life balance have a favorable influence on productivity. There is a considerable positive association between production levels and the affecting factors. Recommendations include continuously improving the hybrid work program, addressing gender and educational inequities, resolving personal time issues, and implementing open performance review methods to ensure long-term success. Efforts should be directed at increasing inclusivity, providing support structures, and guaranteeing long-term program viability. This study's findings have major implications for the future of hybrid work settings. The findings indicate that hybrid work may sustain high production levels, which may impact governmental decisions about flexible work arrangements. Addressing observed differences and providing transparent performance evaluations may result in more fair and successful work environments. The report also emphasizes the significance of support structures and inclusion in keeping employees productive and satisfied. By concentrating on these areas, organizations may better assist their employees and maintain long-term success in hybrid work programs.

Keywords: *productivity, department of education, hybrid work environment, civil service commission, flexible work arrangements, workforce, sustainability*

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Introduction

The coronavirus disease 2019, often called the COVID-19 pandemic, has affected the entire world. By December 8, 2020, over 67 million confirmed cases had been reported, resulting in more than 1.5 million deaths. Governments worldwide have implemented quarantines to curb the spread of this deadly virus. Businesses have adopted work-from-home (WFH) arrangements during the crisis to maintain operations and ensure employee safety. Telecommuting allows office employees to perform their tasks from home instead of a central office, using technology to communicate with various company stakeholders (Gajendran et al., 2017).

A survey by Savic (2020) describes the hybrid work environment, a concept that has gained traction since the onset of COVID-19, as employees working from home instead of the company's offices. The Civil Service Commission of the Philippines issued Memorandum Circular No. 10, section 2020, detailing revised interim guidelines for alternative work arrangements and support mechanisms for government employees. "Work-from-home" refers to employees working remotely but completing their tasks and delivering outputs from home. On the other hand, telework involves using information and communication technology (ICT) to perform tasks outside the company's premises (Eurofound and the International Labour Office, 2017). This practice offers benefits such as lower costs and flexible time management. According to Madarang (2019), technology enables job completion anytime and anywhere. While operational costs might be reduced, this strategy also allows employees to balance work and home life.

This study aims to determine the impact of remote work on employee performance and examine the positive and negative effects of hybrid work environments on workers' daily lives. It also seeks to assess the influence of new workspaces on job and organizational performance and workplace motivation.

Methodology

The research design used in the study was descriptive-correlational in examining the level of productivity of Department of Education employees in a hybrid work environment and their extent of factors affecting the productivity. A descriptive-correlational study suited

this research since this calls for investigation between variables with the intent to analyze and represent that relationship and difference mathematically with the help of statistics. The respondents of the study were composed of 77 regular and job-order employees of different schools in the District of Makato. The sample size was selected through simple random sampling of 50% of the total number of Department of Education employees.

This study used a self-formulated questionnaire-checklist that was devised with the guidance of a thesis adviser, and using the work of Clark (2003), as reference. The instrument was divided into three parts, as follows: Part I of the instrument was designed to draw information on the demographic profile of employees in the Department of Education-Aklan, District of Makato in terms of: age, civil status, educational qualifications, and years in service. Part II of the instrument was composed of a 30-item checklist under three variables, such as, speed, work quality, and work target, which are all designed to draw information on the level of productivity in a hybrid work environment of employees. Part III of the instrument was composed of a 40-item checklist under four variables, such as, propensity, supervision, reorganization, and work-life balance, which are all designed to draw information on the extent of factors affecting the productivity of employees who are in a hybrid work environment.

The researcher has first sought permission from the Division of Aklan Public School District Supervisor in the District of Makato, of allowing to float the questionnaire checklist and in undertaking limited personal interviews from among the target respondents, and case-to-case observations within the setting of the study. Finally, the researcher ensured the confidentiality of responses of respondents and met the requirements of research ethics. Moreover, an individual and personal approach was made by the researcher to facilitate the expeditious and early retrieval of the duly accomplished instrument.

Findings

According to the gathered data, most respondents were between the ages of 21 and 30, were mostly female, and had earned a master's degree. They had been working in the Department of Education-Aklan, Makato District, for one to ten years. In a hybrid work environment, productivity levels were strong, with weighted means of 3.39 for speed, 3.67

for work objectives, and 3.71 for work quality, for a total weighted mean of 3.59. Productivity-related factors were likewise judged very productive, with weighted means of 3.41 for propensity, 3.60 for supervision, 3.49 for reorganization, and 3.49 for work-life balance, for a total weighted mean of 3.50.

The findings show that the employees are highly productive in a hybrid work environment. Furthermore, supervision, restructuring, inclination, and work-life balance all have a substantial impact on productivity. The considerable positive association between productivity and these criteria implies that improving these areas might help employees perform better in hybrid work environments.

Conclusion

The study provides many significant results concerning employee productivity in a hybrid work environment at the Department of Education-Aklan, District of Makato. The workforce is primarily young, ranging in age from 21 to 30, and is open to new technology and working techniques that support a hybrid work paradigm. The diverse educational backgrounds, with many staff possessing college degrees and others seeking postgraduate degrees, along with varying years of service, provide chances for cooperation and adaptation. Recognizing and using these various skills can increase productivity in a mixed environment.

Productivity in the hybrid work environment is very high, as assessed by speed, work quality, and attainment of work goals. This shows that the hybrid work environment efficiently boosts productivity in a variety of job performance areas, highlighting the department's strong handling of remote and in-person work dynamics. Characteristics like propensity, supervision, rearrangement, and work-life balance are extremely beneficial to productivity. These aspects have a significant beneficial influence on total department productivity, demonstrating that appropriate methods and policies have been implemented to boost productivity in the hybrid work environment. This atmosphere allows employees to grow and perform well.

The study found a strong positive correlation between productivity levels and factors affecting them in a blended work environment. As a result, the null hypothesis, which predicted no significant association between production level and influencing factors, is

rejected. This demonstrates that the parameters investigated make a substantial contribution to increased productivity in the mixed work style.

The results emphasize the need of investing in dependable internet infrastructure to assist the youthful workforce's capacity to adapt to new technologies and the department's hybrid work arrangements, which ensure easy communication and cooperation. To overcome large gaps in job performance based on gender and educational attainment, customized training, mentorship programs, and activities for an inclusive workplace are recommended. The Human Resources department should aggressively address concerns about the program's influence on employees' personal time by implementing regulations that strike a balance between flexibility and personal limits. Furthermore, the Department of Education should establish clear and open procedures for identifying important performance metrics for remote work, offering frequent feedback, and ensuring that employees understand their performance evaluations.

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