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A comparative study of the adoption of hybrid work arrangements between Hungary and Cambodia in corporate service firms after 2020

1. Questions examined in the paper

RQ1: In the post-pandemic era, how have corporate service firms in Hungary and Cambodia adopted a hybrid work model?

RQ2: How are internal factors (motivation, productivity, satisfaction, and perception) different between employees working in Hungary and Cambodia?

RQ3: How do internal factors affect the adoption of hybrid work models in the 2 countries?

RQ4: How do external factors (corporate culture, technological, and regulatory influences) impact the adoption of hybrid work models in both countries?

RQ5: What challenges and benefits do corporate firms in Hungary and Cambodia face as a result of implementing hybrid work models?

2. Research methodology used in the paper

This research study follows a mixed mixed-methods approach:

For the Quantitative data, researchers was conducted the survey on employee in corporate firm which it received 105 respondents. . Excel is used as the tool for analyzing primary data that is collected from the google form. For the qualitative data, there are 2 employees currently work in Cambodia and other 2 people have employed in Hungary participated in the interview questionnaire answering six themes of questions that reflect the research aim.

3. Short presentation of the research results

The findings demonstrate that Hungary has achieved a mature and institutionalized hybrid work culture, characterized by autonomy, trust, and technological readiness. Cambodia, in contrast, remains in a transitional phase where hybrid work depends on managerial discretion and is constrained by hierarchical decision-making, uneven technology access, and limited legal support.

Despite these differences, employees in both contexts prefer Hybrid work in their working arrangement the the corporate service firm and they perceive hybrid work as beneficial for flexibility, work-life balance, and time efficiency. However, cultural orientation mediates how these benefits are experienced: Hungarian employees equate flexibility with productivity, while Cambodian employees associate it with well-being and reduced stress.