

A PROJECT REPORT ON
“A STUDY ON THE IMPACT OF HYBRID WORK ON EMPLOYEE
WELL-BEING WITH REFERENCE TO MANIPAL TECHNOLOGIES
LIMITED, MANIPAL”

Submitted by:
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(4AL22BA029)

Submitted to



VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI

In partial fulfillment of the requirements for the award of the degree of

MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

Internal Guide

Mrs. Harshitha V Shetty

Assistant Professor

PG Dept. Of Business Administration

AIET, Mijar

External Guide

Mrs. Vidya Shenoy

Senior HR Manager

Manipal Technologies Pvt Ltd

Manipal, Udupi



PG DEPARTMENT OF BUSINESS ADMINISTRATION
ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY
SHOBHAVANA CAMPUS, MIJAR, MOOBBIDRI.

SEPTEMBER 2024



Manipal Technologies Limited

MTL/HRTA/2425/0014

6th June 2024

To Whomsoever It May Concern

Subject: Internship Completion certificate for Ms. Prerna Hegde

Dear Sir/Madam

We hereby state on record that Ms. Prerna Hegde has completed an internship project in our HR Department of Manipal Technologies Limited, Manipal from 2nd May 2024 to 6th June, 2024 under the guidance of Ms. Vidya Shenoy, Senior Manager - HR.

During this period of internship, Ms. Prerna Hegde has successfully met the objectives of the internship as set at the beginning of the internship. We found her hard working and resourceful.

We wish Ms. Prerna Hegde all success in her future endeavors.

Thanking you
Yours Sincerely


Vidya Shenoy
Sr. Manager

Manipal Technologies Limited

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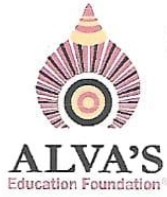
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ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

(A Unit of Alva's Education Foundation ®, Moodbidri)

Affiliated to Visvesvaraya Technological University, Belagavi

Approved by AICTE, New Delhi & Recognised by Government of Karnataka

Accredited by NBA (CSE & ECE)

Date: 10/09/2024

CERTIFICATE

This is to certify that **Prerna Hegde** bearing **USN 4AL22BA029**, is a bonafide student of Master of Business Administration course of Alva's Institute of Engineering and Technology, Moodbidri for the batch 2022-2024, affiliated to Visvesvaraya Technological University, Belgaum. The Project report on "**A Study on The Impact of Hybrid Work on Employee Well-being with reference to Manipal Technologies Limited , Manipal**", is prepared by her under the guidance of Mrs. Harshitha V Shetty Assistant Professor, in partial fulfilment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belagavi Karnataka.

Signature of Internal Guide

Signature of HOD

Signature of Principal
Alva's Institute of Engg. & Technology,
Mijar. MOODBIDRI - 574 225, D.K

Viva – Voce Examination

HOD

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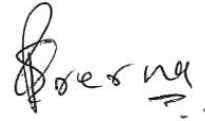
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DECLARATION

I, Purna Hegde(4AL22BA029), hereby declare that the Project report entitled “**A Study on The Impact of Hybrid Work on Employee Well-being**” with reference to Manipal Technologies Limited, Manipal prepared by me under the guidance of Mrs. Harshitha V Shetty, faculty of M.B.A Department, Alvas Institute of Engineering and Technology, and external assistance by Mrs. Vidya Shenoy, Senior HR Manager, Manipal Technologies Limited, Manipal.

I also declare that this project work is towards the partial fulfillment of the university regulations for the award of the Master of Business Administration degree by Visvesvaraya Technological University, Belagavi.

I have undergone a summer project for a period of six weeks. I further declare that this Project is based on the original study undertaken by me and has not been submitted for the award of any degree/diploma from any other University / Institution.



Place: Mijar, Moodbidri

Signature of the Student

Date: 21-09-2024

ACKNOWLEDGEMENT

Preparing this project report has been a wonderful experience all together without the assistance of certain special people it would be impossible for me to present this project in its current format. To thank them all individually would be a pleasant task but an Endeavour that would fall short of its mark even with the best intentions however I would like to acknowledge a few key people who have been instrumental in my preparation of this project report.

Firstly, I express my heartfelt thanks to the Visvesvaraya Technological University for including project work as a compulsory paper for MBA students It made me get the best knowledge and it will help me for my better future.

I would like to express my sincere thanks to principal Dr. Peter Fernandez, AIET, Moodbidri, and I express my deep sense of gratitude to Mrs. Priya Sequeira, HOD, and also to my internal guide Mrs. Harshitha V Shetty assistant professor PG Department of Business Administration, Alva's Institution of Engineering and Technology, Mijar for his constant support and encouragement to carry out my project successful without much difficulty.

I am also greatly indebted to external guide Mrs. Vidya Shenoy, Senior HR Manager, Manipal Technologies Pvt Ltd, for providing me with all the necessary help and required guidance for the completion of my project and also for the valuable time that he gave me from his schedule.

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Executive Summary

This research seeks to investigate the effect of hybrid work models on employee well-being at Manipal Technologies Limited in Manipal, Udupi. As hybrid work arrangements become more common, it's vital to understand their effects on the mental, physical, and emotional health of employees to enhance workplace practices. The research focuses on three key goals: identifying the factors that lead to both positive and negative impacts on well-being, analyzing employees' personal experiences with the advantages and challenges of hybrid work, and assessing how hybrid work affects various demographic groups and job roles.

Key findings are likely to uncover how elements including work-life equilibrium, autonomy, and adaptability positively sway employee wellness, while challenges such as detachment, communication breakdowns, and indistinct work-life boundaries can lead to unfavourable outcomes. By examining the viewpoints of workers, this examination expects to give an understanding of the advantages of half-and-half work, for example, expanded adaptability, close by the difficulties including potential burnout or diminished group solidarity.

Moreover, the investigation takes a gander at disparities in personal satisfaction dependent on illustrative attributes (for example age, sexual orientation, and conjugal status) and work classes, offering an exhaustive comprehension of how half and half work might influence workers diversely. The outcomes will help Manipal Technologies Limited in modifying their half-and-half work strategies to all the more likely uphold their representatives, advancing a more beneficial workplace.