Development of Non-traditional Work Sites: The Challenge of Telecommuting

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Abstract
The growth of telecommuting is occurring at an ever-expanding rate and bringing with it the challenge to organizations to enhance development opportunities for both telecommuters and their managers. Reports a survey of the use of telecommuting by a sample of 91 companies among the top 1,000 firms in Canada. Found that telecommuting is typically introduced for reasons of economic efficiency, and little thought is given to the development needs of telecommuting employees despite a clear need for telecommuting expertise. Concludes that telecommuting will bring significant changes in management-employee relationships and the need for new designs in human resource development programmes.

Keywords
Canada | Management development | New technology | Telecommuting

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United States National Science Foundation to investigate “Development of Public Policy on the Telecommunications–Transport Tradeoff”. He later coined the words “telecommuting” and “telework” as a more concise.

14. The Australian Telework Advisory Committee (ATAC) takes an even broader approach to telework, specifying that telework is “a form of flexible working, which is enabled by ICT, and undertaken outside of a traditional office environment.” Telecommuting.

Dramatic growth in number of Americans working from home • 3.4 million in 1990 • 19.6 million by beginning of 2000.

Issues affecting success of telecommuting programs • Clear performance measurement system is key • Deciding which employees will be offered participation • Equipment expense • Some managers uncomfortable having direct reports away from office.

domestic partners.

Increased non-traditional work relationships. • Part-time, consulting, and temporary employment. flexibility.

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