

Flexible Work Vs. Hybrid Work

There are several different types of work that companies can adopt depending on their needs. Flexible and hybrid are some examples. Read about what they mean and what the differences between them are in the following guide that [Attic Recruitment](#) helped create.

Flexible Work

Flexible work refers to working in a way that meets people's personal preferences and requirements.

Benefits Of Flexible Work

Some benefits of flexible work are the following:

- **Personal preferences** - The standard 9 to 5 roles simply can't suit everybody's biorhythm. Several employees have to force productivity in order to perform well at work and achieve satisfactory results because those hours don't meet the needs of their internal clocks.
- **Less commuting** - Travelling to and from work is stressful and inconvenient. Train delays and fuel costs make commuting impossible to enjoy. Not having to do that anymore can help employees to perform better.
- **Saving money** - With no need to commute anymore, people can save some money in this way. Employees also have the right to claim tax relief. They can do that if working remotely leads to a noticeable increase in household costs.
- **Increased control** - People that follow a flexible work model are able to plan their day. As employees can work on their own initiative, this often boosts morale and increases productivity.

Examples Of Flexible Work

Examples of flexible work include:

- **Remote Work:** This flexible work model refers to employees working from the comfort of their own home and typically only needing a laptop and good Internet connection to do so.
- **Flexitime:** This type of flexible work enables people to choose their start and finish times. In this way, they only work during hours that suit their biorhythms.
- **Compressed Hours:** This is the kind of flexible work which allows people to work a standard full-time job, but over fewer days. Employees work more hours per day and have more days off.
- **Annualised Hours:** This flexible work structure means that employees work a certain number of hours over the course of a year, but it's entirely up to them how they choose to distribute those hours.
- **Job Share:** This flexible work model involves two employees performing the same role while splitting the hours.

Hybrid Work

The hybrid model is a combination of employees working a few days in the office and a few days remotely. It depends on the company whether those days are set by the employer or if the employee has the freedom to choose whether they want to come in or not on a certain day.

Benefits Of Hybrid Work

There are many benefits to hybrid work. Some of them include the following:

- **It's convenient:** Employees have the freedom to choose when to go to the office and when to stay home and work remotely. Employers benefit from this work model, as well, since they always have someone in whenever necessary.

- **It's cost effective:** Employers reduce office costs by keeping a smaller space only for non-remote employees. At the same time, employees save money by not needing to commute everyday.
- **It leads to employee satisfaction and productivity:** Several people find themselves more productive when they work from home and less productive when they have to come in. Therefore, the hybrid model helps everyone choose where they want to work from.