

Impact of Hybrid Mode of Working on Employee Performance in the Post-covid 19 Pandemic Era

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ABSTRACT

During the COVID-19 pandemic, most businesses adopted hybrid work arrangements, adapting to changing workplace demands. This study explores how Technologies 4.0 (advanced technologies) and employee motivation affect the link between hybrid work models and the performance of younger workers (Millennials and Gen-Z) in Kerala's IT sector. Based on a survey of 155 employees, the study shows that the hybrid work model has a significant impact on performance. While basic technologies don't have a major role, the study emphasizes that employee engagement is a key factor. As hybrid work options become more common, they will continue to shape the future of work.

Keywords: Hybrid mode, Employee Performance, Employee Engagement, Technology 4.0, Generation Z, Future of jobs.