AC – 28/03/2025

Item No. – 7.8 (N) (3b) Sem. III

As Per NEP 2020

University of Mumbai

Syllabus for **Basket of OE** **Vertical 3**	
Faculty of Commerce & Management	
Board of Studies in Bachelor of Management Studies	
Second Year Programme in B.Com. (Management Studies)	
Semester	**III**
Title of Paper	**Credits**
Hybrid Work Model	**2**
From the Academic Year	**2025-26**

Open Elective- HR

Title: Hybrid Work Model

Sr. No.	Heading	Particulars
1	**Description the course:** **Including but not limited to:**	The hybrid work model is a flexible arrangement blending remote and in-office work. Employees gain autonomy to choose their work location, enhancing work-life balance. This model often involves designated office days for collaboration and team building. Companies can benefit from reduced overhead costs and access to a wider talent pool. Effective implementation requires clear communication, technology support, and trust. Challenges include maintaining company culture and ensuring equitable experiences for all employees.
2	**Vertical :**	Open Elective
3	**Type :**	Theory
4	**Credit**:	2 credits
5	**Hours Allotted :**	30 Hours
6	**Marks Allotted**:	50 Marks
7	**Course Objectives:** 1. To analyze and compare different work models, specifically traditional, remote, and hybrid, understanding their evolution 2. To evaluate the benefits and challenges of the hybrid work model and its implications for organizational productivity, employee engagement 3. To analyze the impact of hybrid work models on employee well-being and to evaluate strategies 4. To explore emerging trends and technologies shaping the future of hybrid work, including the role of AI.	
8	**Course Outcomes**: 1. Students will be able to ddifferentiate between the characteristics, advantages, and disadvantages of traditional, remote, and hybrid work models, 2. Learners can critically assess the potential benefits of hybrid work, such as increased flexibility and productivity.	

	3. Students can able to Evaluate the challenges and opportunities that hybrid work presents for employee well-being, 4. Students will assess the potential of future trends and technologies, such as AI-powered management tools, the integration of co-working spaces.
9	**Module 1 Traditional and hybrid work models**
	1. Traditional Work Model: Characteristics, advantages, and disadvantages, Remote Work Model: Characteristics, advantages, and disadvantages. 2. Definition and Evolution of Hybrid Work Model, The impact of the COVID-19 pandemic on work arrangements, The forced adoption of remote work. 3. The emergence of the hybrid model as a response and adaptation, Factors accelerating the adoption of hybrid work post-pandemic. Traditional vs. Remote vs. Hybrid work models, 4. Benefits and Challenges of Hybrid Work, Increased flexibility and productivity, Challenges in collaboration and employee engagement
	Module 2: **Hybrid Work Model and Employees**
	1. Hybrid Work and Employee Well-being, Work-life balance strategies, Mental health considerations in remote work and hybrid work environments 2. Future Trends in Hybrid Work, AI and automation in remote work management, The future of co-working spaces and virtual offices 3. Employee-Driven Flexibility, Varied Schedules, Wider Talent Pool, Employee Morale and Retention, Smart Office Management 4. Workflow Management, Flex Spaces and Activity-Based Working, Workplace Analytics, Hybrid-First Mindset
10	**Reference Books:** 1. Industry Analysis by Michael E. Porter 2. Operations Management by Roberta F. Shang and Kenneth S. Meizer 3. Service marketing - Temani V. K. Prism Publication 4. Management of Service Sector - Bhatia B. S. VP Publication 5. Exploring Organisational Dynamics: Insights from Leading Fintech Startups in India edited by Mr. VB Krishna and Dr. Rajeena Syed 6. FinTech Industry in India: The Revolutionized Finance Sector by Dr. P. Rajeswari and Dr. C. Vijai

	7. Effective Hybrid Workplace Culture: A Conceptual Model by Sandeep Vij, Rajnish Sharma, and Ritika Sharma 8. FinTech Revolution in India: Opportunities and Challenges by CA Dr. Brajesh Kumar Jaiswal	
11	**Internal Continuous Assessment: 40%**	**External, Semester End Examination Individual Passing in Internal and External Examination : 60%**
12	**Continuous Evaluation through:** Quizzes, Class Tests, presentation, project, role play, creative writing, assignment etc. (at least 3)	
13	**QUESTION PAPER PATTERN** **(External and Internal)** **Paper Pattern 2 Credits (Total 50 Marks)** **Internal = 20 Marks** **External = 30 Marks** **Internal Paper Pattern (20 Marks)** **1.Project Presentation OR Case Study writing** } **any one** **10 Marks** **2. Quiz OR Group discussion** **3. Class Test (Mandatory) with objectives** **10 Marks** **Total** **20Marks**	

External Paper Pattern **(30 Marks)**

Write any TWO questions from the following

Q1. Answer the following	**15 marks**
A	
B	
Q2. Answer the following	**15 Marks**
A	
B	
Q3. Answer the following	**15 Marks**
A	
B	

Sd/-	**Sd/-**	**Sd/-**	**Sd/-**
Sign of the BOS Chairman Dr. Kanchan Fulmali Board of Studies in BMS	**Sign of the Offg. Associate Dean Prin. Kishori Bhagat Faculty of Commerce & Management**	**Sign of the Offg. Associate Dean Prof. Kavita Laghate Faculty of Commerce & Management**	**Sign of the Offg. Dean Prin. Ravindra Bambardekar Faculty of Commerce & Management**