

The Physical and Mental Effects of Working in a Hybrid Work Environment on an Employee's Well-being and Performance

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Abstract

A hybrid work environment enables employees to have a combination of working from home and the office. The intention of this paper is to investigate and provide a comparison between hybrid work and in-office work environments. As researchers indicate, WFH has a positive impact on employee productivity and well-being. In order to provide a deep understanding, an empirical survey was conducted on 95 United Emirates workers. The key findings of this survey illustrate that WFH has both positive and negative impacts on workers. The participants record positive experiences with WFH, including flexibility, increased efficiency, improved work-life balance, and better focus. However, the study revealed that some participants recorded various challenges, such as lack of social interaction, increased output expectations, and long working hours, which were obstructions to their participation in WFH. The findings from this research aid in understanding the benefits and challenges of WFH and inform organizations on the best approach to follow when instituting a hybrid work environment within their workforce.

Keywords

Hybrid work, employee performance, physical and mental effects, employee wellbeing and work system.

Introduction

The emergence of the COVID-19 pandemic at the beginning of the year 2020 compelled many businesses around the globe to implement remote work policies to comply with social distancing guidelines and ensure the safety of their employees. This abrupt transition to remote work highlighted the significance of speedy technology and digital connectivity in contemporary workplaces. As a result, numerous businesses have accelerated their digital transformation initiatives by investing in technologies that facilitate remote collaboration and communication. However, after more than a year of remote work, many organizations are investigating a hybrid work system that incorporates remote work with office-based work. This new way of working provides employees with greater

flexibility and autonomy over their work schedules, while enabling businesses to maintain a physical office presence and foster collaboration and creativity. In addition, the global efficacy of hybrid working has been increasingly acknowledged, with many companies reporting increased productivity and employee satisfaction, as well as cost savings from reduced office space and travel costs. As a result, hybrid work is anticipated to become the new norm in the post-pandemic era, with an increasing number of businesses adopting this flexible and productive method of employment. This study aims to determine the bodily and psychological impacts of working in a hybrid workplace on an employee's well-being and output. This study concludes by endorsing appropriate suggestions to improve employee efficiency and welfare in a hybrid work system.

Objectives

This research paper aims to provide a comprehensive comprehension of the physical and mental effects of working in a hybrid work environment on an employee's health and productivity. This report intends to propose solutions/safe ergonomics practices to enhance the productivity and well-being of hybrid work system employees. It is intended to increase the dependability of hybrid work systems by proposing suitable remote monitoring tools and implementing administrative controls.

Literature Review

The hybrid work environment offers a combination of remote work and in-office work, allowing both flexibility and support for all the employees, and offers more opportunities to balance life and work. There are different studies that have been delivered over the past 20 years to account for the physical and mental effects of a hybrid work environment on employees as compared to traditional in-office work. The same studies also investigate whether the hybrid work environment is better than the regular scheme of work, and the potential risks it may behold on the business itself (Alyamo 1996). In 2010, a study investigated how hybrid work differs from in-office work, and the results of the study suggest that through hybrid work it is possible for employers to allow the employees to have the flexibility to either work from the office, remotely or even from home; for individuals with responsibilities, emergencies and others who are looking to balance between life and family, the hybrid work environment offers this type of luxury.

Another study in 2011 suggests that while a hybrid work environment can be physically better for employees who are capable to rearrange their own schedule, work environment and even the timings through which they are working, the same can also be damaging to the employees' mental wellbeing than actually helping them balance between work and life (Anjala 2018). In 2015, a study investigated the psychological workload of some of the employees working within hybrid work, where the results indicate that as individuals work more, the complexity of work increases, which in turn involves more subconscious tasks being added to the employee's schedule. While the employees are given the freedom and flexibility to work, the decision and coordination of time itself can be challenging and mentally harming to the individuals, especially when considering how to balance between working from home and the office. Nonetheless, hybrid employees are often isolated from actual physical contact with their peers which can result in several psychological and mental impacts on their overall wellbeing as well as their communication with their peers not just in work but also in society (Borman and Motowidlo 2014). A further study suggests that there is a challenge with regard to hybrid work that arises from the risk of potential presenteeism. In fact, hybrid workers are often put under the scope to prove to their peers and subordinates that they are not taking advantage of working from home.

