

Hybrid working

Progress from the project brief to the current Week 4 build

Topic • scenario • survey • research • prototypes • testing

OFFICE

HYBRID

HOME

Topic and scenario

Topic

Hybridworking

Reason for choosing hybrid working

We chosen this topic because it has been a leading tend and preference for people to manage there work and home life balance

The Question

How can organisations keep the flexibility of hybrid work while protecting performance, wellbeing, teamwork and fair access?

The project tests both sides instead of assuming one work pattern suits everyone.

SCENARIO

A knowledge-work team is deciding how much work should happen at home and how much in the shared workplace.

Potential advantages

Less commuting
More flexibility
Fewer interruptions
for focused tasks

Disadvantages

Isolation
Weaker informal
collaboration
Unequal visibility or
home conditions

Week 1: agree roles and set the project direction

PROJECT START

Define the question, scenario and four themes

The team framed hybrid work as a balance between flexibility and the needs of people, tasks and teams.

**Productivity • Wellbeing
Collaboration • Inclusion**

WEEK 1 ROLE AGREEMENT

Daunte Barchan **Project manager + platform developer**

Created the platform; developed SQL/PHP and live website

Adama Manneh **Researcher + analyser**

Plan research and evidence analysis

Kerry Nwagu **Web design adviser + tester**

Guide webpage appearance and test the site

Morsal Ali **Resources + factfinder**

Find credible sources and useful datasets

Roles reflect tutor assignment and contributions reported to date.

Week 1: build a balanced evidence base

FOUR LENSES

For each theme, compare a possible benefit with a possible cost.

Productivity

focus and output / motivation and visibility

Wellbeing

flexibility and less travel / isolation and boundaries

Teamwork and fairness

digital collaboration and access / connection and unequal conditions

Google Scholar

Academic literature search

Find peer-reviewed studies and compare their methods and limits.

Kaggle

Dataset discovery

Locate the NSW Remote Working Survey mirror; check its original publisher and context.

Tools support research; they do not replace checking the original source.

Week 2–4: survey prototype to live collection

PROTOTYPE

Ask both sides of each issue

Would working away from the office help you focus?

Would it make teamwork harder?

Keep wording clear, neutral and tied to the four topic areas.

Team input Daunte built the platform • Adama made the survey • Morsal checked evidence and importance of questions • Kerry guided page design and tested.

LIVE SURVEY (CURRENT VERSION)

Balanced 1–5 rating items

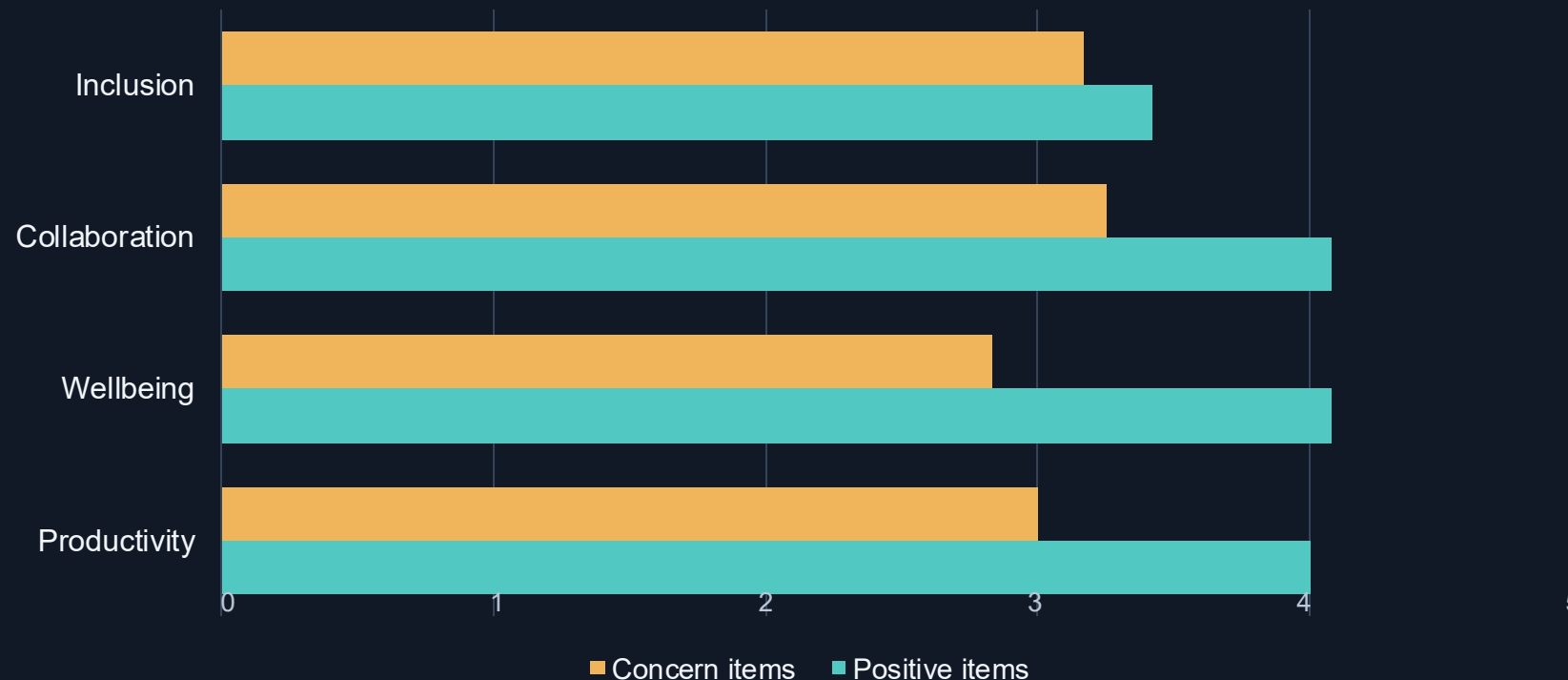
1 Strongly disagree 2 3 4 5 Strongly agree

- Positive and concern statements
- Two items per topic
- Open responses on suggestions and challenges
- Optional work context questions

Six responses at last check; QR recruitment continues. Update the total before presenting.

