

INFOSYS SPRINGBOARD IDEATHON 2024

101FOUND Team
presents

‘EASEWORK360’



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❖ PROBLEM STATEMENT

Domain: Future of hybrid work

Formulate strategies and business models that cater to the evolving landscape of hybrid work. Consider tools platforms and services that enhance productivity, collaboration, and employee well-being in a distributed work environment.

❖ CURRENT SCENARIO

The current scenario of hybrid work in India reflects a significant shift in workplace dynamics, driven largely by the impact of the COVID-19 pandemic. According to a survey by the National Association of Software and Service Companies (NASSCOM), around 70% of companies in India have adopted a hybrid work model, blending remote and in-office work. This transition has been particularly prominent in the IT and tech sectors, where flexibility and digital infrastructure are more easily implemented. A report by Colliers International highlights that approximately 58% of Indian employees prefer a hybrid work arrangement, valuing the balance it provides between professional and personal lives.

Furthermore, a study by PwC India indicates that 41% of Indian companies plan to increase their investment in hybrid work technologies over the next few years. Despite the enthusiasm for hybrid work, challenges remain, including ensuring equitable access to technology and maintaining productivity. Nonetheless, the hybrid work model in India is set to continue evolving, supported by technological advancements and changing employee expectations.

❖ WHAT OUR SURVEY SAYS

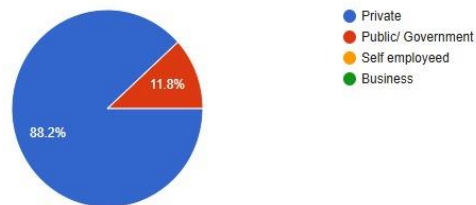
1. Sector and Designation:

The data shows a clear inclination towards hybrid work in both the private and public sectors, with management and developer roles being more

prevalent. This suggests a broad acceptance of hybrid work across different job functions.

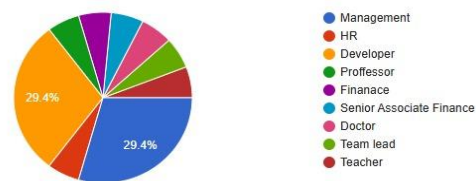
What sector do you work in?

17 responses



What is your designation?

17 responses

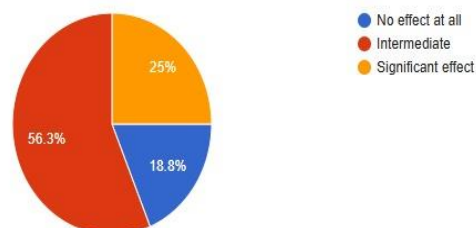


2. Productivity and Communication:

While hybrid work seems to have a positive impact on productivity for some, it might be intermediate for others. Effective communication within teams appears to be maintained, indicating that hybrid work does not significantly hinder team interactions.

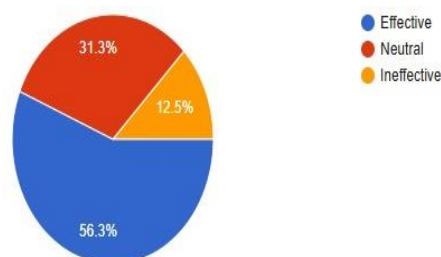
How does working in the hybrid mode affect your productivity?

16 responses



How effective is your communication with your team while working in hybrid mode?

16 responses

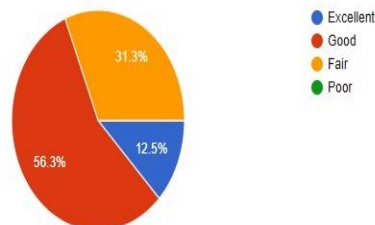


3. HR Support:

The mixed ratings for HR support suggest that while some employees feel adequately supported, others see room for improvement. Enhancing HR support could address some of the challenges faced by employees.

How will you rate the HR support while working from home?

16 responses



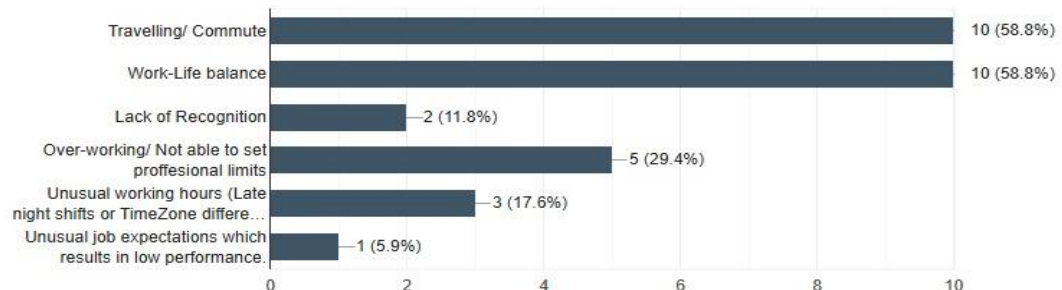
4. Challenges and Preferences:

The common challenges of commuting and work-life balance highlight the benefits of hybrid work. The preference for hybrid work due to these reasons underscores the need for organizations to continue offering flexible work arrangements.

