



# To Study the Impact of Remote Work and Hybrid Work Models on Employee Work Life Balance at Post Pandemic Across Pune Region

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**Abstract** – The COVID-19 epidemic accelerated the adoption of remote and hybrid work paradigms by upending traditional work structures. This study looks at how these work arrangements affect the work-life balance of employees in the Pune area. Data is gathered from workers in the business, IT, and services industries using a descriptive study design. The study investigates the effects of remote and hybrid work on flexibility, productivity, stress levels, and personal well-being. Results show that while working remotely increases flexibility and lessens the stress of commuting, hybrid models provide a balanced approach by fusing social engagement with flexibility. The study comes to the conclusion that, in the post-pandemic era, hybrid work is more viable for preserving work-life balance.

**Keywords** – Remote Work, Hybrid Work, Work-Life Balance, Post-Pandemic, Employee Well-being, Pune Region..

## I. INTRODUCTION

The COVID-19 epidemic significantly altered how businesses function, particularly with regard to work schedules. Many businesses switched from traditional office work to remote and hybrid work models due to lockdowns and safety concerns. While hybrid work mixes office and remote labor, remote work enables workers to use digital tools from home. In the post-pandemic age, these models have become prevalent, especially in places like Pune.

Work-life balance, or the capacity of individuals to successfully manage their personal and professional obligations, is one of the major areas impacted by this change. Benefits of working remotely include increased comfort, flexibility, and shorter commutes. But it can also result in problems like extended workdays, unclear boundaries, and loneliness. Conversely, hybrid work strikes a balance by giving workers flexibility while preserving interaction at work.

Numerous companies in the Pune area have implemented these work arrangements, therefore it's critical to research how they affect workers. The goal of this study is to comprehend how work-life balance, employee wellbeing, and productivity are impacted by remote and hybrid work in the post-pandemic era. Additionally, it seeks to pinpoint the difficulties that workers have and offer solutions for enhancing their work-life balance.

### Relevant Work

The effects of remote and hybrid work on employees' work-life balance have been the subject of numerous studies. Although working remotely has been shown to increase flexibility and lessen the stress of commuting, it may also result in longer workdays and make it harder to keep work

and personal life apart (Phukan, 2024). Because of the blurring of boundaries, research suggests that working remotely may increase burnout and work-family conflict (Shockley et al., 2024). However, by offering flexibility and chances for in-person communication, hybrid work models have been demonstrated to increase employee satisfaction (Mawson, 2024).

It promotes productivity while preserving employee well-being, hybrid work is regarded as a sustainable model (Cooke et al., 2023). Additionally, studies demonstrate that hybrid working enhances time management and lessens the stress of commuting (Nature Editorial, 2024).

Furthermore, studies indicate that workers in hybrid models participate in more social and personal activities, which improves general wellbeing (Kothawala et al., 2025). However, there may be less social connection and communication difficulties for distant workers (ResumeBuilder, 2024).

Overall, research shows that hybrid work delivers a better balance between work and family life, even while remote work gives flexibility.

### Method / Approach

In order to examine how remote and hybrid work models affect employees' work-life balance in the post-pandemic age, this study uses a descriptive research approach. Without changing any factors, the descriptive technique is suitable for comprehending employee experiences, perspectives, and the connection between work models

In order to gather employee opinions, the research mostly employs a quantitative methodology with some qualitative insights. The study is carried out in the Pune area and



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focuses on workers in corporate, IT, and service industries where remote and hybrid work arrangements are common.

Employees with remote and mixed work arrangements are included in the target group. Convenience sampling is used to choose a sample of 100–150 respondents based on participant availability and accessibility.

Both primary and secondary sources are used to gather data. A systematic questionnaire with closed-ended and a few open-ended questions about flexibility, stress, productivity, and work-life balance is used to collect primary data. To support the study, secondary data is gathered from publications, articles, and research journals (Cooke et al.,2023).

Basic statistical techniques like comparison analysis and percentage analysis are employed for analysis. The study treats work-life balance, stress, productivity, and employee satisfaction as dependent variables and remote and

hybrid work as independent variables. Despite the methodology's rigorous nature, the study's concentration on the Pune region and convenience sampling may limit how far the findings may be applied.

