

## Reviewing Social Connectedness as Work Motivation in the Post-Pandemic Hybrid Work Model\*

<sup>1</sup>Shen Kian TAN, <sup>2</sup>Ying Xuan Lim, <sup>3</sup>Ler Kuan CHAN and <sup>4</sup>Rawiyah Binti ABD HAMID

<sup>1</sup>Raffles University Iskandar, Johor, Malaysia

<sup>2,3</sup>Southern University College, Johor, Malaysia

<sup>4</sup>Universiti Utara Malaysia, Kedah, Malaysia

Correspondence should be addressed to: Shen Kian TAN; [steventan@raffles-university.edu.my](mailto:steventan@raffles-university.edu.my)

\* Presented at the 42<sup>nd</sup> IBIMA International Conference, 22-23 November 2023, Seville, Spain

### Abstract

Social connectedness encapsulates the notion of self in relation to other people. Studies of work motivation consented that work motivation is highly correlated with social relationship. In times of post-pandemic where the necessity of physical workplace has been arguably doubted, employees are considered to be in need of a place to experience physical interaction at work, whether to seek for help or look for a sense of connectedness. In this article, the motivation effect results from employees' subjective evaluation of their social connectedness in the hybrid work model is presented. This article also proposes future research recommendation in order to foster transition from a traditional in-office style to geographical flexibility work method.

**Keywords:** Work Motivation, Social Connectedness, Post-pandemic, Hybrid Work Mode