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It Employees' Technical Proficiency In Various Work Model

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ABSTRACT
Professionals in a variety of industries, such as business, education and entertainment, may use technology skills to complete their job duties independently and efficiently. Possessing these competencies can help individuals distinguish themselves from other candidates when applying for a position and highlight their ability to learn new information and systems. Understanding what they are and how to develop them can allow professionals to improve their performance and advance in their careers. In this study focused on Employees' Technical Proficiency on various work models. Here various work models belong to Office Based Work Model (OBWM), Remote Work Model (RWM) and Hybrid Work Model (HWM).

KEYWORDS: Technical Proficiency, IT Employees work mode etc.

1. Introduction

IT Employees' Technical Proficiency and skills are competencies professionals can develop to help them handle a variety of digitally mediate aspects of their role. Technical Proficiency is an important component of many modern careers because it can help individuals perform certain job tasks efficiently and independently. Developing these skills may help increase a candidate's eligibility for promotion and strengthen their overall job security. Gaining technology skills can also help them demonstrate an ability to learn new information quickly and handle complex processes, such as completing projects using specific software program or operating specialized equipment.

2. Objective

To measure the IT Employees' Technical Proficiency on various work models (Office Based Work Model (OBWM), Remote Work Model (RWM) and Hybrid Work Model (HWM)).

3. Research Design and Sample

In the present study descriptive research design will be adopted. Descriptive research studies are those studies which are concerned with describing the characteristics and attitude of a particular individual, or a group. Here the study describing the different Skills in IT employees that they are working in different working mode. The Primary Data was collected from the Chennai IT companies' employees. The derived 665 samples were normally distributed and collected from IT employees; they are working three work models like Office Based, Remote and Hybrid Work Model. The convenience sampling technique is applied to this study to measure employees' perceptions and opinions about work related Skills. Data is collected from potential IT employees to understand specific issues or opinions about different working skills and work model.

4. Literature Review

Greenbaum, (2019), expressed his study; an employee working remotely operates outside a designated office-based work environment. The offer of remote work to an employee requires considerable consideration and trust between the employee and their peer, and the peer needs to approve the employee's remote work request. The COVID-19 pandamic was one of the reasons that companies encouraged remote work to mitigate the spread of the infection and protect families. If planned appropriately remote working can enhance employee TechnicalProficiency, productivity, creativity, and other benefits for the organization.

Flores (2019) explored the challenges of working remotely, such as the communication mediums of the organization, the skills required for a remote employee, and the benefits of remote working for both employees and employers. This study reported that email is a major communication medium and that flexible working hours benefit remote workers. Work–home conflict, loneliness, delay in decision-making, social and family support, job autonomy, work overload, Technical Proficiency and self-proficiency are the major factors affecting remote work employees.

Wang et.al (2021)Social support is positively associated with mitigating the challenges of remote employees, work overload, and monitoring of work–home conflicts. Remote working raises some ethical issues as work–life balance impacts the quality of life, motivation, role conflict management, and the achievement of organizational goals. Although remote working can enhance employees' work–life balance, there is still some ambiguity as to when remote working is flexible and potentially increases productivity, Technical Proficiency and maintains gender equity.

5. Analysis and interpretation:

The study takes Multiple Regression Analysis of Employees' Opinion of Technical Proficiency in Work Model

Table- 1: Model Fit Summary (Technical Proficiency)

Work Model	R	R-Square	Adjusted R-Square	Std. Error of the Estimate	Durbin-Watson
OBWM	0.900	0.809	0.808	0.26476	1.638
RWM	0.863	0.744	0.742	0.25601	1.926
HWM	0.877	0.768	0.767	0.24038	1.827