What are the challenges you face in your daily job?

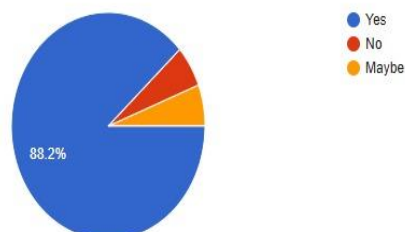
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17 responses



Would you prefer hybrid work?

17 responses



The data reflects a strong inclination towards hybrid work among employees, emphasizing the importance of flexibility and reduced commuting times. While communication within teams remains effective, there is room for improvement in HR support and addressing daily work challenges. By considering employee suggestions and focusing on enhancing task management and communication, organizations can further optimize their hybrid work models.

Survey link:

https://docs.google.com/spreadsheets/d/1Q6y6_pjueW00pnrbQL0DPLIPVy4Q0JwuWJcygGJw1Y0/edit?usp=sharing

❖ SOLUTION

In order to increase the efficiency of the hybrid work system as well as ensuring employee satisfaction, the following model is proposed.

‘EaseWork360’ is a *comprehensive, reliable, and user-friendly website* to monitor employee performance by allocating credits or points based on task completion. The site will include an intuitive and transparent digital entry system where team members can view colleagues' completed tasks. To ensure remote employees are engaged and productive, unobtrusive pop-ups will periodically appear, prompting employees to type a specific word or phrase as a check for active work. Additionally, regularly spaced pop-ups will remind employees to take breaks and perform eye exercises with engaging animations.

1) EYE EXERCISE POP-UP REMINDER

According to an article published in the Oman journal of ophthalmology in the year 2015, the overall prevalence of dry eye was found to be 54.3%. Prolonged screen time can lead to eye strain, dryness, and discomfort, commonly known as Computer Vision Syndrome (CVS).

The idea of hourly pop-ups to remind employees to take breaks and perform eye exercises with engaging animations is designed to promote better health and productivity among employees, especially those working remotely or in a hybrid work environment. Taking short breaks can help

refresh the mind, reduce fatigue, and maintain higher levels of concentration and productivity throughout the day. Regular reminders to take breaks demonstrate an employer's commitment to employee well-being, which can enhance job satisfaction and overall morale.

- Pop-up Frequency
 - The system will be programmed to display pop-ups at regular intervals, such as every 30 minutes. This frequency is designed to balance productivity with the need for regular breaks.
- Content of Pop-ups
 - Each pop-up will contain a reminder to take a break from the screen, along with a brief set of eye exercises. The exercises can be shown through engaging animations that guide the employees on how to perform them correctly.
- Integration
 - The pop-up feature can be seamlessly integrated into the employee management system, ensuring that it becomes a regular part of the workday without being intrusive.
- User-friendly Interface
 - The design should be intuitive, allowing employees to easily understand and follow the exercises without needing extensive instructions.
- Notifications
 - The system can include subtle notifications leading up to the pop-up to prepare employees for the upcoming break, minimizing disruption.

Implementing hourly pop-ups with engaging animations for eye exercises is a thoughtful approach to enhance employee well-being and productivity. It provides a simple yet effective way to address the physical strain associated with prolonged screen use while fostering a healthier, more productive work environment.

2) EMPLOYEE MONITORING SYSTEM

Introduce a small, non-intrusive pop-up that appears periodically on the employee's screen. The pop-up asks the employee to type a specific word or phrase, verifying their presence and engagement.

Benefits of the Pop-Up System:

1. Difficult to Bypass: Typing a specific word or phrase is harder to manipulate compared to mouse activity.
2. Non-Intrusive: The pop-up is designed to be small and non-disruptive, appearing in the corner of the screen and staying visible for a short period (10-15 minutes).
3. Employee-Friendly: By requiring a simple interaction, this method respects the employee's work flow while ensuring they are actively working.

3) CREDIT POINTS SYSTEM

The credit system rewards employees based on their performance, allowing them to earn credits that can be used for flexible remote work options. Employees accumulate credits based on productivity, efficiency, and overall performance metrics. Higher performance results in more credits.

Credits can be redeemed for additional remote work days. For example, earning a certain number of credits may allow an employee to work from home for a specified number of days.

- Performance Tracking
 - Implement tools to monitor and assess employee performance metrics such as task completion rates, quality of work, and timeliness.
- Flexibility Limits
 - Set limits on the number of remote work days to maintain team cohesion and ensure that team members are present for critical meetings and collaborative activities.
- Incentives and Rewards
 - Use credits to provide additional rewards such as professional development opportunities, extra time off, or other incentives that enhance employee motivation.
- Team Building
 - Invest the savings from reduced office expenses into team-building activities, such as outings or events, to strengthen team relationships and maintain collaboration.
- Implementation

- Develop a system to track and manage credits, integrate it with existing HR and performance management systems, and communicate the new policy clearly to employees.
- Evaluation
 - Regularly assess the effectiveness of the credit system by gathering feedback from employees and monitoring changes in productivity, job satisfaction, and team dynamics. Adjust the system as needed based this feedback.

