

A STUDY ON HOW HYBRID JOBS INFLUENCE THE CAREER ASPIRATIONS OF STUDENTS IN BENGALURU

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Abstract:

The emergence of hybrid jobs that are a combination of remote and in-office work has altered employment scenarios globally. This research examines the impact of hybrid job trends on the career goals of students in Bengaluru. As flexible work models gain attraction, it is essential to grasp students understanding, views, and preparedness for these types of roles.

The research utilizes a quantitative approach, gathering survey responses from students and analysing the data with SPSS statistical software. The main goal is to measure the degree of awareness regarding hybrid jobs, explore the factors that affect career choices such as work-life balance, skill diversity, and job security and to assess how hybrid job trends influence career decision-making.

The results indicate that there is a necessity for career counselling initiatives to improve students recognition and readiness for hybrid job roles. The research concludes that hybrid employment is emerging as a significant trend in the workforce, and students must cultivate flexible skill sets to succeed in transforming job markets. As hybrid work increasingly becomes the new normal, higher education institutions and employers need to work together to equip students with the essential support and training to manage this changing professional environment.

Keywords — Hybrid Jobs, Career Aspirations, Work-Life Balance, Skill Diversification, Job Stability, Students in Bengaluru

I. INTRODUCTION

Hybrid jobs refer to roles that combine both remote and in-office work, offering employees a flexible work structure that integrates traditional workplace settings with virtual collaboration. These jobs allow professionals to split their time between working from a physical office and a remote location, such as their home or co-working spaces, based on company policies and job requirements. The motives of employment have dramatically changed over the last ten years, with hybrid roles emerging as a leading trend in the global job market. Hybrid roles merge remote and in-office work, providing employees with flexibility while always ensuring professional collab and communication. The emerging adoption of hybrid work models, particularly following the COVID-19 pandemic, has decreased the workspace interaction to cater justice to protocol and health. As organizations

adopt flexible work frameworks, it is essential to analyse how students who are the upcoming workforce understand and prepare for these conditions. This research investigates the impact of hybrid job trends on the career ambitions, awareness, and decision-making of students in Bengaluru.

Bengaluru, recognized as India's silicon hub, has experienced rapid industry growth in sectors like IT, finance, marketing, and consulting, many of which have adopted hybrid work job setups. Students in Bengaluru often engage in conversations about hybrid employment, yet their understanding and readiness for such positions remains uncertain. While some students may perceive hybrid jobs as a means to achieve work-life balance and career flexibility, others may struggle with the implementation of digital reliance and the necessity for self-management. Noticing these viewpoints is

vital for educators, recruiters, and policymakers in developing strategies to prepare students for the evolving job market.

Taking into consideration the significance of Hybrid jobs for students, the condition of these jobs has started to prevail across diverse industries from technology and education to healthcare and business management services. As organizations restructure their hiring process and practices, students must align their career expectations with these evolving work conditions. These conditions call students to focus on three key factors when it comes to their career aspirations and growth:

- **Maintaining Work-life Balance:** Students who appear for on-campus placements and jobs often tend to look out for job roles and designations that let them juggle between personal and professional life. Hybrid roles provide flexibility and independence, yet they also necessitate excellent time management skills to avoid burnout.
- **Adapting Technology and Expanding Skills:** Jobs of today have the basic requirement of high-profile tech knowledge and hybrid jobs demand tech literacy from its employees. Students need to evaluate whether they have the necessary technical skills to succeed in these positions or if they need further training.
- **Job Security and Career Growth:** While hybrid positions offer convenience and flexibility, there are huge concerns about long-term career advancement, opportunities for leadership, and job security. Students may question whether hybrid jobs can provide the same level of professional growth as traditional in-office roles.

By analysing these factors, this study seeks to provide insights into students' perceptions of hybrid jobs and their potential impact on career choices.

