ANWESH: International Journal of Management and Information Technology
7 (2) September 2022, 65-75
http://www.publishingindia.com/anwesh

The Future of Work: A Hybrid Model

Akansh Garg
University of Engineering & Technology, Roorkee, Uttarakhand, India.
Email: 7505264391akg@gmail.com

Abstract: Workplace culture includes beliefs, attitudes, practices, rules, norms, and customs. Ideal workplace culture focuses on activities that build and demonstrate trust. A strong form of core values that all respect and practice of employees help build positivity and efficiency in the work environment. This article examines the positivity and effectiveness of an on-site and hybrid working model from Austria. And a research question is raised that relates to the difference between negative and positive attitudes towards different working environments while monitoring aspects of respect and dignity, support, care, rewards, forgiveness, and inspiration, and asks whether these are fundamentally different and represent different theoretical mechanisms. Mixed research methods (quantitative and qualitative) using the medium of WhatsApp were applied. Based on chi-square tests, we found significant differences in 25 of the 29 where statements hybrid workers are more likely to support, nurture, reward, forgive and inspire than cubicle workers. In four cases the test found no significant difference in respect and dignity dimensions: in the treatment of each respectfully, demonstrating integrity, enhancing each other's dignity, and showing appreciation for each other. As the obtained data shows, organizations that offer a hybrid work model obviously have a very high score for positivity and effectiveness in providing the best place to work. A hybrid model maybe an unavoidable measure for some organizations. Interview data provide a clearer picture of some advantages and disadvantages. Current data seems to reveal that these benefits persist as companies' transition to hybrid work at scale and pace.

Keywords: Austria, Efficiency, On-site and hybrid workplace culture, Positivity.

I. Introduction

A mixed workplace is a concept on the lips of every fashion industry in the world today. Every workplace needs to expand try to bring some innovations within to have more comfortable working culture in a mixed work environment. COVID-19, the pandemic brought a wave of growing demand for a mixed workplace. Although many businesses have to bear losses during the pandemic but are now trying to come out, and are trying to change their working culture. Many are already using the hybrid system and some are working remotely. The pandemic has taught the worker a lesson of preparation, planning and also a lesson of being flexible in the workplace. In prioritizing the future of work, there is a need to embrace, a hybrid workplace model. Indeed, the future of work may be the epitome of mixed work.

The word 'Hybrid' is not novel. Seen various uses over the years in different sculptures. In more recent times, the hybrid is used to describe a new aspect of technology input ways of life for creatures. Granted, we know what life is like where we come from. Culture directly affects us because people do them. When a baby is born, a new life is introduced to the lifestyle, and this pattern changes as the baby experiences various stages of life due to many influential factors that include physical needs, social and environmental planning, and development needs. This presents a variety of programs and lifestyles that are intertwined because of the complex dependence and systems on the socio-ecological nexus. There is a way of life for the family, and there is lifestyle education; there is also a way of life for the community as there is a way of life for work. Interestingly, each sphere has a system that controls it. For example, education has a rising rate in nature. It all starts with the basics before the issues and technologies are learned little by little understandably. Simply put, a child grows up in it. Programs are important, and they make people, organizations, institutions, communities, and nations rule. Everything mentioned can only thrive if there is an app in place. In a literal sense, nothing to do with chaos. Chaos only adds to the confusion of things over and over again. However, order or plan in this context should not be confused with rigidity. Order and flexibility can be achieved through collaboration, much of which will be carefully evaluated in this study. Think of order as a process or pattern that allows for diverse arms of public service properly. Just as the government is responsible for making policies to run the country, educational institutions focus on the ideas of transforming children and making them responsible adults. Since every sector has its system, smaller institutions are under it, they have certain programs that they use. These small centers serve as a workspace for people who do. The fact is that there is no structure or system without people. The organization cannot run a vacancy program, the program is for people and without people, there is no profit. Different workplaces work on different types of systems. Such a system can circle where you have to work, what days of the week you have to work, the number of working hours, who will work and will report

to whom, and even to those who need to be supervised. All the unusual dynamics in the course of a particular task determine what the ruling system is in that position.

II. Hybrid Organization Arrangements

A hybrid system is otherwise known as a blended system. It usually happens in a situation where there is the need to balance the two types of requirements equally to avoid any conflict. The hybrid system is a program that is introduced to meet the specific needs of the program or the functional groups of the organization. If present in the case of different needs, a mixed arrangement should serve as a solution to local challenges, distance, cost, availability, and management. It is safe to say that hybridity is an organization shoot of technological development. Defining what hybridity is, especially in the workplace, involves the planning of physical activity and remote operating systems (Cook *et al.,* 2020). Some work directly on the site of a business or organization while others work for the Internet. This program can also include the same group of people, where they come to be physically visible on the company site and take the rest days of the week to work remotely. The integrated application ensures that the organization using it enjoys the special benefits available that come with a remote application (Trade *et al.,* 2019b). In the pocket that comes with the remote control, the key factors are flexibility in the workplace, reduced staff costs, increased employee satisfaction, and better environmental knowledge. What's more, are the benefits associated with the traditional performance system. There is a guarantee of working hand in hand with the culture that exists in the working organization. Likewise, it comes with the benefit of informal communication, the potential interaction between people, and additional structural benefits to help foster innovation. Where both traditional benefits as well the remote work system are called hybridity status (Malhotra and Reay, 2019).

