**Project Title: Impact and Lessons of Hybrid Working: Case Study of University of Salford, UK.**

**Dissertation Advisor:**

**Student’s Name and ID:**

**Introduction:**

Hybrid working first started as flexible working or teleworking with the emergence of personal computers in the 1970s and the internet in the 1990s. Although it was still very unpopular until the outbreak of the pandemic in 2020.The corona virus pandemic made workplaces across the world to undergo profound transformation to where and how staff work and experimenting hybrid working. Hybrid work is a flexible approach that allows employees to split their time between working in the office and working from home. It is a change that is gathering momentum as both workers and employers are currently torn between deciding what work pattern to adopt in the post pandemic era. The University of Salford, just like every other school and business, had the pre-pandemic work style, the pandemic era work style and presently having to choose or choose what the post pandemic style would be.

**Aims and Objectives:**

The aim of this dissertation is to examine the pre-pandemic and pandemic era work mode in the University of Salford and critically analyze the strength, opportunities, and lessons It will also examine what the working pattern should be in the post-pandemic era, either to go hybrid or otherwise.

The dissertation aims to examine the impact of face to face, virtual, and hybrid teaching and working on both the staff and students at the University in relation to diverse types of hybrid policies and flexibility

It will also align findings and suggestions for probable recommendation to the University of Salford University Management among many other institutions and companies seeking to decide on post work patterns.

The objectives of this dissertation are as follows:

* Identification of the pre-pandemic work mode
* Explore the factors that led to the shift in work mode (The pandemic and other challenges) and the emergence of Hybrid working in the post-pandemic era.
* Analyse the differences, relationships, and lessons in the three work modes in both eras with feedback, suggestions, and opinions from all stakeholders of the school.
* Providing suitable suggestions and recommendations to the University and related or concerned organizations on post pandemic work mode

**Relevance and Significance**

As of April 2022, a survey showed that 77% of companies have already opted to go hybrid. And 56% of companies are allowing employees to choose when and how often they wish to come into the office(envoy.com). Hybrid working has been referred to as the new remote working as companies are resuming back to normal after the pandemic that imposes the new way of normal in all lifestyles including work mode. Many institutions and organizations are currently faced with what choice of work mode would suit them and their employees without any encroachment into their stated business goals, objectives and values. This dissertation seeks to contribute to existing knowledge and information on the mode of work, emphatically hybrid.

**Methodology:**

The dissertation will make use of both qualitative and quantitative methodologies using both primary and secondary sources. There will be interviews, and open-ended questions, from focus groups (Student Union, Staff Association, Students, and individual staff of the University of Salford) to get their thoughts and feelings on hybrid working and their preferences with reasons.

**References**

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