

Project: Telework Pilot Project (Online Manager Follow-up Survey)
 Survey Dates: May 20, 2009 through June 16, 2009
 Codebook Name: MANAGERPOST
 Processing Date: June 17, 2009

Var. 1-18 Fmt: N2 Col: 1-2 Name: Q1 (A) (Multi-response Question)

What equipment, software or support does your organization provide teleworkers? Check any that apply

- 1=Computer or laptop in the home
- 2=Laptop to check out when teleworking
- 3=Flash drive
- 4=Extra phone line
- 5=High-speed internet connection
- 6=Cell phone
- 7=Cell phone to check out when teleworking
- 8=Smart phone or PDA
- 9=Basic office supplies
- 10=Office software
- 11=Specialty software
- 12=Anti-virus / Firewall
- 13=VPN or other network access
- 14=Call forwarding to home office
- 15=Tech support
- 16=Financial help for setup or internet connection
- 17=Special training for telework
- 18=Don't Know

Var. 2	Fmt: N2	Col: 3-4	Name: Q1_2 (B)
Var. 3	Fmt: N2	Col: 5-6	Name: Q1_3 (C)
Var. 4	Fmt: N2	Col: 7-8	Name: Q1_4 (D)
Var. 5	Fmt: N2	Col: 9-10	Name: Q1_5 (E)
Var. 6	Fmt: N2	Col: 11-12	Name: Q1_6 (F)
Var. 7	Fmt: N2	Col: 13-14	Name: Q1_7 (G)
Var. 8	Fmt: N2	Col: 15-16	Name: Q1_8 (H)
Var. 9	Fmt: N2	Col: 17-18	Name: Q1_9 (I)
Var. 10	Fmt: N2	Col: 19-20	Name: Q1_10 (J)
Var. 11	Fmt: N2	Col: 21-22	Name: Q1_11 (K)
Var. 12	Fmt: N2	Col: 23-24	Name: Q1_12 (L)
Var. 13	Fmt: N2	Col: 25-26	Name: Q1_13 (M)
Var. 14	Fmt: N2	Col: 27-28	Name: Q1_14 (N)
Var. 15	Fmt: N2	Col: 29-30	Name: Q1_15 (O)
Var. 16	Fmt: N2	Col: 31-32	Name: Q1_16 (P)
Var. 17	Fmt: N2	Col: 33-34	Name: Q1_17 (Q)
Var. 18	Fmt: N2	Col: 35-36	Name: Q1_18 (R)

Var. 19 Fmt: A200 Col: 37-236 Name: Q2 (S)

Please list any other equipment, software or support your organization provides to teleworkers

Var. 20 Fmt: A200 Col: 237-436 Name: Q3 (T)

Is there any specific equipment, software or support that your organization doesn't provide that you think would significantly improve teleworking ... either for teleworkers or for their managers?

Please rate each of these potential telework benefits on the 1-5 scale ... the higher the number, the more you agree that telework could provide this benefit for your organization.

Var. 21 Fmt: N1 Col: 437 Name: Q4a (U)
 Telework can save money for our organization
 1=Disagree Strongly 3=Neutral 5=Agree Strongly
 2=Disagree Somewhat 4=Agree Somewhat

Var. 22 Fmt: N1 Col: 438 Name: Q4b (V)
 Telework increases employee morale

Var. 23 Fmt: N1 Col: 439 Name: Q4c (W)
 Telework helps our organization meet carbon reduction goals

Var. 24 Fmt: N1 Col: 440 Name: Q4d (X)
 Having teleworkers helps us to be prepared for emergencies

Var. 25 Fmt: N1 Col: 441 Name: Q4e (Y)
 Telework increases worker productivity

Var. 26 Fmt: N1 Col: 442 Name: Q4f (Z)
 Telework creates a more "tech-savvy" workforce

Var. 27 Fmt: N1 Col: 443 Name: Q4g (AA)
 Telework reduces employee turnover

Var. 28 Fmt: N1 Col: 444 Name: Q4h (AB)
 Telework helps our organization recruit better talent

Var. 29 Fmt: N1 Col: 445 Name: Q4i (AC)
 Telework can reduce employee absenteeism