This can require that the hybrid worker shows on constantly through digital channels or even work extra hours, which erodes the psychological safety of the worker. Over the course of time, the excess amount of work that the employees exert can lead to them being burned out in a short duration of time or even unable to be productive on the same terms as their peers who are working from the office. In other cases, the flexibility given to the employees can often contribute to errors with regard to presenteeism, where the employees' productivity is often questioned as well as how they are able to interact with their peers. Meanwhile, it is noteworthy that hybrid work can be mentally disruptive and destabilizing. In fact, as the employees begin to adapt to the WFH concept, there are instances where they are required to work from the office which can disrupt their sense of security and control. In late 2020, an analytical study has been delivered that accounted for alleviating stress and anxiety as the two core feelings that employees often develop due to this insecurity (National Research Council 1991). On the other hand, it is necessary to also refer to the advantages of hybrid work environments; in fact, employees who work in a hybrid work environment often get the flexibility to arrange between their life and work schedules, giving them more chances to communicate with their families. From the psychological aspects, some studies suggest that hybrid work can be dual-edged and despite the fact that there are several negative implications it can behold on the employees, it is also

possible throughout the same work environment to increase the satisfaction of the employees by offering them more flexibility. However, what is the root factor on whether hybrid work is to behold negative or positive implications? In fact, the supervision from the subordinates at work as well as the variance in the actual capabilities of individuals to adapt to the hybrid work environment are two of the contributing factors.

While some employees succeed in understanding the requirements of the hybrid work and how to be productive and without either abusing WFH flexibility or being burnout, others often fail to do the same (Smither and London 2009). Additionally, having the advantage of hybrid work enables the employees to have less stress as studies indicate, especially since the employees have the privilege of managing their own time, and assigning their schedules. Nonetheless, the stress from spending larger periods of time in the office is also reduced, which increases the mentality of the employees and enriches their ability to be more productive (Borman and Motowidlo 2014). Furthermore, some reports indicate that employees that work hybrid often encounter improved work-life balance, especially those with proper time management skills. Yet, it is noteworthy that one of the key advantages of hybrid work is the enablement of the employees to cut costs, especially when considering the expenses involved with transportation to work and other factors that come into place. With hybrid work in place, employees rely mainly on the Internet without the need to pay any costs that relate to transportation, which offers a greater margin for them. At last, it is vital to highlight that rather than having the employees sit for prolonged periods of time in the office, which can have serious negative health implications on them, throughout hybrid work, the employees have the flexibility of exercising and doing additional activities to maintain both their physical and mental health (Alyami 1996).

The physical effects of traditional office work are well-documented, and long seating and lack of physical activity can result in a variety of health issues. Nevertheless, the hybrid work system, which incorporates office-based and remote work, can mitigate some of these negative effects. For instance, employees can use the time saved on commuting to engage in physical activity, such as walking or attending a fitness class. This can assist in reducing the risk of musculoskeletal disorders and related health issues. The office environment can also have a significant effect on the mental health of employees. However, the hybrid work system can give employees a higher sense of control over their work-life balance, thereby reducing tension and anxiety (LePine et al. 2005). In addition, remote work can provide a tranquil and more suitable work environment, which can aid in reducing distractions and enhancing concentration.