Week 2–3: what the class survey showed

Mean agreement (1–5); last checked n = 6. Refresh the count before presenting.



How to read it

Higher scores mean stronger agreement.

Positive ratings were strongest for wellbeing and collaboration.

Concern scores remain visible: the results are mixed.

Class sample only: six responses are too few to represent all workers.

Week 3: develop the website and add evidence

PROTOTYPE TO BUILD

Each role contributed to the current website build

01

Daunte • platform

Created the site; built SQL/PHP and deployed it live

02

Kerry • design + test

Guided webpage appearance and tested the experience

03

Adama • analysis

Survey findings and topic interpretations

04

Morsal • fact-finding

Verified sources, dataset context and references

Implementation: PHP `topic.php` reads topic and reference records from MySQL and displays content, charts and citations.

Week 3–4: current website build

PUBLIC PROJECT SITE

One place to explore the evidence and the tools

- 01 Survey and dashboard
- 02 Decision tool and personas
- 03 Four evidence pages
- 04 Methodology, accessibility and references
- 05 Usability findings and team page

Evidence pages

Productivity & Performance
Wellbeing
Collaboration & Culture
Inclusion & Equity

Each page pairs a PEEL analysis with class survey results and external dataset findings.

hybridworking.infinityfreeapp.com

Week 4: usability testing and team roles

TESTING EVIDENCE

TESTER 2 • 22 SEP	Potential hybrid worker	Clear information; no major functional issues	Minor presentation updates
TESTER 3 • 24 SEP	Website tester • multiple devices	No significant compatibility issues	Kept responsive design
TESTER 1 • 25 SEP	Designer and tester • phone + computer	Mobile dashboard issue found	Fixed by developer

WEEK 4 CONTRIBUTIONS TO DATE

Daunte developed and deployed the platform; Kerry guided webpage design and tested; Adama reviewed findings; Morsal checked sources and references.

Progress Presentation 1 is due 2 October; update this record after that review.

The team behind the current Week 4 build

Four roles, one shared assignment

The tutor assigned this group of four. Roles below describe contributions to date.

Daunte Barchan

Project Manager & Platform Developer

Created the platform; developed the SQL database and PHP website; put the website on a live platform; built the class survey and checked it against the marking criteria.

Weeks 1–4: platform • SQL/PHP • live site • survey

Adama Manneh

Researcher & Analyser

Researches hybrid working; evaluates sources; analyses survey results; interprets evidence to identify trends, benefits and challenges.

Weeks 1–4: research • survey analysis • topic evidence

Kerry Nwagu

Web Design Adviser & Tester

Guided how the webpages should look across most of the design; tested the website and gave feedback on its appearance and usability.

Weeks 1–4: design guidance • page feedback • testing

Morsal Ali

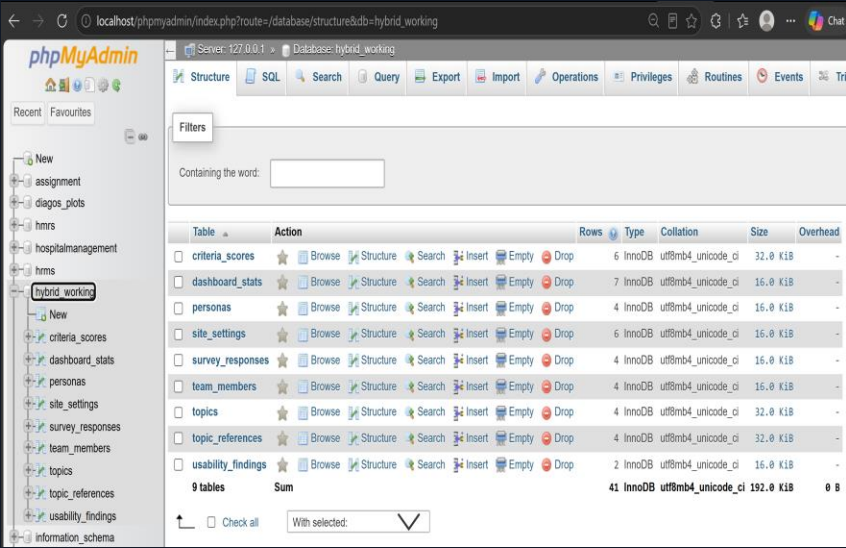
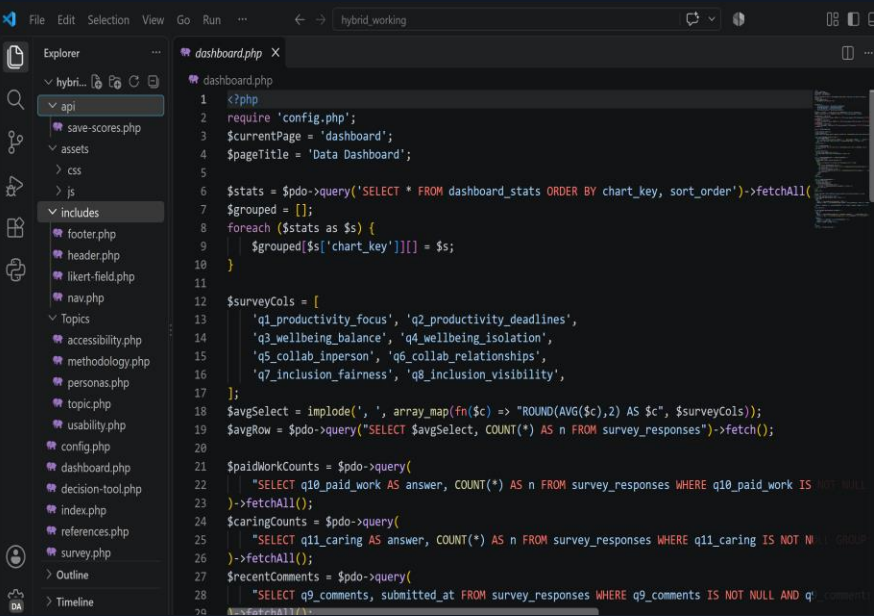
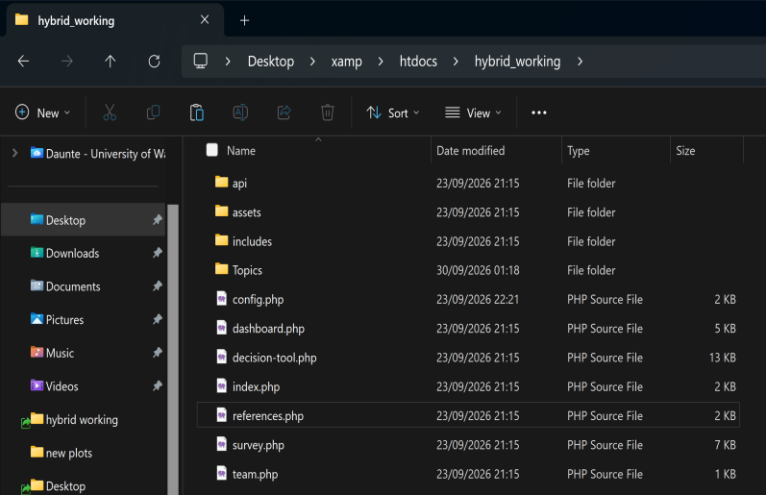
Resources & Factfinder

