

IMPACT OF TELECOMMUTING AS AN ALTERNATIVE WORK ARRANGEMENT ON JOB SATISFACTION: A STUDY IN INDIAN IT AND ITES ORGANISATIONS

SARIT PRAVA DAS¹, PARNA MISHRA² & PREETI NARENDRA³

¹Professor, Institute for Technology and Management, Maharashtra, India

²Assistant Professor, Institute for Technology and Management, Maharashtra, India

³Lecturer, Institute for Technology and Management, Maharashtra, India

ABSTRACT

Technological advancements have lead employers to embrace the idea of telecommuting, which brings about work flexibility which is a preferred option for the Gen Y professionals. Telecommuting is an increasingly popular organizational dynamic that presents unique challenges for employees, managers, and human resources departments regarding how employees relate to their organizations, as well as what telecommuters need from their managers to be satisfied, committed employees. Telecommuting reduces the overhead expenses for companies because they need less office space and supplies. It also lessens down on inter-office socializing and distractions, leading to an increase in productivity. Telecommuting as an alternative work arrangement would help employees to balance work and family obligations which in turn would bring about job satisfaction. The study focuses whether there exists a relationship between telecommuting and job satisfaction

KEYWORDS: Technological Advancements, Telecommuting and Job Satisfaction