The physical and mental effects of traditional office work can negatively impact employee health and productivity. In contrast, the hybrid work system can mitigate these negative effects by granting employees greater flexibility and control over their work. In particular, remote work can mitigate the effects of a lengthy commute, such as fatigue and stress. In addition, the hybrid work system can reduce the risk of burnout by permitting employees to take pauses as required and care for their physical and mental health (Mehta and Agnew 2012). Extended periods of seating and inactivity are well-known negative effects of traditional office labor. The sedentary nature of this work can cause a variety of physical health issues, such as musculoskeletal disorders (MSDs) (Choi et al. 2010). Repetitive motions, awkward postures, or prolonged static positions that place excessive pressure on body parts can lead to MSDs. By way of example, prolonged seating can result in back and neck pain, as well as migraines. The incessant gazing at computer displays is also a common cause of eye strain among office employees. Due to the sedentary character of traditional office-based work, musculoskeletal disorders are a prevalent occurrence among office workers. The muscles, tendons, ligaments, and nerves are affected by MSDs. These conditions can result in pain, distress, and decreased mobility. Back pain, cervical discomfort, carpal tunnel syndrome, and tendinitis are typical MSDs. Furthermore, eye strain is a prevalent issue among office employees due to their incessant computer screen-gazing. The hybrid work system can reduce the risk of eye strain and Computer Vision Syndrome (CVS) by allowing employees to work in a comfortable environment and providing them with the necessary instruments and training to prevent eye strain (Blehm et al. 2005).

Likewise, the sedentary behavior associated with traditional office work can result in weight gain and associated health issues. The hybrid work system can reduce the risk of weight gain by allowing employees to engage in physical activity and work in a more comfortable setting. Office work can also have negative psychological effects on employees. Office workers frequently experience work-related tension, which can contribute to mental and physical health issues. The hybrid work system can reduce work-related tension by providing a more flexible work environment and a better work-life balance for employees. In addition, Traditional office-based work can reduce employee satisfaction due to a lack of flexibility and work-life balance. The hybrid work system can increase job satisfaction by permitting employees to work in a more flexible environment and by promoting a healthier work-life balance. The negative effects of office work can have a significant impact on employee health and productivity. Physical discomfort associated with conventional office work can result in decreased output and increased absenteeism (Maslach and Jackson 1981). By enabling employees to work in a more suitable setting, the hybrid work system can reduce physical discomfort and

increase productivity. In addition, the mental tension associated with traditional office work can increase absenteeism and lower productivity. The hybrid work system can reduce mental stress by providing employees with a more flexible work environment and a better work-life balance. Traditional office-based work is also associated with burnout and decreased job satisfaction (Maslach and Jackson 1981). By enabling employees to work in a more comfortable setting and providing opportunities for rest and relaxation, the hybrid work system can increase job satisfaction and prevent fatigue. Traditional office-based work's negative effects can result in higher employee turnover rates. By providing a more flexible work environment and enhancing employee wellness and job satisfaction, the hybrid work system can reduce employee turnover rates.

According to Niebuhr et al. (2022), the main advantage of the hybrid model is the flexibility and autonomy over one's working hours. Flexibility allows workers to schedule breaks and work on tasks while considering their personal matters. It also gives them the freedom to combine both work and personal tasks, allowing them more free time without feeling pressured by work. The results of numerous studies suggest that flexible working hours with more autonomy for the workers culminate in higher satisfaction and performance (Niebuhr et al. 2022). Employees can manage and plan their life around the schedules they develop as deemed convenient for them. Time spent commuting daily, moving from office to office is consolidated, which means more time to be spent with friends and family. Peer pressure can be positive or negative, regardless; its impact on employee performance and productivity is significant. Studies carried out evidence that working alongside efficient and fast colleagues creates peer pressure to do better, thus improving performance (Cornelissen et al. 2013). In other cases, it can make employees become demotivated when they feel they cannot get to the level of performance due to factors beyond their control.

According to Innstrand et al. (2022), reports from a study on home-office productivity suggest that employees in remote settings had better performances, produced quality work, and had more motivation compared to those working from the office. In most settings, peer pressure when working from the office shifts the focus at the workplace such that the amount of time spent in the office rather than the output is measured (Innstrand et al. 2022). Therefore, employees focus on ensuring that they are seen in the company even without a corresponding shift in their productivity. Workers have to keep up appearances, even when they are tired, or uncomfortable with a situation to avoid being singled out from the team. Hence, in remote settings where workers only focus on achieving their set goals, they are able to better perform while being comfortable unlike in office settings. Noise in any work environment is distracting and takes away employees' concentration and focus, resulting in reduced productivity. Noise is negatively perceived and common in physical work settings, which is part of the hybrid work model. The lack of privacy to converse and noise were described as the most occurring disturbances in physical settings (Lee et al. 2015). The level of job satisfaction is reduced, and psychological health decreases when employees are exposed to noise-prone environments (Lee et al. 2015).