Finds reliable industry, government and academic information; identifies relevant datasets; verifies facts; organises and manages references.

Weeks 1–4: sources • dataset • fact-check • references

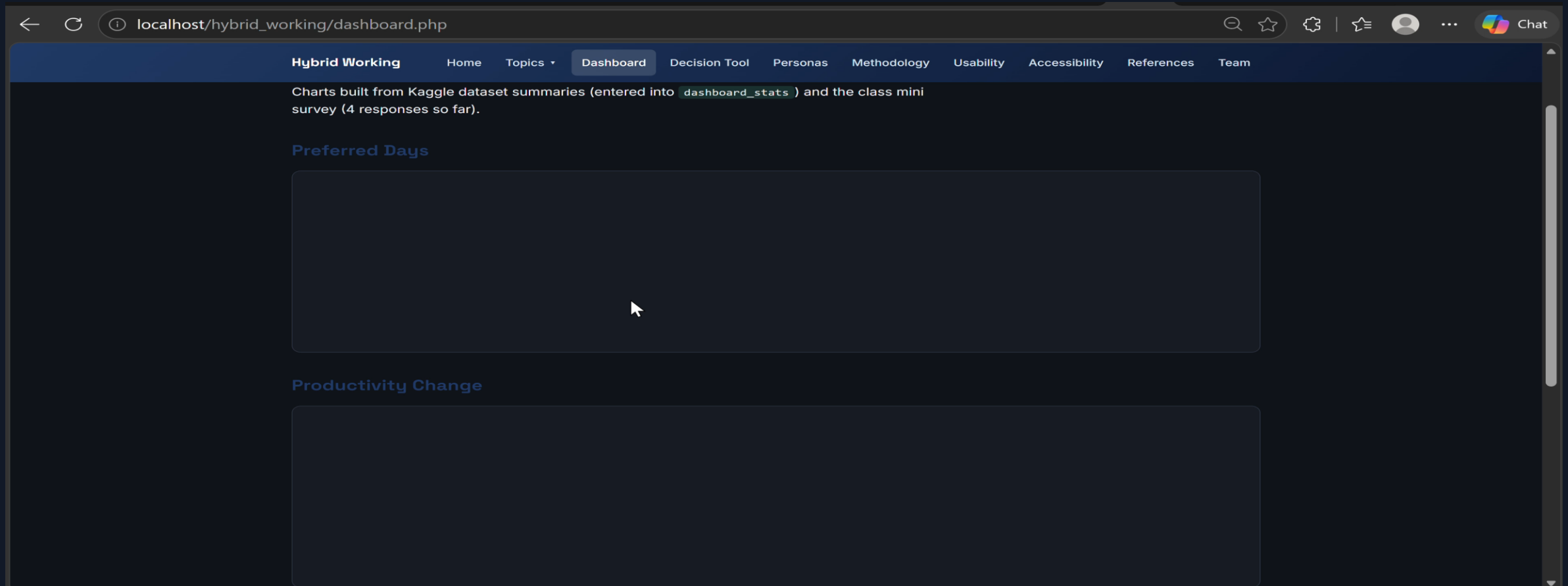
Daunte Barchan | work evidence

PHP and SQL start up on local host



Daunte Barchan | work evidence

Website prototype

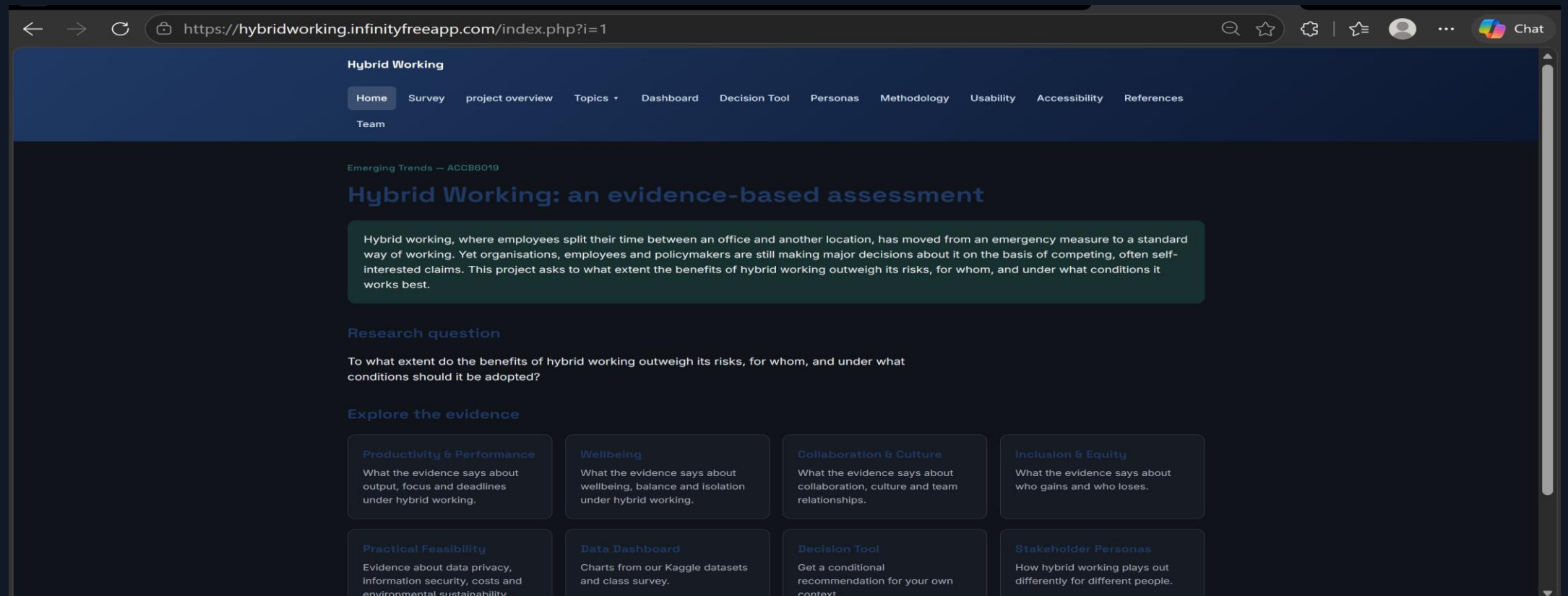


Daunte Barchan | work evidence

Platform development

[Home — Hybrid Working Project](#)

Transferring the local host site to a live deployment website.

