

Independent study title: Explaining Factors Affecting Telework Outcomes in Information Technology Industry Practitioners

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Abstract

This study investigated the effect of teleworker characteristics, job characteristics, communication, management, organizational culture, environment, technology, and asynchronous work on the outcomes of remote work. It specifically focused on job effectiveness, work-life balance, and well-being. The research was conducted within the context of the information technology industry. The investigation took place in information technology-related companies, utilizing questionnaires to gather data from 500 information technology practitioners located in Beijing, Shanghai, Shenzhen, and Qingdao. Multiple linear regression was employed to analyze the relationships among these factors.

The findings indicated that management, organizational cultures, teleworker characteristics, and job characteristics had substantial positive effects on the outcomes of remote work. Additionally, asynchronous work, communication, and environment were significantly positively correlated with these outcomes. Notably, there was a negative correlation between technology and work-life balance. This research contributed both theoretically and practically to the field of remote work-related studies. This study has contributed the theoretical landscape of remote work research and provided tangible suggestions, particularly in the aspect of creating a holistic approach for successful telecommuting, which improves efficiency and well-being in dynamic work environments. In the conclusion, directions for future research were also presented.

Keywords: Telework outcome, Job Effectiveness, Work-life balance, Well-being

Student's signature

Independent study advisors' signatures 1) 2)