II. STATEMENT OF PROBLEM

While hybrid jobs provide countless benefits, they also come with challenges that students need to think about before choosing this career path. One significant issue is communication difficulties, as working remotely can lead to less engagement and weaker connections among colleagues, making effective communication skills crucial. Furthermore, time management and self-discipline are vital because hybrid employees must maintain productivity without direct supervision, requiring strong organizational abilities. Another challenge is reliance on technology, as hybrid jobs significantly depend on digital platforms and remote work software, it demands continuous adaptation to new technological advancements. In addition, there are concerns about career growth, as some students worry that hybrid roles might limit their networking chances and opportunities for professional advancement, potentially impacting their long-term career development. Additionally, hybrid work structures may create **unequal opportunities**, where individuals working remotely may feel overlooked compared to their in-office counterparts.

III. OBJECTIVES

- To Analyse the awareness and perceptions of hybrid job roles among students in Bengaluru.
- To Examine the key factors influencing students career aspirations towards hybrid jobs, such as work-life balance, skill diversification, and job stability.
- Assess the impact of hybrid job trends on students career decision-making processes.

VI. REVIEW OF LITERATURE

- Kumar, A. S., & Das, J. B. (2022). The impact of “hybrid-work-model” on job satisfaction. *International Journal of Business Management & Research (IJBMR)*, 12(1), 71-82. - In their 2022 study published in the *International Journal of*

Business Management & Research, Kumar and Das investigate the effects of hybrid work models on job satisfaction. They conducted a survey among employees engaged in both remote and in-office work to assess how this arrangement influences their job satisfaction levels. The study found that hybrid work models lead to higher job satisfaction, attributing this to increased flexibility and better work-life balance. However, the authors also note potential challenges, such as maintaining team cohesion and effective communication, which organizations need to address to optimize the benefits of hybrid work arrangements.

- Sripada, C. (2024). *Shaping the Future of Work: Build Flexible Work Options and Unleash the Human Capital of Bharat*. Penguin Random House India Private Limited. - **Shaping the Future of Work** by Chandrasekhar Sripada explores the evolving Indian workforce, emphasizing flexible work models to harness India's human capital. The book highlights demographic shifts, the rise of Gen Z employees, and the need for remote and hybrid work to boost productivity and inclusivity. Sripada discusses the impact of digital transformation, challenges of remote work, and the role of policymakers in shaping a sustainable work environment. He advocates for collaboration between businesses and regulators to build a future-ready workforce, balancing technology, flexibility, and economic growth.
- Singh, M. K., Kumar, V., & Ahmad, T. (2020). Impact of Covid-19 pandemic on working culture: exploratory research among information technology (IT) professionals in Bengaluru, Karnataka (India). *Journal of Xi'an University of Architecture & Technology*, 12(5), 3176-3184 - Singh, Kumar, and Ahmad (2020) explored the impact of COVID-19 on IT professionals in Bengaluru, highlighting the shift to remote work. The study found that while hybrid work increased flexibility, it also blurred work-life boundaries and posed collaboration challenges. Strong digital infrastructure was key to sustaining productivity. The authors concluded that addressing work-life balance and organizational cohesion is crucial for optimizing hybrid work in the IT sector.
- Hurukadli Mallikarjuna, U. (2024). *Hybrid Learning: Exploring Innovative Strategies in Indian Higher Education*. In "Hybrid Learning: Exploring Innovative Strategies in Indian Higher Education" (2024), U. Hurukadli Mallikarjuna examines the integration of hybrid learning models within India's higher education system. The work delves into how combining traditional classroom instruction with digital platforms can enhance educational accessibility and flexibility, particularly in a diverse country like India. Mallikarjuna discusses the benefits of hybrid learning, such as improved flexibility for students and teachers, increased access to education for students in rural areas, and the role of technology in engaging students effectively. The author also addresses challenges, including the need for robust digital infrastructure and training for educators to effectively implement hybrid models. The study emphasizes the importance of investing in the hybrid learning approach to adapt to evolving educational needs and to bridge gaps in the Indian education system.

