Telecommuting is an isolating experience

Annotated Bibliography

“Pitfalls of telecommuting.” CNN. September 27, 2007. Web. Nov 25, 2012

http://articles.cnn.com/2007-09-27/living/cb.work.home.pitfalls\_1\_telecommuting-

work-area-social-interaction?\_s=PM:LIVING

This CNN article demonstrates a case where a new mother chose to telecommute because of the connivances it offered, but then learned that the side effects caused by isolation outweigh the benefit of conveniences. She returned to the normal office environment where her personality is better situated for. I consider CNN as a neutral and credible entity for conducting the interview. This source helps demonstrate that telecommuting is not for everyone.

Cooper, Cecily D. Kurland, Nancy B. “Telecommuting, Professional Isolation, and

Employee Development in Public and Private Organizations.”

Journal of Organizational Behavior June, 2002: 519 JSTOR. Web. Nov. 25, 2012

This research journal systematically documents the isolating effects of telecommuting. These researchers from university of southern California interview 93 public and privet sector employees and their supervisors and record their responses. The chosen organizations (2 city government and 2 tech companies) provided friendly atmospheres for telecommuting. This is important to demonstrate the challenges of offsite work even when the supervisors are helpful and accommodating. I aim use this research to establish professional isolation as a problematic side effect of telecommuting.

Daniels, Angela. “Remote Isolation.” YouTube. November 20, 2012. Web.

Nov. 25, 2012 <http://www.youtube.com/watch?v=maqhrtnYx1A>

This short video compares an isolated non-productive telecommuter’s routine with that of a productive and socially engaged conventional worker. The conventional worker is able to brainstorm with coworkers, socialize at lunch and solicit direct help on a project. The isolated telecommuter is continually distracted, and at the end of the day stares at a long list of overdue projects. It does not offer any suggestions or solutions, but since it was posted by someone who conducts most her work from home I chose it as a neutral demonstration vehicle.

Dinnocenzo, Debra A. 101 Tips for Telecommuters. San Franciso: Berret-Koehler

Publishers, Inc. 1999. Print.

As the title implies, this book lists mostly common sense tips to deal with telecommuting challenges. The author has written 8 other books about the same subject in general. I chose this book to exhibit the solution side. The tips provided by this source focus on the worker directly. She focuses on useful tips for offsite employs as well as people that want to start their own business from home. This common sense approach is more practical. She does not confuse the situation by talking about the financial benefit of teleworking for employers and their responsibility for making this a viable option.

Golden, Timothy D. “The Role of Relationships in Understanding Telecommuter

Satisfaction.” Journal of Organizational Behavior May, 2006: 321 JSTOR. Web. Nov. 25, 2012

This research was conducted in Rensselaer Polytechnic Institute, NY on 294 telecommuting employees. Dr. Golden is focused on importance of long established methods of in person communication. Cooperating and learning by watching are built on these relationships. In contrast telecommuting is still a new system. The conveniences that benefit the workers and cost savings that benefit the employers are measure against the difficulties of long distance communication in this study. Dr. Gulden’s study demonstrates that telecommuting for an extended period of time erodes the worker satisfaction.

Piskurich, George M. An Organizational Guide to Telecommuting: Setting up and

running a successful telecommuter program. Virginia: The American Society

of Training and Development. 1998. Print.

This author has published 7 self-help styled books. Although only one of his works is focused on teleworking, all the others are about distant learning. This source offers a series of checks to determine if the organization and the staff are suitable for telecommuting. The author has a holistic perspective. He formalizes this process by suggesting that a committee first evaluate the company and then look at individual staffers to determine the viability of telecommuting. But in deleting with the issue of isolation he takes a self-reliant approach. I found this an important point to consider because giving up on telecommuting and returning to the office is not always an option. Just as taking classes in person is not an option for a lot of adult learners.