Based on research on the effect of noise when working from home, employees described the home-work environment as positive in terms of noise control and lack thereof, enabling them to focus more, thus reducing fatigue and elevating mental health (Lee et al., 2015). In addition, the ambiance in most home-work environments is pleasant and relaxing, thus determining employee well-being and performance (Lee et al. 2015). It includes the temperatures at the home office, aesthetic appeal, and natural lighting, all of which, according to studies, affect the performance of employees (Lee et al., 2015). For instance, at the home office, the chair choice is left to the employee as well as the desk and stationery used. Such autonomy in minor aspects provides comfort to the employees not available in physical contexts. The hybrid work environment should be evaluated to provide more employee autonomy as they work remotely or physically, such that they have more control over the ambiance, noise levels and comfort, which impacts productivity, focus and mental well-being. The extensive use of technology in workplace settings despite the advantages of increased communication and responsiveness inevitably contributes to employee distractions.

Workers are distracted frequently in work settings when they are required to respond to prompt communications and attend to co-workers, supervisors, and managers (Orhan et al., 2021). The ability to receive from such involuntary and uncontrollable distractions takes more than 23 minutes to resume the tasks that were being carried out (Orhan et al. 2021). Such distractions alter the concentration of an employee and interfere with their performance by causing them stress. According to Orhan et al. (2021), work distractions can be overwhelming for employees, and they delay the ability of an employee to self-regulate and monitor the progress of specified tasks within a given time frame. In remote settings, workers have more control over the amount and level of stress and distractions due to the lack of physical presence. This allows workers to focus on their goals without disturbances and reduces stress levels hence improving their performance and well-being.

The Ergonomics and Human Factors Society focuses on the ergonomics and human factors that contribute to employee well-being and performance in the office by enhancing work, product and environment, human needs, capabilities and

limitations correlations (Kalakoski 2020). Employees' well-being includes the physical, psychological, social, and personal needs related to their work environment. One of the most obvious factors that ergonomically impacts employees' well-being and performance is Indoor Building Sustainability. The indoor work environment contributes highly to the performance of the employees, their well-being and health, which impacts energy efficiency, environment, and waste production. In 2017, the American International Assurance Company in Malaysia indicated that a poor indoor work environment affects the business operational costs and leads to a huge productivity loss with an average of 2.27 million MYR annually to health-related disease in the work environment, per organization. Therefore, developing a sustainable building design with smart architectural facilities will definitely increase occupants' well-being, as employees work more than 8hrs per day. Likewise, work environment quality will highly increase or decrease their well-being which affects the productivity among office building occupants, in three dimensions: economically, socially, and environmentally. Moreover, studies have shown that an organized indoor environment enhances occupants' health, by providing better physical conditions which increases work efficiency and decreases absenteeism rate (Mansor 2020). Indoor work environment factors including thermal and acoustic comfort, and indoor air quality (IAQ), contribute to workers' physical well-being.

Intensive work activities in an unorganized work environment induce poor indoor air quality that affects employees' well-being, health and satisfaction level heavily. This poor environmental condition, connected with room temperature, increases sick building (SBS) prevalence among employees compared to outdoor pollution. During poor IAQ exposure, studies have shown that if 90% of the operational cost depends directly on occupant performance, the overall productivity will decrease by 11% (Mansor 2020). On the other hand, intellectual and emotional well-being is associated with interior design and nature interaction. The interior design depends on several environmental factors that affect the Employee's well-being such as office view, interior color, indoor lighting, Personal Control, work flexibility, workstation adjustability, etc. Office view impacts significantly occupant's emotional state and studies have proven that a greater greenish natural office view increases the occupant's satisfaction and comfort level and assists with stress control as well. Likewise, interior color influences employee's psychological behavior, by stimulating their emotional state, performance, creativity, and individual comfort. For instance, the red color induces excitement level, yet the blue color induces a drowsiness state and the green color induces well-being and relaxation feeling. Furthermore, light exposure in the office is connected to employee cognitive performance and well-being as well as problem-solving skills. Natural light is a healthier luminous source compared to artificial light as it stimulates nerve centers that are responsible for human daily rhythms and mood. In other words, prolonged exposure to poor lighting sources leads to performance and productivity drop as a result of eye strain, headaches, fatigue and aching (Mansor 2020) (Silvester 2013).

