

# How can Hybrid Work Models Stem the Flow of "Great Resignation"?

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# Introduction

In recent years, we've seen a tsunami of employee turnover worldwide. The "Great Resignation" costs organizations \$11 billion annually in replacements.

But why are employees quitting what was once their "dream jobs"? Turning a cold shoulder to the fat paychecks? It turns out worker needs and expectations have changed dramatically since the pandemic, especially regarding work flexibility.

Many have deemed the adoption of hybrid working spaces and transparent HR policies as possible solutions for talent retention. But can **hybrid work models** truly nip the Great Resignation in the bud? Let us explore!

## The report takes a deep dive into:



Why are employees quitting?



Can a **hybrid work model** stop employees from quitting?

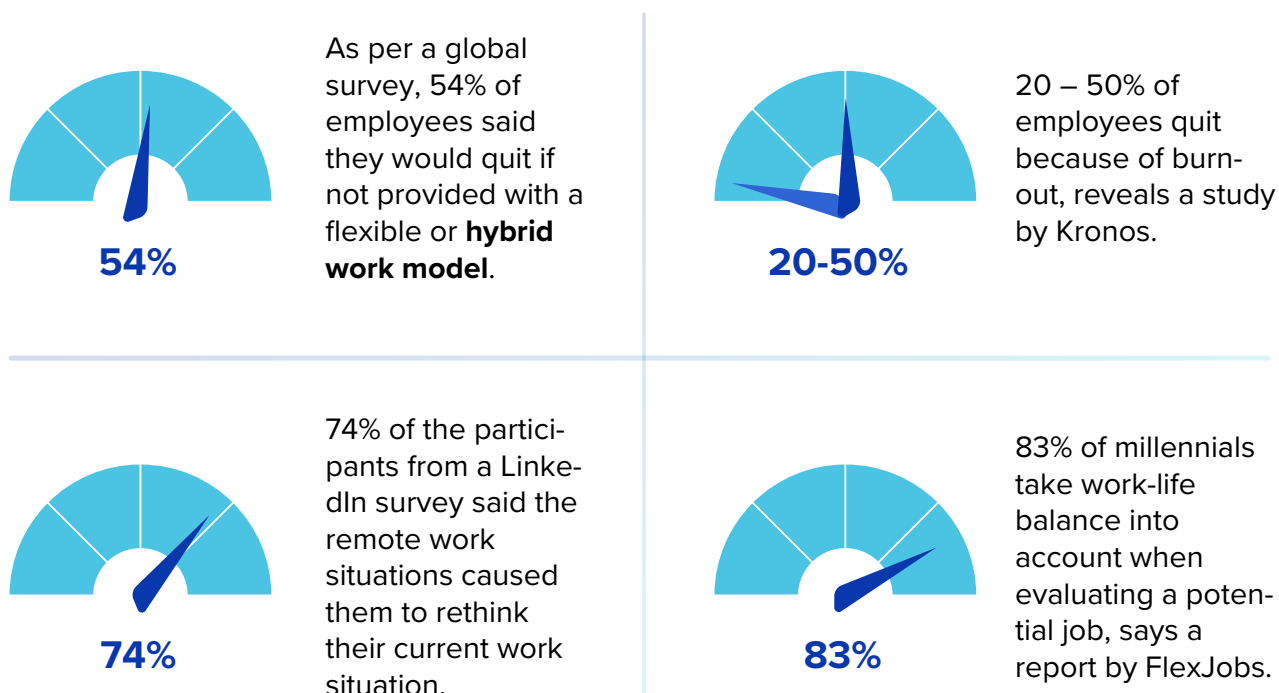


How can organizations save costs and boost growth with a **hybrid work model**?



## Why are Employees Quitting?

It isn't easy to point out one particular reason for the same. But the statistics do give some pointers.



It is clear that workers now want more flexibility, autonomy, balance, and peace of mind from their organizations.

Historically, employers have held the upper hand during a downturn situation. But the Great Resignation, which might as well be called the Great Realization, has created a mindset shift among employees.

There is a more profound realization of what they truly want from a job role because of the "covid clarity." So if the employers don't meet their needs, they are not afraid to jump ships.

Yes, stress and anxiety caused by the pandemic certainly made matters worse. But increased employee attrition also has many other reasons to blame.

## Fear for Personal Safety

We're not out of the woods yet. With the pandemic still far from over, many employees fear getting infected while working onsite. As a result, many demand more flexible working conditions like a **hybrid work model** instead of going back to the traditional model. But if organizations are unwilling to bend, workers have no problem leaving for better work conditions, even with a pay cut.

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## Increased Exhaustion

While remote work showed record productivity in the last few years, the surge came at a human cost. The constant barrage of communication in the "Zoom Economy" has workers struggling to keep up. But against common understanding, the signs of burnout are not due to covid alone. They were always there, but the pandemic only aggravated them tenfold. Now, workers are ready to accept even lesser pay to get a better work-life balance **hybrid work model** provides.

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## Feelings of Invalidation

Employees are showing greater resistance to unfair treatment and forced returns to work. Just consider the Tim Cook Vs. Apple employees fiasco. When the giant forced a mandatory return to onsite work, many employees showed open discontent for the policy.