A. The Emergence of the Hybrid Workplace System

When talking about the emergence of a mixed work program, it is important to talk about why it is necessary to have a hybrid arrangement in the workplace. With several businesses expanding their reach to all countries with the help of digital marketing, businesses serve as an important component in the growing research of work hybrid systems. Digitalization has become a lucrative tool in the hands of many entrepreneurs, such as what seemed impossible many years ago is now being achieved by individual businesses (La Porta, 2021). You can become a business owner in remote parts of West Africa, and someone you see too you are interested in your products from North America that he or she can access with the help of patent channels. Social media has also become a strategic barrier to global market trading. They are now introducing a world of independence. Social media and freelancing are like great powers that set the remote operating system to run. If anyone is considering how it is possible to work remotely, this guarantee should be given to freelancers**,** bloggers, writers, and content creators, in general, have a great responsibility to be a practical example of working remotely from anywhere in the world (Hermann and Paris, 2020). The mixed work plan has been around for years now. Many would argue or try to turn the mix around the COVID-19 pandemic and the closure of the environment. However, it is safe to say that the world is coming, especially in terms of work, business, and education (R. Wilson, 2013). Initially, the concept of global employment is undergoing another industrial revolution. In fact, with the amazing level of technological advancement that has taken place over the past decade, it becomes clear that this is the world of watching functional changes. Long before the pandemic, many organizations have already involved a mixed work plan in their structure. As of 2015, there was a prediction of what the future of the profession would be can. Some forms of job descriptions are expected to expire in the coming years. Advanced courses in machine learning and practical ingenuity point to a reduction in the human need to take up certain positions as there will be machines to take low human resources participated in (Yu and Hafner, 2020). The advent of the COVID-19 pandemic has served as an accelerator for a physically thinking workplace. With the first novel virus strike, there was a need to make a mouth shut and other preventive measures to help reduce the spread of the virus which meant disruption to normal travel lifestyle, a few social gatherings, school mergers, cancellations of conferences, and other entertainment events. Organisations have had their fair share of responsibilities as they had to adhere to the new policy of keeping social cohesion. Participants had to reorganize the work plan they had already started. Inevitably, the idea of distance work and visual arrangements are welcomed with open arms (Newman and Ford, 2021). Needless to say that it was a saving grace that many companies had to ensure that they continue to operate in the long run. Although many are losing their activities as companies prioritize and reduce, some halfing the salaries of their employees. Gradually, the idea of having an office at home began to fly in an unprecedented way. A total number of motion features already installed technology and the COVID-19 pandemic increase the number of people working remotely (Kniffin and others, 2021). As a result, many offices have become more open-minded in the planning of mixed work they are equipped to mix. It is safe to say that although mixed workplace planning has been the case in the area shortly before COVID-19, the pandemic began with the effects of snowballs. The emergence of the Hybrid Workplace System when talking about the emergence of a mixed work program, it is important to talk about why it is necessary to have hybrid arrangement in the first place. With several businesses expanding their reach to all countries with the help of digital marketing, businesses serve as an important component in the growing research of work hybrid systems.

B. Benefits of Hybrid Workplace System

The traditional work program is not, after all, the most efficient one. Long-term work plans seem to work, and to date, many

have become more confident in the truth of the new standard that exists today. Now, because both systems have been tested and has been tested in the right way, it seems, to continue the process of having the integration of both systems to work. For example, we have two types of applications that have proven to be effective each without a challenge (Teebken and Hess, 2021). Combining a traditional workplace with a remote application proves that its benefits will be considered in detail.

C. Beating Odds

The COVID-19 pandemic struck in early 2020 and made everyone think that the world would end. Schools closures, businesses suspended, events cancelled, cities, states, and state closures, and social interaction are reduced to a minimum. It was like a world never seen before. Everything at first seemed surreal, but gradually the reality and ugliness of the situation began to emerge from the people when they saw how difficult and unrealistic the situation was, and participants began to see the need for that difficult decision. Although, at all times, there were fears of all kinds of shadows. First, there was a fear of getting the virus. Granted, it took a very long time for medical professionals and scientists to understand the nature and the type of virus. Due to the nature of the novel virus, transmission mode was also uncommon. As a result, the spread of the virus was as fast as a wildfire. This time, it was impossible to avoid closing the door as it is clear that the world is in a state of the pandemic at his hands. The realization of this sad situation also gave rise to fears of an economic downturn. Many companies did not have an emergency plan as no one had ever prepared for such an event as coronavirus. However, it was low to make a difficult choice to soften the curve by looking at preventive and life-saving measures that endanger the lives of workers and disobey government directives, which also equally endangers the lives of millions of anonymous people. When it came to that, the test was flexible and consistent with the conditions on the part of the business participants and institutions. Several companies were required to reduce the number of their employees, which ultimately meant many people were losing their jobs during the global pandemic (Kaushik and Guleria, 2020). Because those who were retained, their salaries were reduced to half or, somehow, less than half. Because technology served as a solution in this era, dynamic businesses and institutions began to integrate functionality from the home system. At this point, it is clear that for those companies that already have a mixed work plan before the global pandemic, general entry was not a difficult task, unlike many others who had to start over and had to face every challenge to set up a new visual structure which may suit the needs of their business type (Garg and Puri, 2021). It has become clear amid this pandemic that a mixed work plan is a useful tool because it assists companies in their efficiency. Paddle toward the complete distance. It was a different case for those who did not have previous framework homework. This is because, apart from the experience of directing a production of their form of work, they run lost at first before they can gain their footing in the remote operating system (Green *et al.,* 2020).

D. Great Production

Mixed planning in the workplace helps to ensure that the productivity of the employees correct and sufficiently developed (Yang *et al.,* 2019). The main reason for this increase in production is mainly because the employee sees that the company has its interest at its heart. The knowledge that the company he works for truly cares for them puts them in a constant state of motivation. An employee does not easily get tired if the task seems overwhelming. Because it is hybrid planning is intended to help employees, there are very few excuses that the workmanship greatly contributes to the delivery of his work (Leclercq-Vandelannoitte, 2021; Yang *et al.,* 2019). First, because the cost of physical stress is eliminated and the employee no longer has to worry about waking up in the morning for any purpose of dressing and dealing with the problem of holding a cab at work, which exposes many dangers in itself. Remote application is when the employee is gone concerned about office repair pressures. A remote operating system requires small office space and a large internet connection and power (Di Marino and Lapintie, 2017). Here, there is no rush to make breakfast for traffic jams on the way to work. This is especially so good for employees with families and people they rely on. Involvement in remote work exhale. It takes a toll on the pressure on them. In a company, the benefits of high productivity are greatly appreciated because it puts employees in a good place where the best need can work best for them. In particular, the truth of the visible workplace can sometimes be overestimated. Many employees indicate that they will resume work in person because they are very tired of it. The whole morning wake-up cycle to prepare for a fresh start is the same type of activity in the same place seeing the same facial expressions over and over again may wear out. Enthusiasm gradually diminishes as overuse of work begins. As an exit, the remote operating system introduces an employee who begins to gradually become bored with the different kinds of experiences he or she comes up with an exciting type of challenge (Lahti and Nenonen, 2021). He's happy to see what the arrangement is as it goes, and happiness can serve as a great motivator. Often, when the company's stakeholders talk about employee productivity, they are asserting the effectiveness of those they work for. The words productivity and efficiency of the staff say often used interchangeably. Many employers find it difficult to accept mixed employment because they could not guarantee the efficiency associated with working comfortably at home (Agostoni, 2020; J. Wilson, 2021). This idea was hard to understand because it is a picture that most people get when they get it they think of a job space for someone who doesn't want to do anything but sleep in his bed all day with his laptop next to him or sit on the sofa doing nothing. There seems to be a constant fear of loss of productivity by company employees, making employers very closely monitor their employees to make sure they always get the best out of them. A good description of the concept of employee productivity is the average amount of employee productivity. On the other