Additionally, having personal control over the work environment including the room temperature, windows, lighting, office doors and blinds, has shown a greater positive impact on employee performance and well-being, motivation and comfort level. Finally, as most employees are working in computer-based occupations, they are more likely to develop musculoskeletal disorders. Therefore, workstations must include adjustable furniture, which accommodates employees with different ranges, to perform their tasks comfortably with the right body posture. Studies showed that adjustable furniture increases employee productivity by 5% and decreases documentation error rates by 14% (Mansor 2020). All of those factors must be considered in an employee's work environment to ensure higher productivity, efficiency and well-being. Further to the ergonomic factors that affect employees' well-being, employee cognitive performance depends highly on their cognitive thinking and mental processing to complete their daily tasks. Employees have to maintain their attention, short-term and long-term memory, decision-making, and learning skills through their daily activities. Yet, cognitive capacity changes for each employee with reference to the performance of their tasks. In case of overloaded tasks or encountered with office distractions, this will increase employees' cognitive demands/strain and impact their productivity. Office distractions such as sudden meetings, office noise, phone calls and colleague interruptions lead to poor performance and weaken employee's cognitive thinking (increasing cognitive and attention failure). This poor performance influences the employee's job satisfaction level and well-being, which results in increased sick leave. Thus, it is important to focus on human cognitive functions, abilities and limitations, as well as the Cognitive Ergonomics Intervention in the work environment. For instance, stating quiet hour regulation to avoid multiple interruptions improves occupants' performance and efficiency (Kalakoski 2020).

Data Collection

The data for this research was conducted utilizing a qualitative approach. The data collection process for this research began with the development of the survey conducted on 95 United Emirates workers. The study was conducted to provide insights into the work environment, job satisfaction, and the overall well-being of the workers. All questions were designed to assess the workers' experiences and opinions. All 16 questions asked by the researchers were carefully crafted to ensure that all information collected was relevant to the research goals. Some questions were

designed with follow-up questions in which respondents were asked to comment if the question was relevant to their situation. Additionally, the survey was designed to be anonymous to ensure that the workers felt comfortable providing honest responses. The survey was conducted via (period and mode utilized to conduct the study). After the survey was closed, the data were analyzed using graphs and percentages statistically, and significant correlations were identified. This research will utilize techniques such as bow-tie to discuss the results of the survey and make concise conclusions.

Results and Discussion

The following numerical and graphical results were obtained from analysis of the results from the survey.

Numerical Results

All of the participants of this study were above 18 years, and this is represented by the 100% response to the first question of the study. The majority of the respondents, 58%, reported working from home after the pandemic, while the rest had no experience with WFH. One of the themes that presents itself during this analysis is that prior experiences with WFH have an impact on worker participation. Based on participant responses, the analysis of this data revealed that 10% of the participants were working from home full-time, which impacted their decision to continue to work from home after the crisis had declined. After the pandemic, the stringent regulations applied, especially social distancing, became more relaxed, enabling some workers to resume normal working schedules, which is illustrated by 47% of the participants. These participants recorded that they resumed normal working schedules after the pandemic, although they participated in WFH during this crisis. However, the percentages of the participants who opted to engage in WFH out of their volition were similar to those who opted not to due to lack of organizational mandate, highlighting that factors such as personal attitudes and organizational mandates have a crucial role in worker engagement with WFH. Generally, the sample chosen for this research had varying exposure to a hybrid work environment.