Yet, Apple pushed forward. The result? A mass exodus, and sadly, the scenario resonates across the IT industry.

Now, add indiscriminate layoffs, unfair pay cuts, and delayed promotions to the mix, and you have a justifiably disgruntled workforce on the plate, ready to quit.

However, knowledge workers like programmers are not the only ones leaving jobs voluntarily. The ripples of the mass exodus are being felt across professions and sectors like healthcare, hospitality, retail, media, among others.

But there is another common refrain among employee trends today: workplace flexibility. If so, adopting a **hybrid work model** can blow off the steam very well.

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# Can a Hybrid Work Model Stop Employees from Quitting?

## 01 Greater Flexibility

A lack of workplace flexibility is the primary reason why workers are quitting. They are not ready to give up the autonomy and agility of the work schedules experienced during the pandemic. At the same time, digital exhaustion and "Zoom fatigue" have left some workers missing office interactions and collaborations. But this is where **hybrid work models** hit the bullseye.

With a **hybrid work model**, you can allow employees to schedule onsite and remote work as per convenience. So, they are not bound by a routine or location and get sufficient time for personal passions. Thus, encouraging happier employees.

## 02 Productive Everywhere

Think of a **hybrid work model** as a productive from anywhere model. Because when your employees are not bound to a base, they show significantly better performance. They can work in environments best suited to their needs.

Having more agency and autonomy also fosters a trusting and motivated workforce that thrives on the trust they are shown. As opposed to onsite working, employees do not feel "watched" or stressed to complete a task before the office closes in a **hybrid work model**. So, they stay engaged and productive for a longer time.

In a nutshell, a **hybrid work model** helps:

- Increase productivity
- Improve work-life balance
- Reduce stress
- Boost employee wellbeing



## 03 Enable Better Collaboration

If your organization can function on just remote work, why bother with a **hybrid work model**? Well, you need to think 'outside of office' to understand why.

If left to work in silos, remote teams can become disconnected over time. Some employees might not have the best working conditions at home. Digital exhaustion of the Zoom economy is another cause of concern. Besides, onsite workers usually have easy access to technological resources and management, which remote work cannot replicate digitally. Or the spontaneous collaborations which result in true innovation. But a **hybrid work model** can help bridge such gaps and more.

With **hybrid work models**, employees can come to the office for brainstorming sessions and collaborations on scheduled days. Or access organizational resources like video conferencing tools or audio-visual aid to finish a task. So, they can enjoy the best of both worlds.

## 04 Positive Employee Experience

**Hybrid work models** have a positive impact on every employee aspect.

- Firstly, no time is wasted on frustrating commutes, so morning blues become a thing of the pre-pandemic era.
- Secondly, workers don't have to worry about contraction fears either. They have more freedom to schedule work conveniently instead of following a rigid routine in a **hybrid work model**.
- Thirdly, they can come to the office when needed and collaborate with colleagues, leading to more meaningful interactions.

As a result, they feel less stressed and more fulfilled. This flexibility of the hybrid work model contributes towards greater job satisfaction and retention. No wonder engaged employees are 59% less likely to seek out a new job or career in the next 12 months.

## 05 Wider Talent Pool

While, yes, the Great Resignation has increased turnover. But it has also brought a pool of skilled, actively-looking talent out in the open and more inclined towards **hybrid working models** than traditional ones.

You can now hire from a much wider local and global talent pool. Even attract more skilled workers across demographics and geographies to encourage inclusivity, as more workers are now choosing flexible working conditions over remuneration and perks. So, as far as talent sourcing is concerned, the world's your oyster with a **hybrid work model**.

## But, Is That All?

The general sentiment around **hybrid work models** is still one of skepticism. Many organizations treat hybrid work setups as mere "arrangements" until the pandemic is over. Instead, they should be using **hybrid work models** as tools for growth and savings.

Here is why.

### Growth



Lower employee turnover and enhanced productivity mean reduced recruitment costs. They also spell more success for your company in the long run, and hybrid work models can help you achieve this at a minimal cost.

### Savings



A hybrid work model can reduce your real estate footprint to the needful and optimize costs (\$500B a year, to be precise). You won't have to worry about office expenses and maintenance costs. Or absenteeism at work due to minor ailments or a few hours of errands.



## Summing Up

While hybrid work models can act as a way to combat the Great Resignation, they will prove most beneficial when everyone is on the same page. So, the onus of change falls directly on HR management.

Whether we are talking remote management training for project leaders or offering equal access to the necessary collaboration tools, the implementation must be fair. At the same time, you also need a sophisticated hybrid work solution to implement a successful hybrid work model.

Consider WorkInSync's user-friendly SaaS solution to implement a successful hybrid work model. Enable seamless desk booking, employee scheduling, and collaborations to create better employee experiences and boost retention.

Over 180 clients across 15 countries are using WorkInSync to adopt hybrid work models and to create collaborative workspaces for their employees. Learn more here. [www.workinsync.io](http://www.workinsync.io)





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