TELECOMMUTING: WORKING ARRAGMENTS IN THE 21ST CENTURY

[1]LAKSHMI NARAYANAN, [2]SHANKER MENON

Chair, Department of Social Sciences
Associate Professor, College of Arts and Applied Sciences, Dhofar University
E-mail: [1]l_narayanan@du.edu.om

Abstract - In recent years there have many changes in the nature of the workplace. Technology and globalization have transformed how we work and where we work. Organizations are capitalizing the advantages of these technological capabilities to create a variety of alternative work schedules for employees to make the workplace more flexible. One such technique is telecommuting. In the paper we will discuss how telecommuting has been used in many countries and explore the advantages in disadvantages of this kind of workplace. The concept of "work anytime, anywhere" has opened up many possibilities for both the employer and the employee and the outcomes of such alternatives to the traditional nine-to-five job is explored. The implications of how this can be used the developing nations is explored and specific recommendations are made.