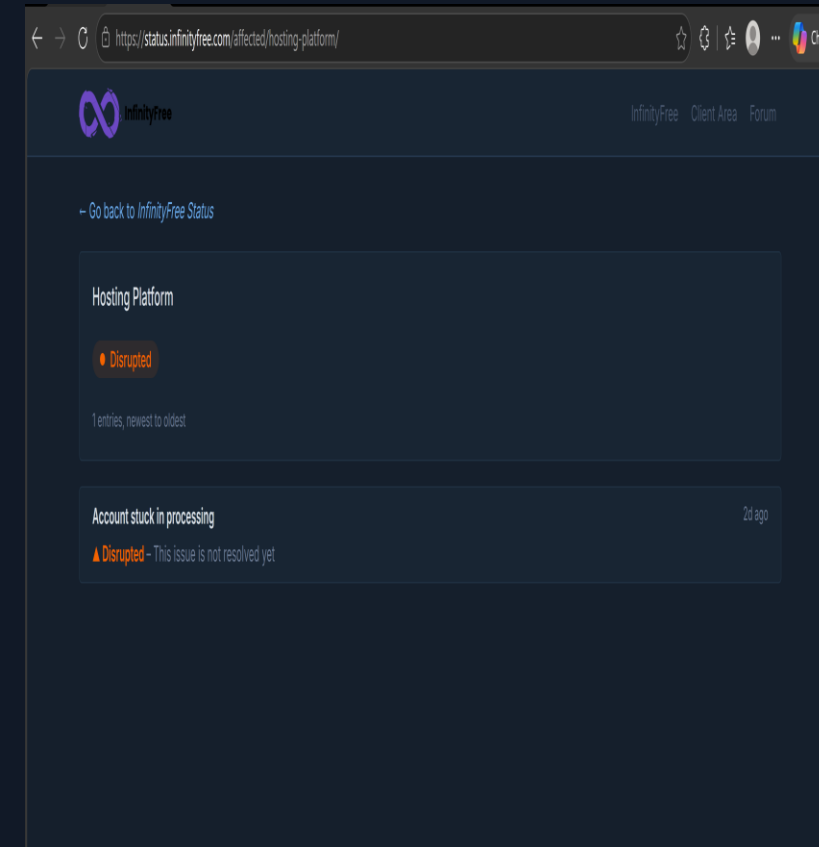
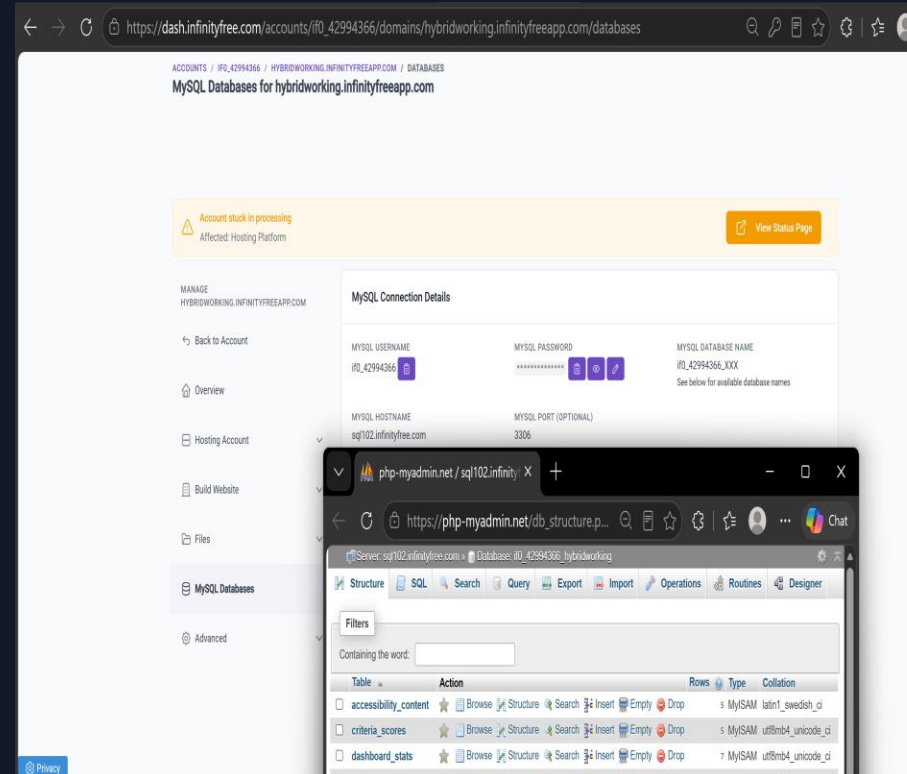
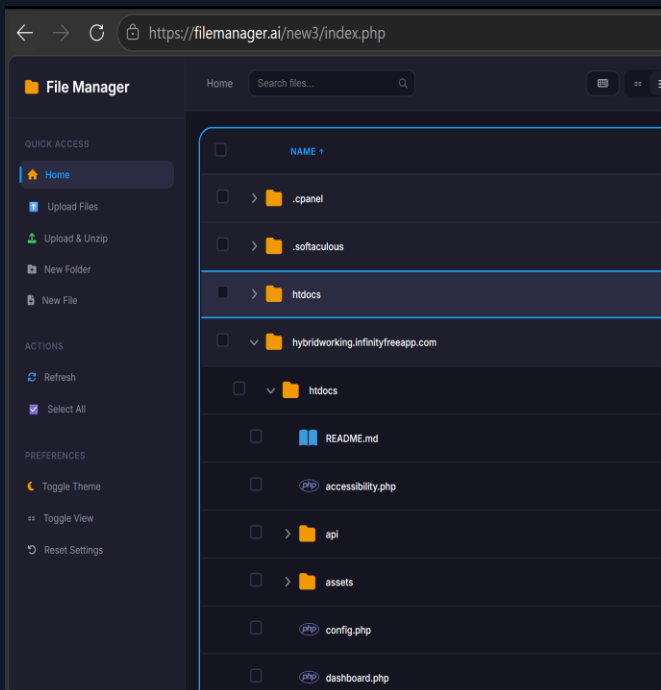


Daunte's online website issues

Inserting php into the correct folders and then with db/config issues