hand, employee effectiveness is measured by the number of employees. The focus of productivity is often on the value, profit, and level of well-performing operations. Effective, however, places importance on effort and hard work directed at the tasks performed by the employee. Marking the difference between the two perspectives on the part of employers can help them to see that both are not the same thing. Once properly understood, excuses for the need for careful monitoring will no longer exist it has been a good reason to despise a mixed work style. Generally, hybridity is a system born out of it the need to earn more products and save costs for employers. The fact is that it is a hybrid combination built on the convenience of an employee, allowing their various needs to be met. Requirements for this are often considered in terms of travel costs, additional food costs, the inevitable fatigue caused by regular commentary, and much more (Gibbs *et al.,* 2021). When all of these have been removed from a list of employee concerns, much of which will easily come out of it. More production in the employee part ultimately translates into the best performance of the company. Also it is important that a mixed workplace helps to alleviate traditional inevitable conflicts and office stereotypes. Some employees like to work better in a flexible environment. In this context, Adaptability can mean the opportunity to work from home, harp, or cafe, or among a few other people, and a flexible work ethic. Usually, the people who fall into this category are those whose work process involves a large amount of creativity. Creative workers often find a traditional workplace style to harden. They find that their work requires that they be self-employed without having a boss breathe down their necks. Mostly, they want a place where those who exist are also collectively intelligent people who understand artwork process requirements. That way, they can share ideas when needed, and sometimes, individually works in a place of concordant peace. The creative work can look like it should always appear in the portable office as a troubling test. If this is a recurring agreement, it is a motivation to work it gradually decreases. When creative work with any employee begins to lose the motivation to work, the best he will not depart from her. Flexibility in the workplace is not the same as the old self-employed worker, and the benefits may be rooted in the traditional workplace (Hardy *et al.,* 2021). A healthy workplace should be accompanied by flexibility and versatility. The company that built these three aspects will be able to make a healthy environment for its employees to work independently. Because of current diversity, employees can find inspiration at several different levels leading to growth production. An example of a mixed work environment is that where 15 out of 22 working days are available while other days will be spent in the portable office, which means that the employee receives the option of not going to the portable office by choosing to move out of the busy city to a more peaceful location and a quiet place where I can get more work done successfully. In the field of education, in particular, the benefits of a mixed workplace program extend far and wide. First, hybridity in education is also called a borrowed learning program. The good part about this is that the benefits are considered for both the teacher and the student and, thus, is a win-to-win situation group. From the comfort of his home, the pastor or assistant can reach a large number of students simultaneously without the need to attend different classes teaching the same thing over and over again. The requirements for a visual learning curriculum are a different environment than the traditional curriculum. In the long run, the teacher is given the need to develop a creative strategy to engage students and make the classroom fun. The chances of students being distracted are reduced or they talk to each other and disrupt the whole class. On the other hand, students have the challenge of being responsible for their study periods, the risk of distraction is less, and much can be achieved quickly. Therefore, there is no limit to the distance or location when it arrives in an integrated learning setting (Trade *et al.,* 2019a). According to a BGA study in three different countries, the study was confirmed by 75% that their productivity at home is compared to the performance of their pre-pandemic office. To further substantiate this claim, a survey conducted by Coso Cloud recorded that 77% of respondents claimed to be more productive while working from home.

E. Reduced Cost in Both Conclusions

As many businesses adopted a mixed-use plan, side benefits continue to be disclosed. Every employer and business owner is always looking for ways to reduce the costs of business. That is why instead of hiring more hands to get the job done, the employer may choose to go looking for it a boy with the ability to do many things. With hybridity comes the benefit of lowering the cost of running a portable office. Although employers were initially afraid of not getting the best out of their employees from a remote job, evidence of productivity over the past few years has eased this fear. Without fear of not finding their money stifling their judgment, many are more open to a mixed workplace now than ever. The benefits of reducing the cost of rent, transportation, corporate assets, and other utility bills such as fuel, electricity, office Wi-Fi, and phone bills are enjoyed by participating companies' hybrid workspace. After all, the large number of remote workers means that fewer people are entering the area space, making less important the need to use a larger workplace (Dahmen *et al.,* 2018). That's all there is a need for more space for occasional meetings and consultations. For the company, the biggest costs will be those of the internet because all activities are answered as virtual. Gradually, the tenants doubt the need to reserve an office space as demand decreases rapidly. Many have to close their portable offices and turn to a distant work style and cling to it. A number was able to switch to a fully remote workspace (Clancy, 2020). This positive development results in benefits for both parties as much as everyone else naturally draws to a solution that can help to save costs.