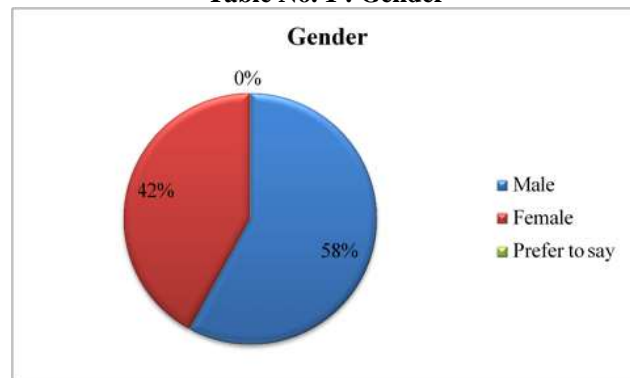
## II. RESEARCH METHODOLOGY

### RESEARCH DESIGN

Component	Description
Research Design	The present study employs a combination of descriptive and analytical research designs to systematically examine the level of financial literacy and its influence on investment behaviour.
Data Collection	Data for the study has been collected from both primary and secondary sources to ensure comprehensive analysis.
Primary Data	Primary data was collected through a well-structured questionnaire administered to working investors residing in the PCMC area.
Secondary Data	Secondary data was obtained from credible sources including academic journals, research papers, books, official websites, and reports published by regulatory bodies such as SEBI and RBI.
Sample Size	The study is based on a sample of 100 respondents representing diverse groups within the PCMC region.
Sampling Method	A convenience sampling technique was adopted for the selection of respondents.
Data Analysis Tools	The collected data was analyzed using percentage analysis and presented through appropriate graphical tools such as charts and graphs to facilitate clear interpretation.

## DATA ANALYSIS AND INTERPRETATION-

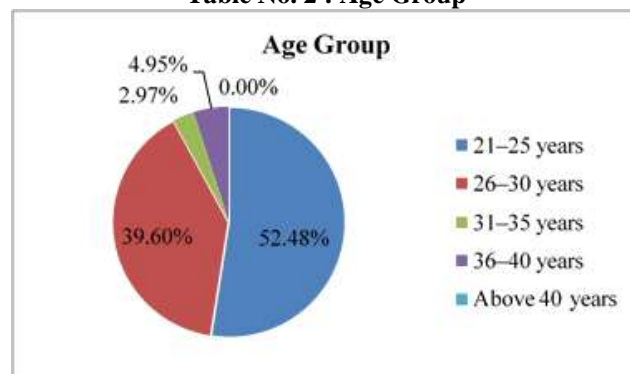
Table No. 1 : Gender



### Interpretation :-

The survey shows a higher participation of male respondents (58%) compared to females (42%). No respondents chose “prefer not to say,” indicating clear disclosure. This suggests a slightly male-dominated sample in the IT workforce. Gender distribution is fairly balanced but not equal. It helps in understanding representation in the study.

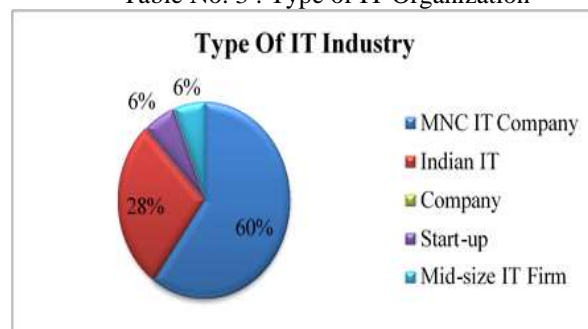
Table No. 2 : Age Group



### Interpretation :-

The data shows that most respondents are young, with 55% aged 21–25 and 40% aged 26–30, making up 95% of the total sample. Very few participants are above 30 years, and none are above 40. This indicates the study is mainly focused on a younger age group.