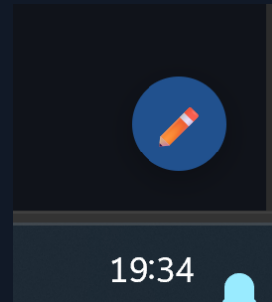
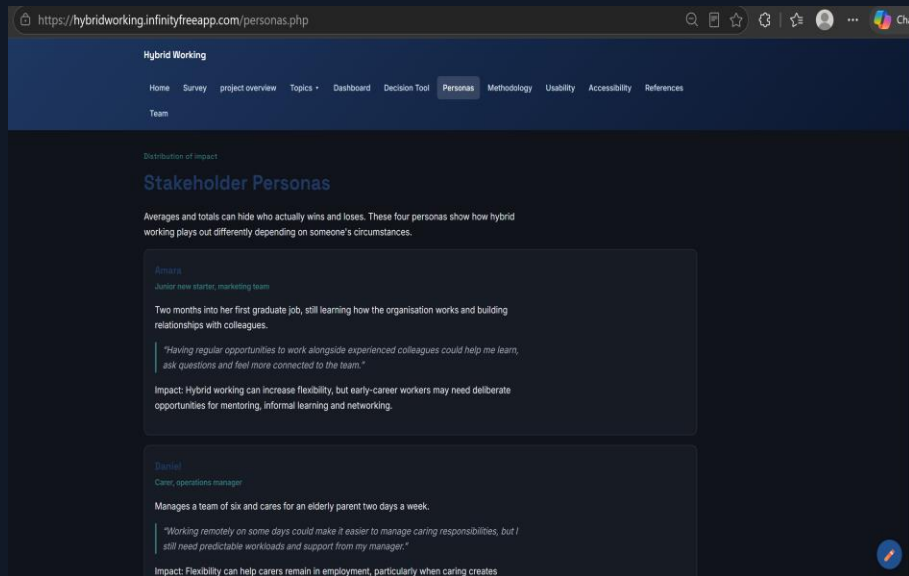
Config issues with the database making everything mainly run from the database instead of mainly the php's

