

**CHRIST**(DEEMED TO BE UNIVERSITY)
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Notice for the PhD Viva Voce Examination

Ms Kavya R, Registration Number: 1980166, PhD Scholar at the School of Business and Management, CHRIST (Deemed to be University) will defend her PhD thesis at the public viva-voce examination on Friday, 15 May 2026 at 10.30 pm in Room No. 05, Ground Floor, R&D Block, CHRIST (Deemed to be University), Bengaluru - 560029, Karnataka, India.

Title of the Thesis	:	Hybrid Work Attitudes and Its Impact on Intention to Stay in the Information Technology Industry
Discipline	:	Management
External Examiner - I	:	Dr J Arthi Professor Department of Business Administration Institute for Home Science and Higher Education for Women Avinashilingam (Deemed to be University) Coimbatore – 641043 Tamil Nadu
External Examiner - II	:	Dr Elizabeth Dominic Associate Professor Department of Business Administration Saintgits College of Engineering (Autonomous) Pathamuttom P.O, Kottayam - 686532 Kerala
Supervisor	:	Dr Jain Mathew Professor School of Business and Management CHRIST (Deemed to be University) Bengaluru - 560029 Karnataka

The members of the Research Advisory Committee of the Scholar, the faculty members of the Department and the School, interested experts and research scholars of all the branches of research are cordially invited to attend this open viva-voce examination.

Registrar (Academics)

Place: Bengaluru
Date: 06 May 2026

ABSTRACT

In the post-pandemic period, hybrid work gained significant interest in the Information Technology Industry. Before, Telecommuting was an emergency arrangement; now it is a permanent working model in the information technology industry. Hybrid work attitudes and their influence on Intention to stay are underexplored areas of research. Companies have invested heavily in structuring hybrid policies and understanding how employees experience the dual-based hybrid model. This research examines the relationship between hybrid workers' attitudes and their influence on Intention to Stay, considering the mediating factors of Supervisor Support, Coworker Support, Self-Efficacy, and Job Autonomy.

After conducting a pilot study, data were collected through a structured questionnaire using validated scales within the quantitative research design. Smart PLS was used to analyse direct and indirect relationships among variables using Structural Equation Modelling. The findings show a significant relationship between Hybrid Workers' Attitude and their Intention to Stay. The study also found that only flexibility does not affect Intention to Stay; organisational factors such as Supervisor Support and Coworker Support, as well as psychological factors such as Self-Efficacy and Job Autonomy, also influence it.

Considering the control variables, Age, Gender, Marital Status, Years of Experience, and Job role, only Gender and Years of Experience affect Intention to Stay. These study findings contribute to a better understanding of employees' attitudes towards the Intention to stay in the Hybrid Work Era.

Keywords: *Hybrid work; Intention to Stay; Employee Attitudes; Supervisor Support; Self Efficacy; Coworker Support; SEM; Job Autonomy*

Publications:

1. **Kavya R**, Jain Mathew, and Raghavendra A N. (2025). The mediating effect of work-life integration on the relationship between hybrid work practice and work engagement in the information technology industry South Asian Journal of Human Resource Management.
2. **Kavya R**, Jain Mathew, & Raghavendra A. N. (2024). *Remote Work Realities: A Comprehensive Study on Individual Choices and Task Accomplishments*. In Employee Performance Management for Improved Workplace Motivation (pp. 391–408). IGI Global.