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Preliminary frameworks and models for telework maturity within organisations

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Figure 1: Themes and taxonomy model

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, employment, culture, continuity, and environment (see Daniels et al., 2001). Taxonomies (figure 1) are derived from a review of literature and alignment with the existing state of telework. Taxonomies would provide a standardized and comparable framework of terms for research conducted at any organizational level. We find units of telework (as reported in many studies) consist of the three themes and categories aforementioned. However, we draw an alignment of these themes to the meta-model (figure 2 above) and substitute each of the three themes with the first three macro and micro level layers (figure 1 opposite) namely: foundation and infrastructure; security and governance; and teams and communities, respectively. Within each of these themes exist taxonomies at high and low levels. There are six high level taxonomies (figure 1) namely: individual; employment; culture, continuity, commuting, and regulation. For each of these taxonomies there are at least six low level forms. In this paper, we posit one level example for each high level respectively in terms of telework benefits. i) family-friendly benefits (Shamir and Salomon, 1994); ii) recruitment benefits (Baruch, 2003); (figure 2 above).