Additionally, the findings from this study revealed that the experiences of workers with WFH varied. The data from the respondents were analyzed using sentiment analysis to provide insights into the experiences of these workers. From the analysis, it is evident that the majority of the participants had a positive experience with WFH, while a few had negative or neutral responses. One of the participants referred to their experience as excellent, while another said it was relatively great despite communication challenges. Therefore, WFH is associated with good experiences, although it is associated with concerns, such as reduced communication skills and challenges with managing tasks. Furthermore, the majority of the respondents (68%) agree that they are working fewer hours than normal, and 58% agree that they are getting more work done than normal. However, 68% of the participants record that their work is more demanding than normal. All participants also appear to be feeling effectively prepared for WFH and believe they can maintain a good relationship with colleagues or classmates while working remotely. Generally, this demographic had different experiences with a hybrid work environment that may influence the perceived benefits associated with this environment.

The findings of this study also revealed that workers had varying perceived benefits associated with WFH. This study's respondents believed that working from home provides several benefits, such as the ability to focus on their work without interruption (84%). All participants reported that they had ample time to undertake tasks that they normally lacked, could avoid tedious long meetings, take a break whenever they felt necessary, consume foods and beverages at their convenience, and had ample time for social interactions. 89% of these participants revealed that they preferred their current environment compared to the normal one. Additionally, 95% of the participants revealed that the primary benefits they enjoyed were lack of supervision and time-saving due to reduced work transportation. Although 89% of these respondents argue that another benefit of WFH is the ease of contact with others, all the participants recorded that they experience low-disease exposure risk and have a chance to shift their normal routines. Other benefits reported by these participants include enough time for mother-child bonding for new mothers and maintaining a healthy work-life balance. However, one participant recorded that they lacked enough concentration when undertaking WFH.

The findings of this study also revealed that several factors inhibit workers from undertaking WFH. The commonly cited obstacles in this workforce include failing to see colleagues and other people as much as they would desire (53%). This was the primary obstacle recorded by this sample, implying that social interactions are integral for

employee well-being even in WFH. Other obstacles include limited colleague cooperation, increased output expectations, and increased working hours. The research also identified several factors that lacked an obstruction impact on WFH. The respondents disagreed with the majority of these prompts, including fear of adequate capacity to perform specific tasks, increased computer interactions, inhibition of normal routine due to increased effort required, and lack of quality working environment at home. Additionally, 74% disagreed that they feared that is not enough work they could effectively tackle at home, and 68% disagreed that the tasks tackled in this environment werenot as interesting as those in normal work environments. Furthermore, 84% highlighted that there was no company financial strain with their participation in WFH and lack of desire to leave the house. Other non-factors include missingwork benefits, working alone, distractions in this environment, access to documents, and lack of knowledge on whichtasks to undertake. Generally, there are various factors that fail to limit participation in WFH.

