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Preliminary frameworks and models for telework maturity within organisations

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**Telemark maturity within organisations.**

**Stage 1**

Telemark is a binary model of non-ICT work. Telemark is a three-part framework. It is a product, process and/or output of a digital form. It created output of digital environments of space and place, and the interaction between the physical framework to online interactions within digital frameworks such as e-mails, forums, bulletin boards, VoIP (Voice over Internet Protocol) and streaming video. Compared to non-ICT related work forms, telemark as a cyber-technological infrastructure is unique in terms of the following three aspects. It has the capability to work at relatively higher standards of continuity that are, at any time, as asynchronous communication, to connect, operate and interact with others. The telemark is not necessarily a matter, by any means, at a distance from the designated or traditional, office place and space, and it as a minimum, akin to, or consistent with organisational standards of non-ICT process, product and/or output.

**Stage 2**

**Metrics and KPIs within qualitative frame**

Qualitative units of telemark as per above represent identifiable units of working practice with an organisation that have parameters within which to target the investigation. Councils the valuable experience of potential case studies for research in the form of large part of metrics and KPIs that are established within this sector as per government protocol. Metrics and KPIs would provide a measure of the condition of the organisation in terms of the impact of telemark for an organisation. We further post posit data in a meaningful form in terms of thematics and taxonomies.

**Stage 3**

**Themes and taxonomy**

T axonomies of telemark 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 relevant literature and evidence to explore the following groups of terms. We add a number of terms that would be consistent with the three themes or 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 micro and macro 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, recruitment and governance). Each of these taxonomies are at least six low levels forms. In this post, we posit one level example for each high level respectively in terms of Telemark barriers. It would fit easily (Shama and Balas, 1997; cited in Bailey and Kurland, 2002, pp. 383-384) and they are: (i) recruitment and governance (Baruch, 2003. Cited in Bailey and Kurland, 2010, p. 32), (ii) teamwork (Petre, et al., 2005, p. 94), (iii) efficiency (Hill et al., 2003. Cited in Robert and Bjerjesen, 2006, p. 522), (iv) time and expense (Di Martino and Wirth, 2006, p. 362) and (v) favourable outcomes with regard to the budget deficit (Kbest, 2010). To note, each of the low level taxonomies further divides into sub categories. We find taxonomies to be a comprehensive language form; to utilise with regard to case analysis and findings. Furthermore, we utilise a telemark model (figure 2 above) to assess data and feedback to stakeholders of an organisation.

**Stage 4**

**References**


DANIELS, K. LAMOND, D. AND STANDEN, P. (2001) ‘Telework: A Transformative Work Practice and Substitute Each of the Low Level Taxonomies Further Divides Into Sub Categories. We Find Taxonomies to Be a Comprehensive Language Form; to Utilise with Regard to Case Analysis and Findings. Furthermore, We Utilise a Transformer Model (Figure 2 Above) to Assess Data and Feedback to Stakeholders of an Organisation.’


Keywords: Telework, sub-culture, teams, community, policy, process and/or output of a digital form.