Issues faced with online site

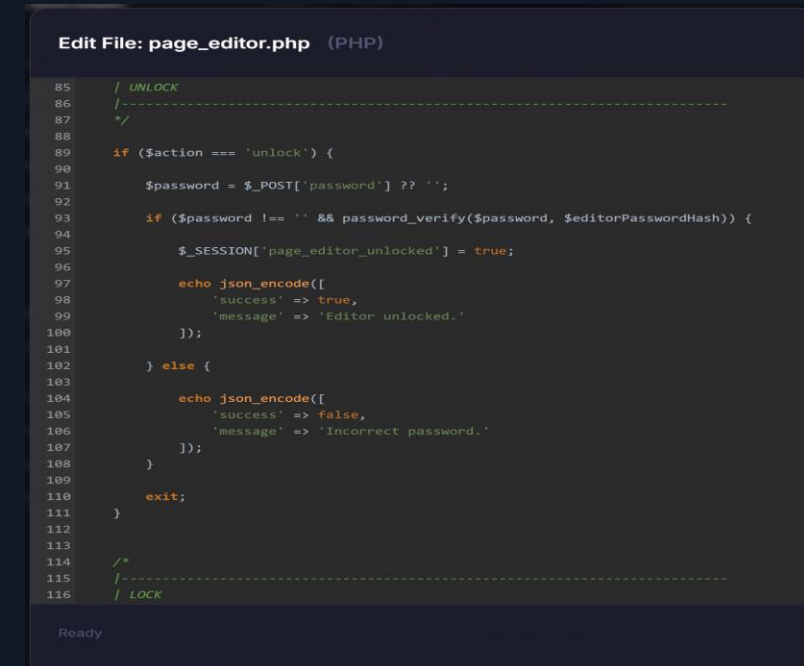


Daunte's online website editing

While the site was still under development I had Kerry do some testing and he found a few things that needed changing or amending or improvements and in regards to his job I thought how can we make this more efficient.



So I designed a editing tool to make things more efficient for any amendments that needed to be done as changes could be make or markers left and adaptations put in places where the need to go so I could go on after and polish the site to make things look the best and show the correct information improve the



So with the editor tool to have it safely on a website I had to create a lock for it with a password being a live site

Daunte's project page proposal

I did think this was a good to add each persons next steps within the project page when was mentioned to me that this page should be in the website as it alonge with the reflection below it it gives everyon seeing the website and us as the workers within the website a great chance to get comments back on other ways on improvments and efficient manovers that can be done aswell as just the the ones notes down on hear.

Current Website Status and Next Steps

The Practical Feasibility repair has now been run. phpMyAdmin reports that the topic slug and decision-tool outcome already exist, and confirms all eight Practical Feasibility response columns are present. The "0 rows inserted" and duplicate-entry notices mean those records were already in the database; they are not a failure. The remaining work is to upload and check the matching PHP page updates, then complete and evidence the team's analysis.

Daunte Barchan — Project manager and platform developer

1. Upload the revised `survey.php`, `topic.php`, `dashboard.php`, `decision-tool.php` and project overview to the live site, retaining the existing `config.php`.
2. Check the Practical Feasibility topic link, submit one test response, confirm it saves, and verify the new topic appears in the dashboard and decision tool.
3. Check database backups, access controls and error handling; document what was implemented and what the student project cannot independently audit.

Kerry Nwagu — Design direction and usability testing

1. Review the five topic pages, survey flow, dashboard charts and decision-tool explanations for consistent layout, clear wording and mobile readability.
2. Run short task-based checks on a phone and computer: find the fifth topic, complete the survey, read the dashboard and use the decision tool.
3. Record each issue, its impact, the change requested and a retest result; add dated screenshots as evidence.

Adama Manneh — Researcher and analyst

1. For each topic, write a concise Point–Evidence–Explain–Link analysis that compares credible academic evidence with the class survey and clearly identifies disagreement.
2. Calculate and report the number of valid responses and the relevant advantage/disadvantage averages; describe the small, self-selected sample as exploratory.
3. Review the five decision criteria, re-rate every topic with a short evidence-based justification, and complete each criterion's rationale and limitation.

Morsal Ali — Resources and fact-finder

1. Verify the origin, date, sample, measures and licence for every proposed Kaggle dataset against its original publisher or source report.
2. Provide labelled dataset values and their definitions for `dashboard_stats`; do not enter estimates as measured results, and record missing or incomparable values.
3. Check each topic's references for reliable, relevant sources and consistent IEEE formatting, including working source links and access dates where required.

Evidence limitation: survey answers show respondents' perceptions. They do not verify security, legal compliance, actual savings or environmental impact.

Project Reflection

This project demonstrated the importance of evaluating emerging trends using multiple evidence sources rather than relying on individual opinions or isolated datasets. Combining survey findings with academic literature and industry reports improved the reliability of conclusions and highlighted both the benefits and limitations of hybrid working. The project also reinforced the importance of user-centred design, accessibility, usability testing and evidence-based decision making. Future improvements could include a larger survey sample, additional datasets and further testing with a wider range of users.

Adama Manneh | work evidence

Research and analysis

Research Framework

- Established four balanced themes: Productivity, Wellbeing, Collaboration, Inclusion
- Co-designed neutral survey structure paired positive & concern statements per theme
- Ensured balanced inquiry: examines benefits *and* challenges to avoid bias

Survey Data Analysis

- Calculated mean agreement scores (1–5 scale, n = 6):

Table

Metric	Productivity	Wellbeing	Collaboration	Inclusion
Positive items	4.00	4.08	4.08	3.42
Concern items	3.00	2.83	3.25	3.17

- Key finding: Inclusion is the weakest dimension flexibility is valued, but fairness lags
- Limitation: Small sample size → results are directional, not statistically generalisable

Evidence Synthesis

- Authored PEEL analyses for all four website evidence pages
- Cross-referenced trends with national & large-scale datasets:
 - CIPD: 68% better work–life balance; 41% struggle to disconnect [1]
 - ONS: 1 in 8 UK workers face home digital-access gaps [2]
 - NSW Survey: 34% feel less included when working remotely [3]
- Identified core risks: visibility bias, boundary blurring, unequal home conditions

Kerry Nwagu | work evidence

Page Layout

The website was created using the wireframe created during the planning stage as a guide for the structure and placement of the different sections. I worked with Danute to look at the wireframe and explain how the different elements should be positioned on the webpages. This included where the navigation, survey and other sections should appear so that the pages followed the planned structure. During the development, I also reviewed the webpages and gave feedback on areas that needed to be moved or adjusted. This allowed the website to stay consistent with the original wireframe while making small changes when necessary.

