

Hello Everyone,

I am Sayali Sanjeev Paralkar , PGDM-B and I have chosen Human Resources as my specialization, and here I will be choosing to say "Against" the Hybrid mode of working.

According to me, since the Pandemic has started, people are working from home and in the starting it all seemed good to everyone as everyone was working from their comfort zone. But things now seems different actually. There are few pointers because of which I am against Hybrid Working. Here are some of those points:

1. Performance Evaluation: Being a person who has chosen Human Resources , maybe performance evaluation is what I might be concerned about, it might be because people are working from home, in their convenience and maybe sometimes I might not be sure that they have worked thoroughly or not and that matters actually because by the end raise has to be given and the deserving people should get raise is what I feel.
2. Recruitment : Since the pandemic began , the interviews and onboarding procedures are happening online , that was a necessary situation back then but now what I feel that, online interviews won't really tell how a person actually is , online interview cannot actually tell the body language is and how good the candidate is . If I am a recruiter I need to make sure that the person I am recruiting is efficient enough.
3. No Social Life: Work from home seems the new normal for the people and its difficult to converse with someone in person , as we find it easier to do on the online method , hence people prefer online method and according to me they should get out of their comfort zone and should obviously have meetings in person taking all the precautions , that could increase productivity.
4. No Worklife Balance: Before this pandemic , we used to have Office Time, me time, vacation time, family time and what not . But since the pandemic its not specific to anything, What I mean to say is that I have seen people work day and night and even though they are home but they aren't really home. In the start it was a little bit different but later people started to work the whole day and maybe that disturbed their work-life balance.

So all In all , there are good reasons for hybrid working , but according me hybrid working should not be continued. All the safety measure should be taken where ever possible and no one has to risk but we have to get used to the pandemic situation. Lets face this with utmost safety and courage and get back to offices , is all I can say. Thank you.