

# The future is flexible: IT companies juggle in-person with remote work

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**Some IT employees Business Standard spoke with said that their companies are offering them certain perks to work in a hybrid environment**



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Even as Indian information technology (IT) companies prepare to bring more employees back to the office floor, they are embracing a flexible approach to ensure maximum physical attendance and minimal friction, considering that many employees still prefer to work from home, a habit ingrained during the pandemic.

Except for Tata Consultancy Services (TCS), which mandates a large portion of its employees to work from office all five days a week, most others plan to continue with the hybrid work model in 2024, gradually increasing the number of people on the floor.

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TCS' Chief Human Resources Officer Milind Lakkad stated during the last earnings report that he strongly believes people need to return to office.

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Infosys, too, has maintained a flexible approach.

“On returning to office, we are very clear that we want to remain flexible with our employees. Having said that, every quarter, every week, we are seeing more and more employees back into the campus, and we believe this will continue,” Infosys Chief Executive Officer Salil Parekh said in an after-earnings call.

Bengaluru-based mid-sized IT firm Happiest Minds Technologies says that 90 per cent of its employees are currently working from their designated offices in a hybrid mode, and it plans to bring it to 100 per cent in the next few months.

“Once you are in office, there is no looking back — the learning opportunities, team camaraderie, brainstorming, collaboration, and just fun hanging around with friends — all happening within your office premises is truly an engaging experience,” said Sachin Khurana, senior vice-president and chief people officer at Happiest Minds.

Happiest Minds said it has been ensuring the satisfaction and well-being of the people working at the office by providing them with on-premise wellness benefits, sports and festival celebrations, one-to-one and team connections, in-person extensive training, reskilling and upskilling programmes, along with other perks.