

Abstract

Telework is an alternative form of work available in the age of information technology, which brings both benefits and challenges. By discovering factors which are associated with individuals' interests in adopting telework, we can provide direction for organizations which are interested in making full use of the advanced technology in order to provide flexibility to employees. This study investigated factors that contribute to one's preference towards telework, including telework self-efficacy, computer self-efficacy, work-related factors and family involvement. Two hundred and ninety employees (55% males, 45% females) participated in a self-report questionnaire study and a Structural Equation Modeling (SEM) approach was used to examine the goodness of fit of a theoretical model. Approximately 15% of respondents claimed that they are already teleworkers, and teleworking was found to be more popular in the managers, administrators and professionals than other occupations. Results show that telework self-efficacy appears to mediate the effects of computer self-efficacy, work factors and family involvement on people's preference towards telework. Further studies might focus on investigating additional factors that affect individual's preference towards telework and include participants from various industries and occupations.