



## “New Work” – a step into (virtual) reality in a hybrid working environment

### Background

Globalisation, digitalisation and the global pandemic are not only some of the biggest buzzwords but are the key drivers shaping our world and significantly influencing our way of thinking, acting and working in an overall connected world. As we are spending a large part of our time working, more and more people are questioning current working cultures, attitudes and leadership. “New Work” refers to the trend of searching for purpose in the day-to-day-job and meaningful work in a value-oriented working environment. But how does digitalization and “New Work” come together?

### Research field

The increased importance of the ability to work remotely and the effective implementation of emerging technologies challenge our ways of collaboration. How does it change our organisational culture if one part of the team is physically present and the other part is “zoomed” in? What defines “hybrid work”? How does one collaborate and get support in a hybrid work environment no matter if on- or off-site? How can we ensure equal opportunities in a hybrid model? What is the difference between physical and virtual onboarding? How does hybrid work impact productivity, motivation and satisfaction?

### Way of working

We are looking for a team of 3-4 students who are willing to research and deep dive on the topic outlined above. A Deloitte team will guide and support you throughout the 4-5 months in delivering your graded project study and final presentation.

If you are interested, please contact Dr. Marcus Pankow ([mpankow@deloitte.de](mailto:mpankow@deloitte.de)) and Karina Schwarz ([kaschwarz@deloitte.de](mailto:kaschwarz@deloitte.de)) until **25 March 2022**. Please submit your CV, grade report and also briefly outline your motivation and tentative research idea (research question and hypotheses) either individually or as a team. First Kick-off meeting is planned for **05 April 2022**. We're looking forward to hearing more about you!