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Preliminary frameworks and models for telework maturity within organisations

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**Qualitative frame**

Telework is a binary model of non-ICT work. Telework is a three-part framework: i) work that is, process, product, and output of a digital form; ii) created out of digital environments of space, place, and time; and iii) with resources that is, writing, audio, and video applications of a digital form. Thus, governance (and governance; and to, the utilise sustainable platform) 2) of an alignment to a community of teleworking (figure 1) namely of longevity and findings. Furthermore, we posit one low level example for each high level respectively in. The In this poster, we organisation would be a telework benefits: the within each of these themes exist taxonomies at high and low levels. There are – regulation. – transformer model output. – taxonomies to be – – – maturity form; For each of these taxonomies there are, at least six low level stakeholders of an organisation. to, given organisation. We find impacts of telework case analysis themes and taxonomies.

**Telework maturity**

Whilst telework is not a new concept or reality (World at Work, 2009. Cited In: Sener and Bhat, 2009, p.1) over many years it has not delivered widely in terms of modernisation of the workplace (Pyhönen, 2011, p.386). Exponential growth of technology in terms of adoption rates and advancement has each contributed to and cemented the infrastructure layer (see figure 2) of the transformation process. Today, the infrastructure layer has materialised to the extent that it would now present a sustainable platform for telework to exist in terms of longevity. As the size of each macro level layer correlates to time, subsequent layers would be formed in decreasing time scales. To avoid being left behind, the focus for teleworking now switches to strategic and human resource capabilities within the organisation to adopt and implement teleworking sooner rather than later, in order to maintain position and continuity ahead. Early positioning may also be a potential key tool for an organisation in terms of employment contracts and agreements to establish telework as an official working practice.

**Themes and taxonomy**

Taxonomies of telework would add to existing literature as there is no common framework of terms other than three broad categories namely, individual (human resource), organisation and environment (see Daniels et al., 2001). Taxonomies (figure 1) are derived from a review of the literature to set a consistent framework and to illustrate the existing state of telework. Taxonomies would provide a standardised and applicable framework in terms of language for interpretation of research conducted at various organisations. We focus on aspects of telework as a model for telework (see figure 2) that is, alignment to a common platform of teleworking practice, namely, layer 3. Thus, governance would be a driving force of change. The transformer model would be a key tool for an assessment of the maturity of an organisation to telework in terms of viability and feasibility.

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**References**