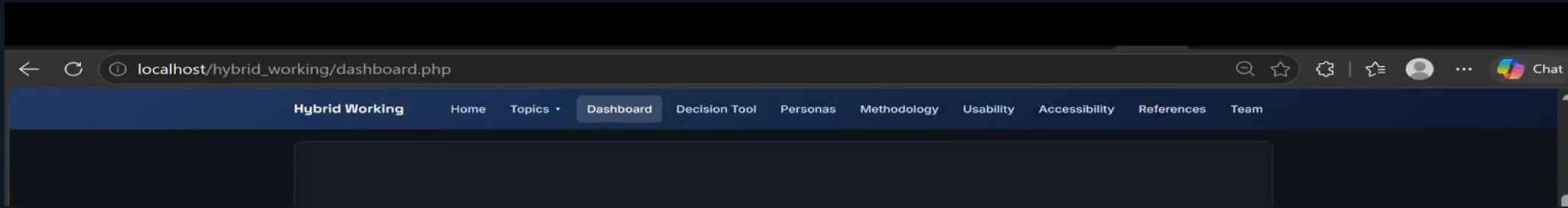
Website Structure

- Home
- Survey
- Project Overview
- Topics
 - Productivity
 - Wellbeing
 - Collaboration
 - Inclusion
- Dashboard
- Decision Tool
- Personas
- Methodology
- Usability
- Accessibility
- References
- Team

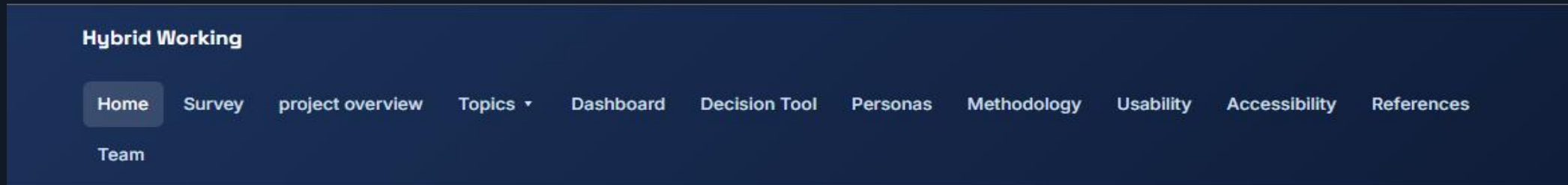
Wireframe

Kerry Nwagu | Page layout changes

OLD LAYOUT



NEW LAYOUT



Kerry Nwagu | Work Evidence

Project overview

During the development and testing of the project, I looked at how the survey would be shown to participants and suggested to Daunte that we should add a Project Overview page before the questions. The purpose of adding a project overview was to give context to participants before they completed the survey and it also explains what the project was about and why we were collecting their responses. Adding this section allows participants to understand what the purpose of the survey is before answering the questions, rather than going straight into the questions without knowing how their responses related to the wider hybrid working project. This was so thought about alongside the survey structure and wording to make the overall experience better and easier for the participants to follow.

Project Documentation

Hybrid Working - Project Overview

Project Summary

This project investigates the benefits and risks of hybrid working through a combination of survey evidence, academic literature, industry reports and data analysis. The aim was to create an evidence-based resource that helps users understand when hybrid working is most effective and for whom.

Choosing the Topic

Emerging Trend Selected: Hybrid Working

Hybrid working was chosen because it is widely adopted but still poorly evaluated. Employers, employees and policymakers often make decisions based on one-sided evidence, and there is limited comparison of benefits, risks and long-term outcomes using consistent criteria.

Research Question:

To what extent do the benefits of hybrid working outweigh its risks, for whom, and under what conditions should it be adopted?

Implementation of the project overview

Kerry Nwagu | Work Evidence

Testing The survey and Decision Making Tool

I tested the survey to make sure the responses were being saved to the database correctly. I also tested the decision tool to make sure it was working as intended. Both features worked as expected, so no changes were needed after testing. This showed that the survey and decision tool were functioning correctly.

Organisation type

Early-stage startup

Role type

Collaborative, team-based work

Team maturity

New team / new starters

Priority: fair distribution of impact (1–5) — 4

Priority: avoiding risk (1–5) — 3

Assess hybrid working

Avoid, or redesign the role

Weighted score: 11.6 / 25 (average across 4 topics).

- Run structured in-person onboarding and mentoring for new starters.
- Set agreed anchor days in the office for teams that depend on regular collaboration.
- Put a lightweight written policy in place so flexibility is applied consistently as the team grows.
- Check pay, promotion and visibility are not skewed by in-office attendance.
- Give staff without a suitable home workspace an alternative, such as office access or a stipend.

Adjustments applied to the team's scores for this context

- New team or new starters: every Collaboration score -1, Inclusion distribution -1

Screenshots of me testing the decision tool and survey

In your own words

If you are considering or currently working in a hybrid workforce, what changes, support, or flexibility would help you manage your workload and work effectively?

