

# Contents

	Page
Abstract	(1)
Acknowledgments	(3)
Contents	(5)
List of Tables	(9)
List of Figures	(11)
<b>Chapter 1 Introduction</b>	<b>1</b>
Background and Significance of Research Problem	1
Research Objectives	6
Research Hypothesis	6
Scope of the Study	7
Conceptual Framework	7
Definition of Terms	8
Expected Benefits	10
Conclusion	10
<b>Chapter 2 Literature Review</b>	<b>13</b>
Core Concepts & Theories	13
The Pros and Cons of Telecommuting in the Information Industry	16
Teleworker Characteristics	17
Job Characteristics	18
Communication	19
Management	20
Organizational Culture	21
Environment	23
Asynchronous work	24
Technology	25
Job Effectiveness	26
Work-Life Balance	27
Well-Being	28

## Contents (continued)

	Page
Relationship between Variables	29
Conclusion	32
<b>Chapter 3 Research Methodology</b>	<b>35</b>
Research Design	35
Population and Sample	36
Variables, Operational Definitions, and Measurements	37
Research Instruments	44
Measurement of Validity and Reliability	45
Data Collection	54
Data Analysis	55
Ethical Decision	61
Conclusion	62
<b>Chapter 4 Research Result</b>	<b>63</b>
Basic Information about the Sample	63
Analysis of Current Situation (Descriptive Statistics)	68
Difference Comparison of Demographic Variables	70
Correlation Analysis	81
Analysis of Influencing Factors	83
Summary	91
<b>Chapter 5 Conclusion, Discussions and Recommendations</b>	<b>93</b>
Conclusion	93
Discussions	97
Recommendations	111
<b>References</b>	<b>121</b>

## Contents (continued)

	Page
Appendix	141
Appendix A	List of Experts for Research Instrument Assessment 145
Appendix B	Certificate of Exemption from Human Research Ethics Review 149
Appendix C	Questionnaire 153
Biography	161

มหาวิทยาลัยราชภัฏธนบุรี

มหาวิทยาลัยราชภัฏธนบุรี

## List of Tables

Tables		Page
3.1	Operational Definitions and a List of Measurements are Presented in Following	40
3.2	Reliability Statistics of Variables	46
3.3	Reliability Statistics of Items	46
3.4	KMO and Bartlett's Test for All Variables	49
3.5	Construct Validity Test of Variables	49
3.6	Questions with Low Validity	54
4.1	Basic Information of Sample	63
4.2	Basic Family Information of Sample	65
4.3	Basic Information of Work of Sample	66
4.4	Work Intensity of Sample	67
4.5	Descriptive Statistics of Independent Variables	69
4.6	Descriptive Statistics of Dependent Variables	69
4.7	One-way ANOVA for Age	70
4.8	T-test for Gender	71
4.9	One-way ANOVA for Educational Background	72
4.10	One-way ANOVA for Corporate Nature	73
4.11	One-way ANOVA for Job Type	74
4.12	One-way ANOVA for Position Level	75
4.13	One-way ANOVA for Year of Work Experience	76
4.14	One-way ANOVA for Marital Status	77
4.15	One-way ANOVA for Working Status of Partners	78
4.16	T-test for Remote Worker Passive	78
4.17	One-way ANOVA for Daily Working Time	79
4.18	One-way ANOVA for Working Days Per Week	80
4.19	Bivariate Correlations of all Variables	82
4.20	Linear Regression of All Independent Variables and Job Effectiveness	84
4.21	Linear Regression of All Independent Variables and Work-life Balance	86

## List of Tables (continued)

Tables		Page
4.22	Linear Regression of All Independent Variables and Well-Being	88
4.23	Linear Regression of All Independent Variables and Telework Outcomes	90
5.1	Conclusion of Hypothesis Testing	94

มหาวิทยาลัยราชภัฏธนบุรี

## List of Figures

Figures	Page
1.1 Conceptual Framework	8

มหาวิทยาลัยราชภัฏธนบุรี