F. Promoting Technological Development

If any sector has undergone significant growth over the past decade, it will be the technology sector. The growth of global technology to date has been impressive. However, this growth

is not isolated. The whole motivation for early technology is to act as a solution to pain points for working people and make life easier. This incentive drive for technological innovations in this situation is therefore driven by foresight and potential future challenges, which can be determined by observing current patterns of reality combined with the present. The study of human evolution. This is probably why technology can bring the world to a more flexible solution during a global pandemic. As the world continues to close, technological solutions helped to ensure the continuity of life, though in a different style that served as a challenge for all human flexible nature. With the help of technology, the remote operating system was accessible, and the companies that lost the most at the beginning of the pandemic were able to regain their base finally (R. Wilson, 2013). As the pandemic continued, a remote workplace paved the way to further improve the technology solutions already provided. Products used is a subject to a few types of revisions to suit the specific needs of continuously different businesses. It may be safe to say that this pandemic has served as a blessing in disguising the mixed work environment. It served as a form of motivation to develop technological solutions suitable for the use of hybridity.

III. Low Hybrid Workplace

A. Risk of Employee Discrimination and Stigma

The impetus for hybridization is the independence of the worker so that we can be independent of the art process. However, over a long period, a lack of physical contact can lead to a loss of touch in working relationships with other colleagues. Self-employment is important, and it can help raise children to focus on each activity without worrying about external distractions. But there is a danger of getting accustomed to being so alone that relationships with other people may be considered a burden. When this is exhausting for the first person to enter, a decrease may be found in communication and group communication. Typically, a traditional workplace allows for normal personal communication to the idea and values of the organization is duplicated and can be applied to individuals. Accountability is also compulsory there personally because very few people like to argue, so there is a willingness to take action and be patient about doing tasks. In a remote work environment, however, even if an employee can be by producing as much work as it requires of him, there is a risk of a reduced level of diligence (Bauer *et al.,* 2018). The worker does the work assigned to him, and that is the end of it; no more desire to go the extra mile. As a result, the hybrid arrangement becomes more of a reduced pendulum because employees who become increasingly careless at work will need encouragement from their team leader to make sure they are on the same level as the rest of the staff toes. The process of starting to add more motivation may set the team back. Similarly, in the case of hybridization, there is a risk of discrimination. As mentioned earlier, a decrease in human contact can lead to a loss of bond between group members (Bowen and Pennaforte, 2017). The same goes for members with a shared community status. People of color, for example, could they pull each other even when they are at work away because they have something in common out of work. When they are away from the rest of the community, this social network will find it difficult to associate with others in their group that is not a shared community feature. In the same way, a mixed workplace may face the challenge of working with employees, in particular about sharing ideas and solutions (Chernyak-Hai and Rabenu, 2018). Job opportunities are limited automatically to select each other's brains or link ideas to each other. In the traditional office system, methods are available for default ideas and meetings. A few important company decisions were made by partners in a conflict in the hallway, or while eating lunch. in a working restaurant, or as simple as a conversation held by two people at their workplace desks. Connection to a remote and mixed work system breeds an inorganic environment.

B. Cyber Risks and Risk of Data Violation

Other risks that come with hybridity include the risk of companies losing their data and being on the road at the risk of online exposure to important information. Cyber pitfalls such as cyber attacks, data loss, and shortages proving the correct authenticity are the potential risks that come when employees speak and trade for valuable information from ever-changing environments. Because of the online vigor of finding a job done, remote employees from a few locations need to connect to unfamiliar internet networks, some of which may be unprotected. There is also the danger of being ignorant about the employee as much as possible carelessly sharing a private document online. As a result, there is a need for more trained organizational staff with the necessary online knowledge and ethics. Employers need to create in-house training pieces for their employees to teach them how to safely connect to the company and applications and network services for third parties. Staffs also need the training to make a backup copy of their work data, use data acquisition, and perform multi-factor authentication. As a precautionary measure, companies should update their software regularly and implement a data plan and breach of privacy and password and their digital management systems (D'Cruz and Noronha, 2021; King *et al.,* 2020).

C. Integrated Workplace Progress

As companies progress in adapting to a diverse work environment, the idea of completely returning to the workplace the traditional app is not popular as a retrieve. Many businesses and employers are present were introduced to the need to develop new forms of online security. And of course, self-defense measures monitoring and managing company information is also developed with the operational requirements of the hybrid workplace system. Human Resources staff can see certain benefits and advantages of hybridity changes, especially from the inclusion angle. That is no longer a novel the world is dynamic in humans, and each group is made up of people from

many different cultures. Mixed growth is likely to be the result of a rise in the working day which is a moving average. The traditional workplace believed that the concept of a productive working day could only be achieved by working 9 to 5. However, the mixed work environment makes this concept a myth. What was considered absurdity in the workplace is now considered a tool to achieve a proper balance of occupational health. Years ago, at home, the thought was equal to where you wanted to go to rest after a hard day's work. Home meant the place of rest and comfort; the concept of corporate and home function could not be synchronized. Many have considered who would spend the whole day at home as homeless people. The idea of going out will make a living persisted for so long that a large number of people still carry knowledge. Thankfully, 2020 was a year that helped transform the paradigm significantly (Pieper, 2021).

IV. The Future of Work

For so long, the world has been close to the vision of the future of the profession. Predictions collected from a few industrial trends and technological advances have continued over the past decade. Everyone is advised to prepare for major transformation or industrialization of the world little by little to testify. Even more amazing, the COVID-19 epidemic has served as an epiphanic force for everyone in the future of the profession. The word future may not be as accurate as it used to be, however, as the future is the present. In pre-global times, conferences, events, and conventions were organized by individuals, groups, and organizations to educate the people. With the need to self-review and, if necessary, have high skills to ensure that they remain relevant in the face of the task imminent change in the world of work. To better understand the feelings behind the future of the project, it is necessary to understand the concept of the Industrial Revolution.

A. Industrial Revolution

The industrial revolution marks the latter part of the 18th century. During this time, the rural and agricultural areas of Europe and the Americas shifted from subsistence farming to the cities. During this time, growing cotton and growing cotton opened the way for more sophisticated technology. Development aimed at improving the living standards of European and American citizens. Products previously handmade were produced in bulk by factory equipment, and this period was noted as a large market for textile production (Hornbeck, 2010). The industrial change began to bring spacecraft engine, which was used to power equipment used to produce goods and so on. Roads also appeared, and boats, and trains, were all ran by a steam engine. Banks and financial institutions also arose during this period, and a stock market was established. It was again a business period in which a business can be one without the interference of the government. By going with this previous knowledge, those who were able to adapt to a new way of life were themselves who enjoyed the benefits primarily. Although this was a period of great development in Europe once. In the United States, many were disadvantaged. Those who were unprepared for this change and those who failed acceptance lost the lifestyle change.