- Subramaniam, A., & Karunakaran, K. (2025). Reworking 'Flexibility': Work-From-Home Experiences of First-Generation Graduates Employed in the Indian Information Technology Sector. *The Indian Journal of Labour Economics*, 1-15 - In their 2025 study published in *The Indian Journal of Labour Economics*, Subramaniam and Karunakaran examine the work-from-home (WFH) experiences of first-generation graduates in India's IT sector during and after the COVID-19 pandemic. The research highlights how the pandemic-induced shift to WFH redefined 'flexibility' in work arrangements, with many companies adopting hybrid models that combine remote and in-office work. The study also explores the gendered dimensions of WFH, revealing that both women and men faced unique challenges in balancing professional and personal responsibilities. Additionally, the authors discuss how IT employees' homes were reconfigured to accommodate work needs, impacting household dynamics and work-life balance. The findings underscore the need for organisations to consider these factors when designing flexible work policies to support first-generation graduates effectively.

V. RESEARCH METHODOLOGY

- The study uses a quantitative data approach to analyse the impact of hybrid jobs on the career aspirations of students in Bengaluru. The methodology includes survey-based data collection, statistical analysis using SPSS tools, and graphical representations to interpret key findings.

Research Design

- The research follows a descriptive and analytical method, aiming to understand students' awareness, perceptions, and aspirations related to hybrid job roles. A structured questionnaire was used to gather quantitative data from students across various educational institutions in Bengaluru.

VI. DATA COLLECTION METHOD

Primary data was collected through Google Forms, surveys which include:

- Demographic Details – Age, gender, educational qualification, and field of study.
- Awareness and Familiarity – Knowledge and exposure to hybrid work models.
- Perception and Career Aspirations – Factors influencing hybrid job preferences such as work-life balance, skill diversification, and job stability.
- Challenges and Concerns – Difficulties faced in adapting to hybrid work environments.
- **Population and Sample Size**
- The study targets undergraduate, postgraduate and diploma students from different academic backgrounds. A random sampling technique was applied, ensuring diverse representation from multiple disciplines. A total of fifty students participated in the survey, providing insights into their perspectives on hybrid work models.

VII. RESEARCH HYPOTHESIS

Awareness and Perception of Hybrid Jobs

- H_0 (Null Hypothesis): Students in Bengaluru have low awareness and understanding of hybrid job roles.

- H₁ (Alternative Hypothesis): Students in Bengaluru have moderate to high awareness of hybrid job roles.

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Factors Influencing Career Aspirations

H₀ (Null Hypothesis): Work-life balance, skill diversification, and job stability do not significantly influence students' career aspirations toward hybrid jobs.

H₁ (Alternative Hypothesis): Work-life balance, skill diversification, and job stability significantly influence students' career aspirations toward hybrid jobs.

- Impact of Hybrid Job Trends on Career Decision-Making

H₀ (Null Hypothesis): Hybrid job trends do not significantly impact students' career decision-making.

H₁ (Alternative Hypothesis): Hybrid job trends significantly impact students' career decision-makings

Interpretation: Awareness of hybrid jobs is high, but familiarity varies based on work experience

Table 2: Impact of Key Factors on Hybrid Job Aspirations

Test Statistic	Value	df	p-Value	Conclusion
Pearson Chi-Square (Work Exp. vs Hybrid Job)	4.238	2	0.134	No significant impact
Pearson Chi-Square (Field of Study vs Hybrid Job)	3.267	2	0.243	No significant impact
Pearson Chi-Square (Gender vs Hybrid Job)	0.178	1	0.670	No significant difference

Interpretation: Work experience, field of study, and gender do not significantly impact students' hybrid job aspirations.