Table No. 3 : Type of IT Organization





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**Interpretation :-** The data shows that a majority of respondents (60%) work in MNC IT companies, indicating strong dominance of multinational firms. Indian IT companies account for 28%, while start-ups and mid-size IT firms each represent a small share (6% each). Overall, the sample is mainly influenced by employees from large, established organizations.

Table No. 4 : Work-Life Balance Improvement

**Interpretation:-**

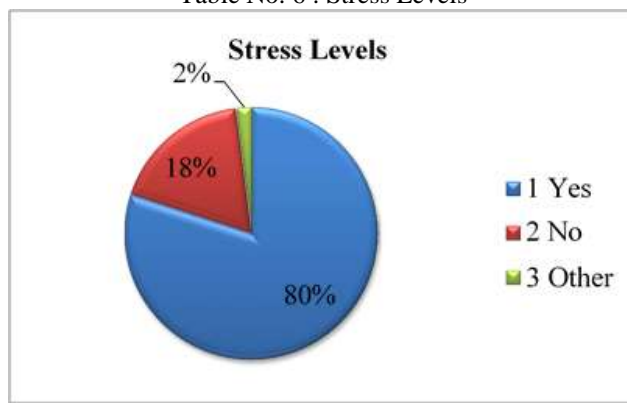
57% of respondents agree that remote/hybrid work improves work-life balance, while 28% remain neutral. Only a small proportion of respondents express disagreement or strong disagreement. Overall, positive perceptions clearly outweigh negative views. This indicates that remote / hybrid work is generally considered beneficial for improving work-life balance.

Table No. 5 : Personal &amp; Professional Balance



**Interpretation :-** The data shows that a majority of respondents have a positive opinion, with 59% agreeing and 5% strongly agreeing. A moderate portion (27%) remains neutral, indicating some uncertainty or mixed views. Only a small percentage (9% combined) disagree or strongly disagree. Overall, positive responses clearly outweigh negative ones, suggesting a generally favourable perception among respondents.

Table No. 6 : Stress Levels

**Interpretation:**

45% feel increased stress in remote/hybrid work. 28% remain neutral about stress levels. Some respondents disagree with increased stress. Very few strongly agree or disagree. Stress remains a concern despite flexibility.

### III. DISCUSSION

The study's conclusions demonstrate that employee work-life balance is significantly impacted by remote and hybrid work methods. Although working remotely offers flexibility and cuts down on commute time, it frequently results in a blurring of the lines between work and home life, which causes stress and lengthier workdays (Phukan, 2024).

By fusing freedom with workplace engagement, the hybrid work paradigm, in contrast, provides a better balance. Workers in hybrid models report higher levels of job satisfaction, enhanced communication, and less feelings of loneliness (Mawson, 2024). This lends credence to the idea that hybrid work improves wellbeing and productivity (Cooke et al., 2023).

Additionally, the study emphasizes how crucial organizational support is. To preserve work-life balance and lessen burnout, appropriate work policies, transparent communication, and clearly defined working hours are crucial (Shockley et al., 2024).

In general, hybrid work is more successful in preserving a sustainable and balanced work environment in the post-pandemic era, notwithstanding the benefits of distant work.

### IV. CONCLUSION

The study comes to the conclusion that, in the post-pandemic age, employees' work-life balance has been greatly impacted by remote and hybrid work arrangements. Although working remotely offers flexibility and cuts down on commute time, there are drawbacks as well, including a loss of social interaction, higher stress, and a blurring of work-life boundaries (Phukan, 2024).



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However, by integrating the advantages of both in-person and remote work, hybrid work models provide a more balanced approach. Workers in hybrid arrangements report increased job satisfaction, greater communication, and a better work-life balance (Mawson, 2024). These results corroborate the idea that hybrid work improves worker well-being and productivity (Cooke et al., 2023).

Thus, it can be said that hybrid work is a more successful and long-lasting paradigm for preserving work-life balance, even though distant work has some advantages. In order to increase employee satisfaction and overall performance in the post-pandemic era, organizations in the Pune region should concentrate on implementing well-structured hybrid work policies coupled with appropriate supportsyste

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