B. Prospects for the Future of Work

When we talk about the future of work, technology takes center stage. Technological innovation is indeed the driving force of the nation (Biberman and Whitty, 1997). Natural growth and design technology result in the development of artificial intelligence that creates the production of technologies that can take simple tasks that people use. The power of the new world order requires a change in business practices and the education curriculum. The rise of technology sets a different set of rules that govern the effectiveness of business and market product domination. Right now, there is fierce competition for unique talent. Interestingly, what was once considered a natural ability or talent is not enough to convince an organization that will employ one person. For many years, the biggest challenge was getting a college degree. I believe was that you were on your way to a planned life once you graduated from college. However, the future of a job requires more than a college degree. Beyond the certificate, there is a set of different skills that are seldom taught in schools. Skills such as creativity, deep thinking, soft skills, strategy, emotional ingenuity, problem-solving, conflict resolution, and much more are not included in the program a formal education curriculum. Apart from this, there are still emerging job-related skills that can only exist found by diligent people who are just starting and who have a passion for the job. Although some institutions are gradually expanding their curriculum to meet current, new needs the dynamic work of the earth presents. Although academic excellence was a point of success in educational institutions, too, have come to realize that innovation must come first in line with academic excellence. However, in addition to this, it is the responsibility of the educational institution participants, there is also a need for everyone to equip themselves with reading skills and acquire new skills relevant to the future of the profession. I was continuing my research in a team from PwC and Said Business School in Oxford between 2007 and 2017. Ten years of deliberate research work to get information about the styles that make up the workplace around the world. From the awareness collected, the future of the work will be determined by the various factors discussed next.

C. Changes in Global Statistics

After all, the world's population seems to be growing rapidly, and the world's population growth is steadily rising for basic human needs. In a decade, the world's population would have grown by another 1.15 billion people, and the increase could not stop at any time in the near the shortly year 2030, 97% of the total, of the world's population, will be donated to developing countries. Another consideration is the double spike number on the African continent by 2050. Europe, on the other hand, will experience a population decline. Other types of changes in

demography will include deviations in middle age. For example, in Japan, middle-age is expected to be 53, while in Nigeria it is expected to be 23. The prediction in the African line is that its biggest challenge will be to come up with the right policies to help increase the expected benefits from the youth.

D. Changes in World Government

Another factor that determines the future of work may be changing where the world's greatest influence lies. According to PCW research, countries are developing rapidly, especially those with a higher percentage of people of working age, they will be on the side of profit. Just like you already exist indicated, emerging markets will be the catalyst for business growth around the world. Individuals who have new world skills will be the drivers of growing markets. More importantly, these new businesses and individuals will be at the forefront of global corporate governance and international companies. There will be a growing diversity that will highlight the need for that greater social and cultural inclusion in all businesses.

E. Increased Urbanization

Further progress in urban development is the third thought that marks the future of employment. As examined under the heading of industrial transformation above, no form of global change can be counted on technology as the first factor. Over the next two decades, urban migration is expected to continue to spike. As it has been growing over the years, the world system is out of date for the powerful change as in the 18th century (Hornbeck, 2010). Opportunities for this are the speed of the city will be widely available in Sub-Saharan Africa. The reason for this article is the expected population growth in Sub-Saharan Africa by 2030 research evidence, rich opportunities are known as the center of the human economy as human beings the nature of prestige seems to draw in such places to achieve their goals. For these participants, I wish to continue to lead the news, an investment campaign on various infrastructure in those areas they must be taken by them. Investment can be in the form of strong infrastructure needs as well as roads, water, and other basic resources or the soft type, which may be the growth of technology or education.

F. Shortage of Service Availability and Climate Change

The world is changing, and this change involves the weather. However, climate change is much more than just the weather. Natural resource depletion is an example of the effects of the ripple of biological change in the world you see today. Those natural resources are no longer abundant as they were. Also shown by the extreme weather conditions the earth faces, the sun receives very harsh, and the nations experience floods during the rainy season. In addition, natural disasters have wreaked havoc around the world. However, the trees are felled; harmful substances are released from them into the atmosphere.

G. Significant Technological Achievements

Technology is the backbone of the future of this profession. Growth over the past decade has been an amazing one. The solutions provided by the technological world are important in all fields. If any, years ago ' progress should provide a clue to what to expect in the coming years. A new set of skills they have inserted in such a way as to redefine what trade is known for. Social media came and went Earth; what used to be so great has been reduced to a global village; social media is mixed as a technical tool. It is used for entertainment, and businesses use a variety of platforms to grow. Possible customers can be reached without a distance limit. Many have found employment methods with acquiring skills, which enables them to have communication skills. Information is conveyed to millions of people in the story of seconds. There are so many possibilities when it comes to technology (R. Wilson, 2013). Solutions are in the form of software, hardware, virtual reality, virtual reality, and much more. Ngale these are the key steps, the success of new experiments such as the internet of things, practical ingenuity, research on algorithms, and much more to provide additional solutions to unexpected challenges. To further assess the future of the work, especially in light of recent times, the division of the field of work is divided into four categories.

- Blue ground
- Red country
- Yellow earth
- Green earth

In simple terms, these 'worlds' have no direct relationship with colors, and their representation of colors serves as a symbol for each category.

- *Blue Ground*

Blue is the corporate world. Regarding the future of the world, corporate land in the form of organizations are set to measure their businesses in an unprecedented way. Growing up can be difficult and something else they will gain so much influence that they will become as powerful as the provinces. There will only be top talent involvement, and the need for excellent skills will be prioritized. These companies will be ready to offer a great reward for a special talent. Here, people's money will be very valuable and at the same time take it in a wide space. Those with the right skills will also have an amazing opportunity for high pay, while those who do not have the right skills may not get jobs at all.