Dependent Variable: Technical Proficiency

The model summary table interprets the R, R2, Adjusted R2, Standard error of the estimate and model fits. Multiple Correlation coefficients predication of 0.900, 0.863 and 0.877 is good level of predication of OBWM, RWM and HWM respectively. The coefficient of determination like, 'Technical proficiency enables IT industry employees to excel in their job roles and perform tasks efficiently'(TP-1),'It keeps employees current with tech advances, boosting their problem-solving skills' (TP-2),'Tech skills boost industry recognition and career prospects' (TP-3),'Enhances productivity, reduces effort, and boosts efficiency' (TP-4) and 'IT proficiency fuels innovation through adaptability' (TP-5) variables are 80.9%, 74.4% and 76.8% dependent in Technical Proficiency in Office Based Work, Remote Work and Hybrid Work Model respectively.

Furthermore, Durbin-Watson (DW) value exists 0 □ 4 is good correction, (0 □2 is positive auto correction, 2 □ 4 negative auto correction) here statistics shows 1.638, 1.926, 1.827, it is indicating positive auto correction, (i.e.) good correction.

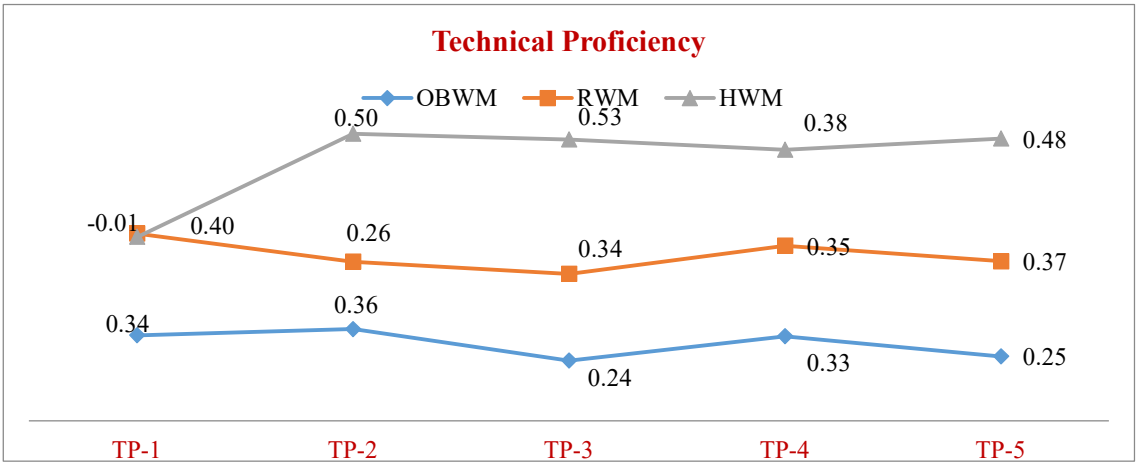
Table- 2.: Estimated Model Coefficients of Employees' Opinion of Technical Proficiency in Work Model

Technical Proficiency	Un standardized Coefficients		Standardized Coefficients	t	Sig. P-Value	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	0.081	0.078		1.039	0.299		
OBWM -TP-1	0.196	0.011	0.335	18.162	0.000	0.848	1.180
OBWM -TP-2	0.245	0.013	0.359	18.997	0.000	0.809	1.236
OBWM -TP-3	0.184	0.015	0.236	12.227	0.000	0.774	1.292
OBWM -TP-4	0.182	0.010	0.331	17.873	0.000	0.842	1.188
OBWM -TP-5	0.178	0.012	0.252	14.761	0.000	0.991	1.009
(Constant)	0.012	0.096		.121	0.904		
RWM -TP-1	0.211	0.011	0.397	19.261	0.000	0.912	1.096
RWM -TP-2	0.158	0.012	0.263	12.792	0.000	0.919	1.088
RWM- TP-3	0.200	0.012	0.339	17.000	0.000	0.975	1.026
RWM -TP-4	0.199	0.012	0.354	17.138	0.000	0.911	1.097
RWM- TP-5	0.221	0.012	0.372	18.050	0.000	0.916	1.092
(Constant)	0.398	0.080		4.999	0.000		
HWM -TP-1	-0.009	0.013	-0.013	-0.690	0.490	0.919	1.088
HWM- TP-2	0.212	0.008	0.501	26.531	0.000	0.986	1.014
HWM -TP-3	0.255	0.010	0.526	26.033	0.000	0.861	1.162
HWM- TP-4	0.209	0.011	0.375	19.850	0.000	0.985	1.016
HWM- TP-5	0.207	0.008	0.480	24.601	0.000	0.924	1.083