Test

If you are considering or currently working in a hybrid workforce, what do you think could be the biggest personal or work-related challenge of working in this way?

Test

What would make hybrid working better

- "I think hybrid working can provide more flexibility and help employees manage their workload around personal commitments. However, people have different home environments, so providing access to suitable equipment, office space and flexible support would help make hybrid working fairer and more effective for everyone."
- "More online meetings"
- "Having some flexibility with my hours and knowing what I need to get done would make hybrid working easier for me. I think the hardest part would be missing those quick chats with colleagues when we're working in different places."
- "Clearer guidance from managers on which days to be in the office."
- "Better video conferencing equipment in meeting rooms."
- "Test"

What might make hybrid working a bad idea

- "The biggest challenge would be maintaining a good work-life balance while staying productive and connected with colleagues when working remotely."
- "Less interaction with colleagues"
- "The biggest challenge for me would be staying motivated on days when I'm working from home, especially if I have a lot to do and no one around to bounce ideas off"
- "It is easy to feel forgotten about when you are rarely seen in person."
- "Onboarding new starters remotely is much harder."
- "Test."

Kerry Nwagu | Work Evidence

Usage Editing Tool

An editing tool was added to the website so I could leave feedback directly on the pages. This made it easier to show my team on what exactly needs to be changed and where the changes should be made. It also made it easier to review the feedback and make adjustments to the website during development

The screenshot shows the 'Hybrid Working' survey editing tool. The top navigation bar includes links for Home, Survey (active), project overview, Topics, Dashboard, Decision Tool, Personas, Methodology, Usability, Accessibility, and References. Below the navigation bar, the 'Team' section is visible. The main content area displays the 'Inclusion & Equity' section of the survey. It contains three statements, each with a 5-point Likert scale from 'Strongly disagree' to 'Strongly agree'. The statements are: 'Hybrid working gives people with caring responsibilities or health needs fairer access to work. (Needs changing)', 'It opens up opportunities to people who couldn't otherwise commute or relocate. (Needs changing)', and 'People who work remotely more often are less visible for promotion or recognition. (needs changing)'. A fourth statement, 'Not everyone has an equally suitable home environment, creating unfair advantages for some', is partially visible at the bottom. A 'Save' button and a 'Lock' button are located at the bottom right of the survey area. A blue circular icon with a pencil is visible in the bottom right corner of the page.

Me using the editing tool

Kerry Nwagu | Work Evidence

Survey changes

gave feedback on the previous version of the survey after noticing that one of the questions was asking two things at once. This could make the responses unclear, as someone might agree with one part of the question but disagree with the other but I had to double check with morsal to see if this question terminology was correct.

Inclusion & Equity

ADVANTAGE

Hybrid working gives people with caring responsibilities or health needs fairer access to work. (Needs changing)

1

2

3

4

5

Strongly disagree Strongly agree

It opens up opportunities to people who couldn't otherwise commute or relocate. (Needs changing)

1

2

3

4

5

Strongly disagree Strongly agree

DISADVANTAGE

People who work remotely more often are less visible for promotion or recognition. (needs changing)

1

2

3

4

5

Strongly disagree Strongly agree

Morsal Ali | work evidence

Sources and dataset research

For my Kaggle research, I used the **NSW Remote Working Survey dataset**, which covers around **1,500 workers per survey wave from 2020–2021**. I found that remote working provided benefits such as less commuting, improved wellbeing and greater flexibility. **I also added the Kaggle dataset link below so the source can be accessed and checked directly.**

External dataset findings

Dataset: NSW Remote Working Survey (Kaggle mirror)

Period: 2020–2021 **Sample:** About 1,500 NSW workers per survey wave

The NSW report says workers experienced less commuting, improved wellbeing, and more flexibility around other commitments. These benefits support the positive side of the wellbeing question.

Limitation: The published summary does not give a single comparable wellbeing percentage for this page. Do not treat the finding as proof that every worker experienced better wellbeing.

[View the dataset on Kaggle](#)

Morsal Ali | work evidence

For my references, I searched for **reliable academic and industry sources about hybrid and remote working**. I used **Google Scholar to find relevant academic research** and checked the sources to make sure they were related to our topic. I then added the references and links so the information could be checked directly.

References

- [1] J. Oakman, N. Kinsman, R. Stuckey, M. Graham, and V. Weale, "A rapid review of mental and physical health effects of working at home: How do we optimise health?," BMC Public Health, vol. 20, art. no. 1825, 2020, doi: 10.1186/s12889-020-09875-z. — [Source](#) [academic]
- [2] M. Shirmohammadi, W. C. Au, and M. Beigi, "Antecedents and outcomes of work-life balance while working from home: A review of the research conducted during the COVID-19 pandemic," Hum. Resour. Dev. Rev., vol. 21, no. 4, pp. 473–516, 2022, doi: 10.1177/15344843221125834. — [Source](#) [academic]
- [3] NSW Productivity and Equality Commission and NSW Innovation and Productivity Council, NSW Remote Working Insights 2: Why Hybrid Is Here to Stay and How to Seize the Opportunities, 2021. — [Source](#) [industry]
- [4] NSW Productivity Commission, "Remote Working Survey," Kaggle dataset, uploaded by melodyyiphoiching. [Online]. Accessed: Sep. 29, 2026. — [Source](#) [dataset]

Proof of team working

Project manager Daunte's proof

On a whole we shared ideas and project creation and coordination threw team share group folder with word files and website files and individual notes and videos on stages of creation with more communications threw WhatsApp group and then individual 1 to 1 calls and a teams meeting.



Next steps

Daunte Barchan — Project manager and platform developer

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