- *Yellow Earth*

This is the representation of the land where human care comes at the top of the list. Empathy is emphasized on this earth. Emphasis is placed on human justice, justice, and morality. Even in the circulation of wealth, the yellow world is a pillar that can ensure justice. In technological advancement and to give him the way of human life, the yellow earth stands as a mediator to ensure the balance between technology about people.

- *The Red World*

Red is the world where it dominates new inventions. Advances in technology solutions will help little businesses to grow and grow in front of already established companies. Serial entrepreneurs will have the unparalleled benefits of the digital world to help them reach a wider range of potential customers. This will be a refuge for further innovation, and anything that can hinder the progress of innovation will be considered a limit to success.

- *Green Earth*

The sympathetic side of businesses and corporations will be exposed to the green world. Here, campaigns will be conducted to emphasize the need for sustainable development and conservation of the earth. There is a need for organizations to do the right thing for their employees and those who have been there called to serve.

H. The Impact of the COVID-19 Epidemic on Future Work

If there were a lifelong pattern of creeping things like a thief in the night, it would be the COVID-19 pandemic that hit the world in 2020. It was like something that had never been seen before. Interestingly, this extraordinary event revealed to the world what you would not have known about evolution and adaptability. The global epidemic is affecting several areas in which it plays a major role continuation of the future of the project. Although the world was slowly growing into a future of work, the global epidemic certainly helped speed up the process. These factors will be considered independently.

- *Business*

The impact of COVID-19 felt strong for businesses. Whether large or small, no one was left out. They may say businesses are burdened by the impact of the coronavirus epidemic. It was not the virus itself especially as it was the steps that had to be taken to reduce the rapid spread of the virus. The first step to prevention was social isolation to help track a contact by isolation. To say that businesses are not yet ready for a major disruption is a serious understatement. Continuation explains human nature does not easily adapt to change. People are naturally hostile to anything they feel familiar with, so many organizations have no idea the future of the project or the remote area. function. Aside from the unusual schemes in each plant, those businesses were their level runs in the same buildings. Apart from the traditional method of running teams, there is another way to measure businesses that are run through digital marketing. The shutdown shook many businesses, however only the strong can get their feet. In the end, all the businesses recorded this level of loss, which also confirmed the need for difficult decisions. In a very contradictory way, hybrid work planning, which seemed so unreasonable even at first, was the solution that saved many lives businesses in a complete collapse before they stop and in a certain place.

- *Education*

Another important player in the future of a career that has been hit hard by education. Although others had an online school system already at work before hitting hard, it was often difficult at the time for educational institutions. In some developing lands, the number of students who suffer from school closures during the epidemic is increasing. The schools in this category are those that adhere to traditional school systems. The epidemic is working to expose the weak and timeless programs that many educational institutions were still working on. In Africa, for example, education is often a major challenge. Apart from the expensive excavations, the system is unstable and ineffective, and many institutions are unable to develop a world-class curriculum. An epidemic broke out, and students did not stick home without any kind of education for more than six months. On the other hand, some adapt to actual learning programs. Although those are flexible, the class did not have their challenges, they could not change because of the terrible system they had he ran at last. The year 2020 saw online classes, exams and tests were written almost, matric courses were conducted online, and many students graduated from schools online. This new order opens up a different level of learning opportunities and educational knowledge (Larson and Miller, 2011).

- *Conferences and Events*

Educating the world about the future of work and the practical environment of a mixed workplace, events, conferences, and conferences were very helpful. Generally, events like this have always been organized by a visible place in the mind. Training and workshops were considered critical issues countries to them. Companies and institutions that were open-minded in the remote operating system, as well as the vision of the future of the profession, owe their place to the knowledge and exposure they have received. Set silence is created by the need to look at social distance, events, training pieces, and other interests moved to virtual. The epidemic has proven that all kinds of events are possible and effective online as they are in the flesh.

- *Health Care*

When it comes to the future of the profession, the health care sector is not one to be left out. One part of humanity will always be important for human health. In the development of technology, science and medicine take it first. When present, the epidemic makes the health care industry more visible. Lessons in stem cell medicine, fatal diseases, and prophylaxis are highly technologically advanced. Medication and health care have emerged over the years. In more recent times, efforts have been directed toward promoting universal health care for everyone. According to the World Health Organization, one health care provider is provided on a basis of 600 people. Efforts are being made to gain strength technological solutions to better design self-awareness of better health care. Composing allows people to access health care from the comfort of their homes. This will help reduce the cost of going to the nearest clinic without paramedics. In the same way, more lives Doctors

use technology, social media, in particular, to make the public aware of issues that affect their health. In this way, a few health problems can be properly prevented by accessing the right kind of information about their health.

- *Dominance*

In this context, governance is used to describe leadership — a global epidemic that introduces institutions and situations that require difficult choices and the need for difficult decisions. First, both governments states look at the situation, look for solutions to preventative measures, and decide to enforce a lockdown. Closing Lockdown was a difficult decision, but it was a force to be reckoned with. What companies and organizations saw the top direction, they had to play by the rules. Because they do not want to run at a loss, they turn to the most likely solution, a remote task, until further notice. On the other hand, it became clear that leadership is really about influence over vision. Elections were held during the closing period, and an electronic voting system was introduced. This means that if the process of electing a new national president is almost certain, it means businesses can no longer capture excuses as to why a mixed work style will not succeed in it.

- *Technology*

Indeed, technology has served as an important tool for new trends. Where a gap caused by poverty arose in physical interaction, technology has helped to close such a gap. It was a saving grace of work and education. Events and meetings were hosted online, and video calls became a new order. Without serving as it was a benefit to the needs of the job, it was a good way to deal with it. For example, TikTok was introduced during the epidemic, and her love grew as it served as a means of escape from the painful truths of the epidemic. Similarly, technology has been an effective and efficient tool in maintaining a positive attitude during COVID-19 violence.