Dependent Variable: Technical Proficiency

The above table shows the independent variables of the TechnicalProficiency variables like, 'Technical proficiency enables IT industry employees to excel in their job roles and perform tasks efficiently'(TP-1),'It keeps employees current with tech advances, boosting their problem-solving skills' (TP-2),'Tech skills boost industry recognition and career prospects' (TP-3),'Enhances productivity, reduces effort, and boosts efficiency' (TP-4) and 'IT proficiency fuels innovation through adaptability' (TP-5), are highly significant in Office Based Work, Remote Work and Hybrid Work Model; the p- values are less than 0.01, expect the variable 'Technical proficiency enables IT industry employees to excel in their job roles and perform tasks efficiently'(TP-1) is not significant in Hybrid Work Model.

The value for VFI starts at 1 and has no upper limit. The value between 2 and 5 indicate moderate correlation and more than 5 indicates potentially severe correlation between predictor variable. VIF value in the above table is less than 5, which indicates that multi collinearity is not a problem in this model.



Office Based Work Model - Technical Proficiency (OBWM) = 0.081 (β0)+β1(0.335)+β2(0.359)+ β3(0.236) + β4(0.331) + β5 (0.252)
Remote Work Model - Technical Proficiency (RWM) = 0.012 (β0)+β1(0.397)+β2(0.263)+ β3(0.339) + β4(0.354) + β5 (0.372)
Hybrid Work Model - Technical Proficiency (HWM)= 0.398 (β0)-β1(0.013)+β2(0.501)+ β3(0.526) + β4(0.375) + β5 (0.480)

6. Findings

The significant variables are comparing with Standardized Coefficients β-values; the resulted that the first influenced Hybrid Work Model Technical proficiency variable 'Tech skills boost industry recognition and career prospects' (TP-3),the β-value is 0.526. The second influenced variable is 'It keeps employees current with tech advances, boosting their problem-solving skills' (TP-2),the β-value is 0.501.

The next, Remote Work Model Technical proficiency first influenced variable is 'Technical proficiency enables IT industry employees to excel in their job roles and perform tasks efficiently' (TP-1),the β-value is 0.397. The second influenced variable is 'IT proficiency fuels innovation through adaptability' (TP-5), the β-value is 0.372.

Finally, Office Based Work Model Technical proficiency first influenced variable is 'It keeps employees current with tech advances, boosting their problem-solving skills' (TP-2),),the β-value is 0.397. The second influenced variable is 'Technical proficiency enables IT industry employees to excel in their job roles and perform tasks efficiently' (TP-1),the β-value is 0.335.

7. Suggestions

Finally this study conclude through the study findings the hybrid work models include split-week schedules, where employees work part of the week in the office and part remotely; role-based models, where certain roles are always remote while others are office-based; and the flex-time model, where employees choose their in-office days based on. The hybrid work model offers several benefits for both employers and employees. It can lead to cost savings for businesses by reducing the need for office space and utilities while allowing access to a larger talent pool since geographical constraints are lessened.

8. Conclusion

The study concludes most influenced variables of Hybrid Work Model's Technical proficiency is 'Tech skills boost industry recognition and career prospects', Remote Work and Office Based Work Model's Technical proficiency is 'Technical proficiency enables IT industry employees to excel in their job roles and perform tasks

efficiently'.

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