4) WORK LOAD FOR NIGHT SHIFTS

Advantages:

1. Managing Family: Night shifts can offer flexibility that helps with family responsibilities, such as attending to children or other obligations during the day.
2. Compensation: Night shift workers often receive higher pay, reflecting the increased difficulty and potential disruptions to their personal lives.

Disadvantages:

1. Security: Night shifts can pose security risks, particularly for those working alone or in less supervised environments.
2. Life Balance: Working at night can disrupt daily routines and make it challenging to maintain a healthy work-life balance.
3. Health: The irregular hours of night shifts can negatively impact overall health, including sleep patterns and general well-being.

Solutions:

1. Location Tracking
 - Implementing an app that tracks the location of night shift employees can enhance their safety by providing real-time updates.
2. Increased Security Personnel
 - Adding more security guards to monitor the premises during night shifts can further ensure employee safety.
3. Regular Break Reminders
 - An app feature that periodically prompts employees to take breaks such as a short walk, eye exercises, or breathing exercises - can help mitigate health issues associated with night shifts.
4. AI Consultations
 - Integrating AI for immediate advice on minor health concerns can provide timely support and promote better well-being.

5. Dietitian Access

- Offering a contact with a dietitian through the app can help employees make healthier food choices and manage their nutrition more effectively.

❖ TARGET MARKET

The post Covid-19 world has become more receptive to the new hybrid working system and is growing to accept it as a part of their lifestyle.

Six out of 10 IT companies have adopted a flexible work model with employees going to office 2-3 days a week while only 23% companies have withdrawn work from home completely, shows a CIEL HR Services study conducted by the 'Economics Time'. Hybrid work system has exponentially increased which arises the necessity to make it more efficient and reliable. Various industries and sectors are making a turn towards the hybrid work system and hence, has an exponentially increasing market.

To cater to various market segments, including large enterprises, mid-sized businesses, government, education, financial services, legal, and small businesses.

Industry	% WFH Full Time	% Hybrid	% WFH & Hybrid
Computer/Mathematical	52%	37%	89%
Business / Finance	61%	25%	86%
Architecture & Engineering	47%	35%	82%
Media	52%	27%	79%
Legal	46%	30%	76%
Community / Social Service	40%	34%	74%
Life/Physical/Social Science	45%	28%	73%
Management	45%	27%	72%
Office/Admin Support	33%	27%	60%
Education	22%	28%	50%
Sales	29%	16%	45%

❖ POTENTIAL IMPACT

1. **Innovation in Collaboration Tools:** The need for efficient hybrid work solutions will spur development in collaboration and communication technology, such as AI-powered project management tools, virtual reality and augmented reality (VR/AR) for virtual meetings, and improved cybersecurity.
2. **Infrastructure Development:** Higher funds will be allocated to digital infrastructure, which includes cloud computing, secure remote access options, and high-speed internet.
3. **Reduced Carbon Footprint:** Less commuting means lower greenhouse gas emissions. Additionally, reduced office usage can lead to lower energy consumption.
4. **Sustainable Practices:** Companies might invest in more sustainable practices, such as remote-first technologies and energy-efficient home office setups.
5. **Legal and Regulatory Considerations:** Governments and regulatory bodies will need to adapt to the hybrid work model, addressing issues like remote work taxation, labour laws, and data privacy.

❖ BUILT IT WITH

We used HTML, CSS, Bootstrap and JavaScript for frontend development. MySQL is used to store user data, entered logs, pop-up information, etc. Additional features and facilities are to be added to the website.

❖ CONCLUSION

In conclusion, the "EaseWork360" platform offers a comprehensive solution to the evolving landscape of hybrid work. By addressing key challenges such as employee productivity, well-being, and effective task management, this system enhances the hybrid work experience for both employees and employers. The inclusion of features like eye exercise pop-ups, a credit points system, and an employee monitoring system

demonstrates a commitment to fostering a healthier and more efficient work environment.

EaseWork360 is designed to cater to the needs of various market segments, including large enterprises, mid-sized businesses, and small businesses. The potential impact of this solution extends beyond individual organizations, contributing to broader trends in innovation, infrastructure development, and sustainable practices. As hybrid work continues to gain traction, EaseWork360 provides a robust framework for managing this transition, ensuring that companies can maintain high levels of productivity and employee satisfaction in a distributed work environment.

By leveraging modern web technologies like HTML, CSS, Bootstrap, JavaScript, and MySQL, EaseWork360 offers a user-friendly and reliable platform that can adapt to future advancements and changing work dynamics. This project underscores the importance of flexibility, collaboration, and employee well-being in the future of work, setting a benchmark for hybrid work solutions in the post-COVID-19 era.