V. The Future of Work is a Hybrid Workplace

Although many have tried and preferred the experience of working from home, physical office offices still exist it has to start again, in most organizations at least. Indeed, many still like to come out of the office to work physically as they like to work remotely. Also, businesses still need to have a place where social gatherings, meetings, and information dissemination can be made. Humans have a sense of belonging, and as a result, many people still yearn to return to work in the local offices elsewhere. The point at the end. Therefore, offices are more likely to reopen, but the system that directs them will be able to they are very different when they do. First, there will be strong maintenance of social isolation and maintenance of COVID-19 prevention measures. Also, there will be a new onsite mix as well as remote workers. The future of the work is visibility and a mixed workplace plan. The mixture aims to effectively integrate non-traditional and remote working styles to achieve both balances (Thorpe and Gordon, 2012). The basic advantage of this model is to create an increased value while spending less money on it. As a result of this new inevitable fact, it is important to equip ourselves with the necessary skills needed for prosperity in a mixed workplace.

A. Hope

This is probably the most important skill to have in a multidisciplinary career, and it works for both. Hope it is this quality that defiles a person even though he may be physically present. To party leaders as well as managers, the lack of reality to monitor your team members to ensure their productivity may cause anxiety. If anxiety persists for a long time, it can lead to further frustration leading to avoidance conflicts. As a leader, you should trust your employees enough to do their job without you the presence of physical breathing in their necks (Smith *et al.,* 2019). Similarly, your anxiety when you are not in your group should give you an indication of what kind you are for the work you do as a leader. Examining the root of the matter can help you understand why you exist finding it difficult to trust your employees. On the other hand, working on a significant level of reliance on them helps you manage their tasks with confidence, thus instilling in them the inspiration you need to get work done with minimal supervision. To continue to help with loyalty, setting goals as a team can help, especially by providing certain responsibilities so that everyone knows exactly what they need to do how to do it and how to do it. On the employee side, there is a need to trust your leader to follow his or her guidelines. Trust is based on the certainty of the vision you hold as a leader and integrity trust. There is trust, and everyone is convinced that you belong on the same page, and no one is taking action that could hurt the company. Team members should trust each other to encourage unity and cooperation.

B. Communication

The most basic skill in a mixed work environment is that of communication. Communication is a tool that helps build trust. Hybridity is a setting that is consistent with the flexibility of confusion on several levels. Even in the case of full-distance operation, confusion can be very common in a mixed workplace because it is difficult to keep track of what was said in person when it was time with remote work. For example, an important discussion may be held between existing group members regarding the existing reality, and the finished information is not transferred to the normal place where those who were not physically able could see it. Due to a lack of communication, those who are absent may not fully understand what was said at the outset, or worse, they may begin to feel left out. To avoid confusing situations, it is important to clearly define the channel of communication among the group members in a mixed workplace (Rahaman *et al.,* 2020). Defining a communication channel can ensure that every piece of information is conveyed at the right time and in the right channel. Otherwise, the team leader should make sure that any information that is passed on is highly transmitted. This is to make sure all team members get to the root of the matter and keep up to date with the company

news. In creating a flawless communication process, it may be helpful to keep small team members in a mixed work model. This will help prevent further back and forth transmission of important pieces of information, and everyone will respond more easily. Maintaining a good culture of communication can be has been a great help in a mixed work environment. That way, everyone feels part of the decision-making process as long as they keep reviewing (Barnes, 2018; Rajaee Harandi and Abdolvand, 2018).

C. Awareness

When you follow a mixed work model, it is much easier to focus on yourself. Everyone is focused on it their job, and as long as they do it, that's all. No one makes that extra effort to find out continues with colleagues or other team members. If the organization's culture of awareness is lost, true care begins to lose its value. Most of the time, ignorance is not a human fault but is caused by a work plan. When too much time is spent independently, there is a tendency not to do it knowing that a team member is struggling with many things. However, the agreement that remains worrying about what someone else in the group is going through will give the group a clear picture of that area of strength against everyone's weakness. Good grasping of team strength leads a team to make good use of unique power in the best way to get the best out of the team. However, a good understanding of each person's weaknesses will provide insight into how best to exploit each person's weaknesses and how the group does not suffer, and the weakness is not visible (Frey *et al.,* 2018). Additionally, group awareness gives members confidence that their feelings are important. The future of the profession includes empathy regardless of the diversity of team members. Awareness of an individual story helps to empathize with his or her exit; thus, intolerance once and for all acts of hatred can be avoided. Everyone feels like part of the team the right way, too they are guaranteed a safe place where they will not be discriminated against, no matter what. Not to be overlooked is the ability to express one's opinion in a multidisciplinary work environment. Everyone needs to be reassured that they can be heard and heard. Team members should know that have a say in the organization apart from working and delivering services.

D. Technical Skills

Team members in a mixed workplace should be tech-savvy. This does not mean that they should all be software engineers or editors. However, there should be sufficient technical knowledge solutions for efficiency in their work. The technical skills in this context may be used for a variety of purposes office productivity applications such as slack, Microsoft office, or office video conference tools such as zoom or google meet. Also, a basic work ethic should be learned, such as online meeting ethics, email etiquette, and messaging. Something as simple as staying silent in a merging can be a disruptive factor in limiting group productivity. Employees need to know when they should mute and mute (Levy, 2017). In the same way, company stakeholders need to make in-house training provisions guaranteeing the ongoing personal development of their team members. Technology is a constantly evolving world, and as a result, updates were made to existing features while new features were introduced regularly. For the benefit of current team members, you must stay informed about innovation in the world of technology. On the other hand, employees also need to take personal responsibility for their growth (Thorpe and Gordon, 2012). It should not be until the company decides to plan the type of training to see the need to improve in becoming technically savvy. For workers in a mixed workplace, the model should be for those who love personal growth and development. No one should be on a retreat as that will set the company back. Being on the same page with the team also requires staying informed of each other's progress.