1.1 Graphical results

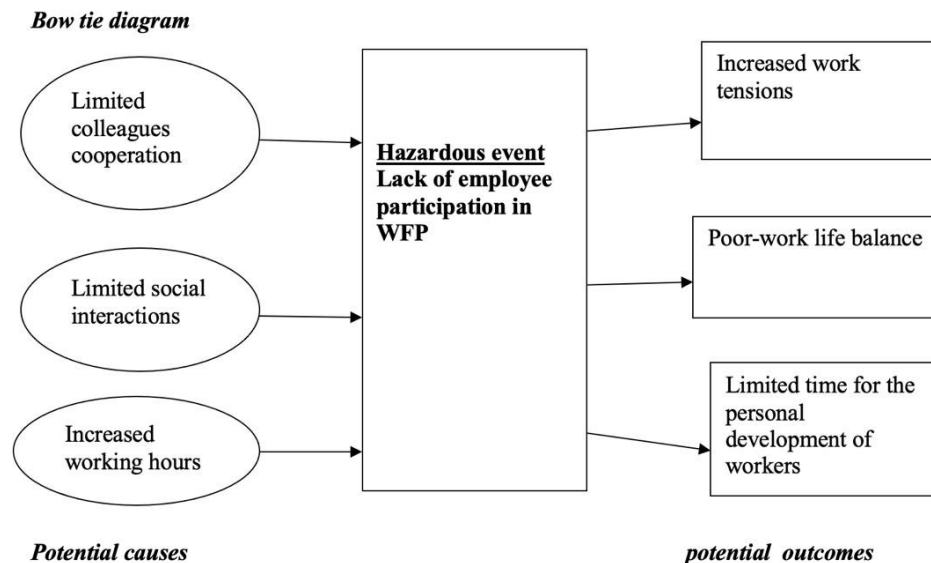


Figure 1. Bowtie diagram of WFH among workers in UAE

Based on this study's findings figure 1 represents workers' experience with hybrid work environments such as WFH is varied and impacted by various factors. These factors may include but are not limited to personal attitudes, organizational mandates, and the benefits associated with WFH. Additionally, the majority of the participants had a positive experience with WFH, although there are some issues, such as reduced communication skills and challenges with managing. Furthermore, the study identified various factors that inhibit WFH, such as limited colleague cooperation, increased output expectations, and increased working hours. These findings also indicate a negative correlation with various factors that may be perceived to have an obstructive impact on WFH. Generally, these findings provide key insights into workers' experiences with WFH and the factors that enable and inhibit their participation. The insights from this study can be utilized to make various recommendations for organizations, which will lead to improved physical and mental outcomes for their workers.

Methodology

The methodology for this research project was qualitative in nature, utilizing surveys as the primary data collection method. This method was chosen due to its adequate exploration of the perspectives and experiences of respondents, leading to a comprehensive and nuanced comprehension of the physical and mental effects of working in a hybrid work environment on an employee's health and productivity. A purposive sample of 95 female and male United Emirates workers from different socioeconomic backgrounds was chosen for this study. The sample size was selected

to ensure a diverse representation of gender, socioeconomic status, cognitive abilities, and perceptions. Participants were recruited through (include mode of recruitment). Prior to the conduction of the survey selected respondents were informed of the aim of the research and consent was acquired before they were allowed to respond to the survey. The data collected from these participants was analyzed using graphs, percentages, and tables. Additionally, the bow-tie diagram was utilized to analyze results for a coherent discussion of these research outcomes.

Recommendation

In a hybrid work system, the following suggestions and ergonomics techniques are recommended to boost worker output and wellbeing:

1. Create a dedicated workspace in your house, away from your personal living spaces, ideally with an ergonomic desk and chair.
2. Encourage workers to take periodic breaks during the workday to stretch, go for a stroll, or do other physical activities.
3. To lessen the chance of pain or harm, give workers access to ergonomic tools like adjustable desks, chairs, and keyboards.
4. To assist staff in balancing their job and personal lives, think about implementing flexible schedules or giving them more freedom during working hours.
5. To promote a sense of community and prevent feelings of isolation, encourage open communication and cooperation between team members who work remotely and those who work in an office.
6. Encourage regular social interactions between coworkers by hosting in-person or online meetings, as appropriate.
7. Provide tools for managing tension and maintaining mental health for workers, such as access to counseling services or wellness initiatives.
8. Inform staff members of the value of good posture, frequent breaks, and avoiding prolonged standing or sitting.
9. Consider giving staff members a budget or stipend for home office supplies or other resources to support their comfort and efficiency.
10. Conduct regular evaluations of staff productivity and well-being to spot problem areas and modify practices and policies, as necessary.

7. Conclusion

Recently, the world experienced a situation where they had to find another way to work within their houses. Businesses were closed for weeks until they prepared applications to overcome the loss and continue their productivity. Working from home was the only solution at that time and many facilities were capable of performing their daily tasks gradually till the end of the pandemic. The results of working from home were surprising as many businesses developed financially, in addition to increased employee productivity and satisfaction level. Nowadays, some facilities offer a hybrid work environment strategy, as it provides more flexibility, and increases employee performance and well-being. In addition, employees experience fewer distractions and stress-triggering factors in a hybrid work environment. This study suggested several methods to enhance employee well-being for UAE employees. The results showed that working from home does not differ from the office work environment, considering their task load and work shifts. In fact, 58% agreed that they perform better with higher productivity than in the office work environment due to the absence of interruptions and other office distractions by 84%. Although communication among work colleagues was lower, 95% of the participants preferred working from home as they benefit from transportation time and organize their breaks with lower management supervision. To conclude, a Hybrid work environment offers many benefits for employees and employers as work can be continued and tasks can be performed while workers are enjoying their cups of coffee inside their homes.

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