INTRODUCTION
These are non-normative times for work to be accomplished. The complexity of where work is performed under the dynamic conditions of a pandemic, remote work, and now a hybrid work model, requires a new understanding of where, how, and why communication occurs. Maintaining communication channels is vital during times of normal operations but becomes even more indispensable during times of crisis such as the COVID-19 pandemic. Employees working within an architecture and design firm must continuously solve design problems by researching and analyzing many complex factors. This study was designed to examine how the constraint of time pressure (challenge and hindrance) may influence the media selection of project process individual team members at an architecture and design firm. RESEARCH QUESTION
What is the relationship between employee communication and the new Hybrid work model, considering stemming from remote and physical work settings, when moderated by task and time pressure considerations? Note: The secondary question will build upon the first question and explore employee communication channels.

SAMPLE
The study adhered to a single office of national architecture, engineering, and interior design firm, with a regional office in the southeastern United States. Their office was established over 50 years ago and employees 250 in this office. The sample includes three studio teams, Interior, Offices, and Engineering, representing about 100 individuals.

METHODOLOGY
The study will utilize several data-gathering instruments to triangulate the data and increase the validity of the findings. These include the organization’s internal documents, survey questionnaires, and interviews (Glesne, 2006). The data will be collected in four phases: documentation of the workplace, semi-structured interviews, communication network survey, and outcome survey.

Part One: The documentation of the physical features and analysis of the human activity patterns (including office four and observational sampling) will be used to explore the potential relationships between physical space and employees occurring in the workplace.

Part Two: The semi-structured interviews will occur with the primary unit of analysis, the location’s project managers to capture influences on communication behavior related to their team.

Part Three: The network survey intends to document the perceived communication networks (face-to-face, video conferencing, phone, email, and instant messenger) occurring within the design teams. This survey will also gather individual demographic information and communication media satisfaction scores.

Part Four: The outcome survey will gather information regarding each team members’ experiences and project performance.

DISCUSSION
The purpose of this study is to assess the relationship between employee communication and Hybrid, when moderated by perceived time pressure.

With the increasing complexity of design team’s communication, the collaboration occurs through a growing number of communication media, such as face-to-face communications, phone calls, and emails. Various media theories attempt to explain how individuals choose among these media, based on the type and quantity of information being conveyed (Dalt, Lengel, & Trevor, 1987; Dennis & Kinnie, 1998). In addition to the media, individuals also choose the people with whom they communicate.

This study was inspired by classical Allen Curve research conducted at MT, which empirically showed a relationship between employees’ physical proximity and frequency of face-to-face communication (Allen, 1977; Allen, 2007). While Allen’s line of inquiry addresses the role of proximity in relation to the frequency of communication and physical presence, the current Ph.D. research is proposing to expand Allen’s classical finding in a new context that explores traditional and contemporary workplace modalities of communication with a broader reach of employees (architects, interior designers, and engineers) under new environmental conditions (e.g. Hybrid and time pressure).

Frameworks
This proposed study will report the effects of the proximal distance of team members on their self-reported social network structure and perception of project performance outcomes (e.g., pressure, communication behaviors).

TABLE 2
<table>
<thead>
<tr>
<th>Year</th>
<th>Study Duration</th>
<th>Description</th>
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<tbody>
<tr>
<td>2019 PILOT</td>
<td>COMMUNICATION NETWORK</td>
<td>In the second quarter of 2019, a pilot study was conducted. The study focused on individual designers’ tendencies to communicate with coworkers of similar backgrounds and identify those conditions under which participants preferred face-to-face communication. A subsequent study took place during May 2020 (COVID-19), while all individuals worked from home.</td>
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