VIII. DATA ANALYSIS

Table 1: Descriptive Analysis of Awareness and Perception of Hybrid Jobs

Variable	Mean	Mode	Std. Deviation	Key Findings
Have you heard of hybrid job roles?	1.21	1	0.551	85.2% of students are aware of hybrid jobs.
How familiar are you	3.68	5	1.277	32.3% have high familiarity

Table 3: Relationship Between Career Factors and Hybrid Job Aspirations

Correlation Between	Coefficient (r)	p-Value	Conclusion
Work-Life Balance & Hybrid Jobs	0.468	0.002	Moderate Positive Correlation
Skill Diversification & Hybrid Jobs	0.372	0.010	Weak but Significant Correlation

Awareness & Hybrid Job Consideration	0.198	0.078	No Significant Correlation
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Interpretation: Work-life balance is the strongest predictor of students' hybrid job aspirations, followed by skill diversification. Awareness alone does not significantly influence preference.

Table 4: Regression Analysis – Predicting Hybrid Job Preference

Model	R ²	p-Value	Conclusion
Regression	0.192	0.048	Significant Predictability

Interpretation: The model explains **19.2% of the variance** in hybrid job preference, with work-life balance and skill diversification being significant predictors

Table 5: One-Way ANOVA – Hybrid Job Preference Across Different Groups

Test	F-Value	p-Value	Conclusion
ANOVA	2.457	0.097	No significant difference

Interpretation: Hybrid job preference does not significantly differ across student groups, indicating a generally uniform perception of hybrid jobs.

IX. SUMMARY OF FINDINGS

Awareness and Familiarity with Hybrid Jobs

85.2% of students are aware of hybrid jobs, but only **32.3%** have high familiarity with them. Work experience plays a role in familiarity, but does not significantly impact aspirations toward hybrid jobs.

Factors Influencing Hybrid Job Aspirations

Work-life balance shows a moderate positive correlation ($r = 0.468$, $p = 0.002$) with hybrid job

aspirations, making it the strongest influencing factor. Skill diversification has a weaker but still significant correlation ($r = 0.372$, $p = 0.010$). Awareness alone does not significantly impact hybrid job preference ($r = 0.198$, $p = 0.078$).

Impact of Demographics and Academic Background

Work experience, field of study, and gender do not significantly impact hybrid job aspirations (all p-values > 0.05). This suggests that hybrid job preferences are shaped more by personal priorities (such as work-life balance) rather than academic background or demographics.

Predicting Hybrid Job Aspirations (Regression Analysis)

The model explains **19.2%** of the variance ($R^2 = 0.192$, $p = 0.048$) in hybrid job preference. Work-life balance and skill diversification are significant predictors, while other factors play a minimal role.

Comparison Across Different Student Groups (ANOVA Analysis)

No statistically significant difference ($p = 0.097$) was found in hybrid job preferences across different student groups. This indicates a generally uniform perception of hybrid jobs, regardless of students' backgrounds.

X. LIMITATION

The study focuses only on students in Bengaluru, which may not reflect the perceptions of students in other regions of India and the number of participants may not be sufficient to generalize the findings to a larger population. Responses are based on self-perception and may be influenced by social desirability bias or limited understanding of hybrid job. The study does not differentiate between industries where hybrid jobs are more or less feasible, which could impact career aspiration. Students' current aspirations may change once they enter the job market and experience real-world job condition.

XI. CONCLUSION

The study highlights that hybrid jobs are gaining traction among students in Bengaluru, primarily due

to their perceived benefits in **work-life balance and skill diversification**. While awareness of hybrid jobs is high, familiarity remains moderate, indicating a gap in understanding. The research finds no significant influence of gender, field of study, or work experience on hybrid job aspirations, suggesting that students from diverse backgrounds share a common interest in flexible job structures.

Regression analysis confirms that work-life balance and skill diversification are the two most significant factors shaping students' career aspirations toward hybrid jobs. However, job stability, which is traditionally a major concern for students, appears to play a less significant role in hybrid job preferences.

These findings indicate that companies and educational institutions must work towards bridging the knowledge gap about hybrid roles and their long-term career benefits.

REFERENCES

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 - <https://blog.ramiyer.me/remote-work/>
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