

Tiina Kähkönen

Employees' Experiences with **HYBRID WORK**

-and Solutions to Encountered Challenges



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CHAPTER 1: HYBRID WORK

What kind of hybrid work experiences do employees have, and what solutions can be found for various challenges?

In many organizations, hybrid work has been permanently adopted, and nowadays, the flexibility offered by employers regarding work arrangements has become a significant recruitment advantage. Understanding employees' hybrid work experiences is essential for the development of organizational operations, as many organizations are currently seeking a balance between remote and on-site work.

This book presents stories of hybrid work, based on the narratives of 770 Finnish employees. The book provides practical and accessible new insights for organizational leaders and hybrid workers, offering solutions to further develop best practices so that hybrid work can become a sustainable and positive option for both individuals and organizations.

