

THESIS SUMMARY

Student name:	LUIS CARLOS PRADA MARIN
Neptun code	T5GGSX
Full time/part time Programme/specialisation	BUSINESS MANAGEMENT AND ADMINISTRATION ENTERPRISE MANAGEMENT
Address:	NADOR UT 8, 1051, BUDAPEST
Mobile phone	+36704078384
E-mail address:	LCPRADA99@GMAIL.COM
Thesis title:	Hybrid Work's Post-COVID-19 Productivity: Home VS Office
Basis for writing the thesis:	COVID-19 caused a spike in hybrid work, this thesis aims to see how it affected productivity
Company name:	BP
Company address:	Budapest, Váci út 116-118, HUB 2-3 (BP)
Name, post:	ROYAL ISAYEV, Budapest, Dózsa György út 144 (DIAGEO)
E-mail address, phone number:	ROYAL.ISAYEV.91@UNIBGE.HU +36204852366

SUMMARY

This dissertation is set with the purpose of analysing post-COVID-19's hybrid work; due to the COVID-19 pandemic, many companies were forced to switch to remote work, and ultimately, hybrid work.

Information on the literature and what the expected/possible conclusions might be are mentioned on part 3, which tries to analyse where the connections between hybrid work and work from home might be, since, as previously mentioned, most of the studies in the literature were done before the massive post-COVID-19 implementation of hybrid work and are instead from before COVID-19 or during COVID-19 (fully remote), therefore, chapter 3 has vital information as to the expected changes and additional hypotheses which complement the points that are mentioned in this summary.

Within these lists, factors are qualified with matching criteria for the analysis as follows: scheduling preferences, personal autonomy, psychosocial factors, and household factors. Most of the surveyed demographic was no more than 25 years old, followed up by the 26-35 year old group, meaning that this study focuses primarily on a younger demographic, additionally the population was evenly distributed by gender, although males reported a higher perceived productivity, most of the population had college education and 83.67% of them had been working between 0 and 3 years in the same company, out of the whole group, 65.31% had enough seniority to have witnessed the company switch into hybrid work as opposed to full-time office. With consideration that the results are based primarily on a young population, key findings come from the discussion: Job satisfaction increased drastically, therefore; productivity saw an overall increase. Additionally, productivity within the office saw a slight boost when compared to WFH, this is still attributed to the overall increase of job satisfaction and the lack or diminished importance of variables such as access to distractors, chores, cohabitants, and lack of communication.

Perceived productivity saw slight positive overall improvements, but some of the employees feel like their productivity went down, the older the worker is, the more perceived productivity.

- Distractors are being used more frequently, both devices and household chores.
- Most of the population is satisfied with their ergonomics, albeit research shows that WFH employees tend to suffer from more muscular and skeletal pains.
- Communication among colleagues has worsened.
- Hybrid workers have an enhanced ability to meet their deadlines, or rather, are able to work around their deadlines more easily, as they dispose of more time through the day.
- When given the opportunity, employees will tend to choose to work from home instead of commuting. Due to the employees' tendency to choose to work from home if given the flexibility to do so.

Promotion of a healthy work life balance is crucial, through company trainings as distractor use has increased since employees are able to procrastinate their deadlines while still meeting them, this leads to a blurring of working and resting times while being at home.

Further research on Hybrid Work implementation time is needed, specifying whether the JS increase is just temporary due to the novelty or if, a flexible schedule can outweigh the negative work from home factors.