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# **Impact Of Hybrid Work Models on Employee Productivity, Burnout, And Organizational Commitment: A Cross-Sector Empirical Study**

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## **Abstract**

The present research examined how the hybrid work models impact productivity, burnout, and organizational commitment of employees using a cross-sector empirical study. Quantitative and cross-sectional research design was employed and 432 full-time employees employed in formally established hybrid work arrangements in the information technology, education, healthcare, manufacturing and service sectors were chosen. Structured questionnaire using validated scales of hybrid work characteristics, productivity, burnout, and organizational commitment was used to get data. Descriptive statistics, reliability testing, correlations, analysis of variance, multiple regression, and mediation analysis were all performed by statistical analysis. The results and findings revealed that employee productivity and organizational commitment have a positive correlation with hybrid work intensity, perceived autonomy, whereas burnout has a strong negative correlation with the two variables. Sector-wise analysis showed that all employees in the information technology and service sector performed better in productivity and low burn out than healthcare and manufacturing sectors. Burnout was observed to partially mediate it between the models of hybrid work and organizational commitment, indicating its essentiality in defining the behaviour of employees. In general, the findings implied that hybrid work models, with the support of autonomy and organizational resources, may positively affect performance and commitment and reduce burnout.

**Keywords:** Employee Engagement Dynamics; Mediation Analysis; Occupational Well-Being; Perceived Autonomy; Work Arrangement Flexibility