

Summer Research Projects

Project title: The consequences of hybrid work for leading, learning and collaborating

Project duration, hours of engagement & delivery mode:

- Duration of the project: 10 weeks. Dates are flexible but work must be completed between 28 November 2022 and 28 January 2023.
- Hours of engagement: 36 hours per week. Times are flexible and can be negotiated with the primary supervisor/s.
- Delivery mode: Flexible but preferably a mix of face-to-face work (at UQ) and online work.
- Campus: St Lucia with hybrid options

Description:

Hybrid work, which involves using technologies to work between home, a workplace and other settings like cafes and public transport (Stephenson, Kuismin, Putnam & Sivunen, 2020) is set to become the dominant form of office work in a post-COVID 19 world (Colley & Williamson, 2020). Early research on hybrid work suggests that while it has the potential to provide increased flexibility and work-life balance (Gonsalves, 2020), it can also undermine collaboration and learning (Yang et al. 2022). This flexibility/learning tension creates new challenges for organisational leaders which are not clearly understood. Research conducted before the pandemic mostly theorised leaders as resistant to hybrid work and as responsible for marginalising remote workers (e.g. Hafermalz, 2020; Sewell & Taskin, 2015). However, remote work during the pandemic has greatly reduced the resistance of organisational leaders to hybrid work (Colley & Williamson, 2020). Thus, this research seeks to review the scholarly perspectives that theorise leaders as marginalising hybrid workers by exploring how leaders can manage the impacts of hybrid work on collaboration and learning in a world where hybrid work is the norm. To do the above, two studies are planned: (a) Study 1 employs an interpretivist qualitative approach using semi-structured interviews. Twenty managers and employees involved with hybrid working will be interviewed: (b) Study 2 is a quantitative survey of 250 hybrid managers and workers. The studies should provide clarity on the nature of leadership, collaboration and learning in hybrid working.

Expected outcomes and deliverables:

- The first role of the scholar will be to analyse semi-structured interviews (which have already been collected). Scholars will learn the basics of analysing qualitative interview data from an interpretivist perspective including developing a coding framework. Outputs will be a coding framework, code book (including descriptions of each theme) and a coded dataset.
- The second role of the scholar will be to assist in developing and conducting a survey. Scholars will learn how to gather scales and conduct a survey. Outputs will be the completed survey.

Suitable for:

This project is open to final year undergraduate students in Business Management, Psychology, Sociology, Anthropology, Social Science or Design, especially those considering entry to honours in 2023.

Primary Supervisor:

[Dr Gemma Irving](#) and [Associate Professor Remi Ayoko](#)

Further info:

Please contact Dr Gemma Irving (g.irving@business.uq.edu.au) via email **before** submitting an application.