E. Art and Critical Thinking

These two are the skills needed in a mixed work environment. Creativity helps in an independent situation where the manager is not physically present. An employee must be competent in solving a task challenge if the situation allows. Creative skills will enable the employee to adapt to new technologies and solutions that are in line with the current need of the company or business. For the employer, creativity is a skill that can help him to use the unique ability of each member of his team. In complex situations, deep thinking helps to come up with a way out. For example, if a lot happens at the same time and there's the need to prioritize while not physically present, critical thinking comes in. Besides, critical thinking also helps in executing the ideas derived through creativity (Wijngaarden *et al.,* 2020).

F. Time Management

There is the likelihood of getting caught up in working on a task, especially when working from home that a worker loses track of time. A skill required in the hybrid workplace is the ability to manage time properly. The system application is a different kind and the measure of time needs to be dynamic. In solving the challenge of time management, a suitable style of time tracking should be developed. Also, leaders should not get so carried away with the idea of their workers working from home that they assign too many tasks to them at once. There is the need to be real even at assigning tasks because working remotely does not equate to working like a machine (Boss, 2020). Besides, workers also need to be conversant on how they manage their time on a task. In managing time, workers should try their best to avoid house distractions. They should not get carried away just because they are working within the comforts of their home. The only difference is that the need to commute to a physical site is taken out of the equation. The same kind of effort that would be accorded the task in the physical office space should be directed at the task even while working from home (Barnes, 2018).

VI. Conclusion

For any work environment whose stakeholders intend to transcend the expectation of the constantly evolving workplace, the future of work should be a priority. 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 workplace a lesson of preparation and planning and given the reality check to keep up with the technological and management-related advancements to ensure productivity and growth. Beyond that is also the lesson of flexibility and adaptability in the workplace 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.

References

[1] M. Grzegorczyk, M. Mariniello, L. Nurski, and T. Schraepen, "Blending the physical and virtual: A hybrid model for the future of work (No. 14/2021)," Bruegel Policy Contribution, 2021.

[2] K. M. J. Iqbal, F. Khalid, and S. Y. Barykin, "Hybrid workplace: The future of work," in *Handbook of Research on Future Opportunities for Technology Management Education.* IGI Global, 2021, pp. 28-48.

[3] M. Zachariah, N. M. Avanesh, and S. N. Arjunan, "Future of work places: A hybrid approach," in *Handbook of Research on Challenges for Human Resource Management in the COVID-19 Era*. IGI Global, 2022, pp. 1-22.

[4] L. F. Castillo Ossa, P. Chamoso, J. Arango-López, F. Pinto-Santos, G. A. Isaza, C. Santa-Cruz-González, ... and J. M. Corchado, "A hybrid model for COVID-19 monitoring and prediction," *Electronics*, vol. 10, no. 7, p. 799, 2021.

[5] A. M. Rather, A. Agarwal, and V. N. Sastry, "Recurrent neural network and a hybrid model for prediction of stock returns," *Expert Systems with Applications*, vol. 42, vol. 6, pp. 3234-3241, 2015.

[6] M. Bouzerdoum, A. Mellit, and A. M. Pavan, "A hybrid model (SARIMA–SVM) for short-term power forecasting of a small-scale grid-connected photovoltaic plant," *Solar Energy*, vol. 98, pp. 226-235, 2013.

[7] X. Yang, and W. Hou-Feng, "A hybrid model for computational morphology application," in *Eighth ACIS International Conference on Software Engineering, Artificial Intelligence, Networking, and Parallel/ Distributed Computing (SNPD 2007)*, Jul. 2007, vol. 2, pp. 232-237.

[8] G. S. N. Rao, "A hybrid model for decision-making in interventional medicine," in *2022 Second International Conference on Artificial Intelligence and Smart Energy (ICAIS)*, Feb. 2022, pp. 1605-1613.

[9] B. Vidhyaa, and M. Ravichandran, "A literature review on hybrid work model," *International Journal of Research Publication and Reviews,* vol. 3, no. 7, pp. 292-295, Jul. 2022.

[10] M. C. Sitterding, M. E. Broome, L. Q. Everett, and P. Ebright, "Understanding situation awareness in nursing work: A hybrid concept analysis," *Advances in Nursing Science*, vol. 35, no. 1, pp. 77-92, 2012.

[11] T. Arslan, "A hybrid model of fuzzy and AHP for handling public assessments on transportation projects," *Transportation*, vol. 36, no. 1, pp. 97-112, 2009.

[12] T. M. Barchi, L. F. Costa, E. Puchta, M. S. Martins, M. L. S. C. de Andrade, P. S. de Mattos Neto, and H. V. Siqueira, "A hybrid model with error correction for wind speed forecasting," in *2021 IEEE Latin American Conference on Computational Intelligence (LA-CCI)*, Nov. 2021, pp. 1-6.

[13] E. Eze, and T. Ajmal, "Dissolved oxygen forecasting in aquaculture: A hybrid model approach," *Applied Sciences*, vol. 10, no. 20, p. 7079, 2020.

[14] F. Dehghani, R. Eslamloueyan, and M. Sarshar, "A hybrid model for simulation of lithium-ion batteries using artificial neural networks and computational fluid dynamics," *Scientia Iranica*, 2022.

[15] R. F. Nielsen, K. V. Gernaey, and S. S. Mansouri, "A hybrid model predictive control strategy using neural network based soft sensors for particle processes," *Computer Aided Chemical Engineering*, vol. 48, pp. 1177-1182, 2020.

[16] G. Indumathi, and P. Dhavachelvan, "A hybrid model for performance analysis of data mining tools," *International Journal of Computer Science and Applications*, vol. 1, no. 1, 2008.

[17] F. M. Talarposhti, H. J. Sadaei, R. Enayatifar, F. G. Guimarães, M. Mahmud, and T. Eslami "Stock market forecasting by using a hybrid model of exponential fuzzy time series," *International Journal of Approximate Reasoning*, vol. 70, pp. 79-98, 2016.

[18] H. Lu, X. Ma, and M. Ma, "A hybrid multi-objective optimizer-based model for daily electricity demand prediction considering COVID-19," *Energy*, vol. 219, 2021, Art. no. 119568.

[19] A. Cattani, S. Solinas, and C. Canuto, "A hybrid model for large neural network description," 2015. *arXiv preprint arXiv:1507.00189*