Var. 30 Fmt: N1 Col: 446 Name: Q4j (AD)
 Telework allows employees to better manage their time

Var. 31 Fmt: N1 Col: 447 Name: Q4k (AE)
 Telework helps employees concentrate on difficult tasks

Var. 32 Fmt: N1 Col: 448 Name: Q5a (AF)
 The difficulty of managing people I can't see

Var. 33 Fmt: A200 Col: 449-648 Name: Q5a2 (AG)
 Use this space to tell us how this concern can be resolved or why it is ongoing

Var. 34 Fmt: N1 Col: 649 Name: Q5b (AH)
 Employees that don't telework may resent those that do
 1=Not concerned 3=Continues to be a concern
 2=A concern, but can be resolved

Var. 35 Fmt: A200 Col: 650-849 Name: Q5b2 (AI)
 Use this space to tell us how this concern can be resolved or why it is ongoing

Earlier this year we asked how concerned you were about eleven different issues associated with telework. Now for each issue, we'd like to find out if you are still concerned or if you have found ways to resolve the issue.

The first concern is ...

Var. 36 Fmt: N1 Col: 850 Name: Q5c (AJ)
People won't be as productive when working from home
1=Not concerned 3=Continues to be a concern
2=A concern, but can be resolved

Var. 37 Fmt: A200 Col: 851-1050 Name: Q5c2 (AK)
Use this space to tell us how this concern can be resolved or why it is ongoing

Var. 38 Fmt: N1 Col: 1051 Name: Q5d (AL)
Teamwork will suffer when everyone isn't together all the time
1=Not concerned 3=Continues to be a concern
2=A concern, but can be resolved

Var. 39 Fmt: A200 Col: 1052-1251 Name: Q5d2 (AM)
Use this space to tell us how this concern can be resolved or why it is ongoing

Var. 40 Fmt: N1 Col: 1252 Name: Q5e (AN)
Having people work from home can be a security risk
1=Not concerned 3=Continues to be a concern
2=A concern, but can be resolved

Var. 41 Fmt: A200 Col: 1253-1452 Name: Q5e2 (AO)
Use this space to tell us how this concern can be resolved or why it is ongoing

Var. 42 Fmt: N1 Col: 1453 Name: Q5f (AP)
I may have to learn new technologies in order to communicate with teleworkers
1=Not concerned 3=Continues to be a concern
2=A concern, but can be resolved

Var. 43 Fmt: A200 Col: 1454-1653 Name: Q5f2 (AQ)
Use this space to tell us how this concern can be resolved or why it is ongoing

Var. 44 Fmt: N1 Col: 1654 Name: Q5g (AR)
Having teleworkers may increase my workload
1=Not concerned 3=Continues to be a concern
2=A concern, but can be resolved

Var. 45 Fmt: A200 Col: 1655-1854 Name: Q5g2 (AS)
Use this space to tell us how this concern can be resolved or why it is ongoing

- Var. 46 Fmt: N1 Col: 1855 Name: Q5h (AT)
 Refusing telework to some could be bad for office morale
 1=Not concerned 3=Continues to be a concern
 2=A concern, but can be resolved
-
- Var. 47 Fmt: A200 Col: 1856-2055 Name: Q5h2 (AU)
 Use this space to tell us how this concern can be resolved or why it is ongoing
-
- Var. 48 Fmt: N1 Col: 2056 Name: Q5i (AV)
 The difficulty of interacting and communicating with teleworkers
 1=Not concerned 3=Continues to be a concern
 2=A concern, but can be resolved
- Var. 49 Fmt: A200 Col: 2057-2256 Name: Q5i2 (AW)
 Use this space to tell us how this concern can be resolved or why it is ongoing
-
- Var. 50 Fmt: N1 Col: 2257 Name: Q5j (AX)
 It could be more difficult to evaluate teleworkers
 1=Not concerned 3=Continues to be a concern
 2=A concern, but can be resolved
- Var. 51 Fmt: A200 Col: 2258-2457 Name: Q5j2 (AY)
 Use this space to tell us how this concern can be resolved or why it is ongoing
-
- Var. 52 Fmt: N1 Col: 2458 Name: Q5k (AZ)
 I may have to learn a new style of management
 1=Not concerned 3=Continues to be a concern
 2=A concern, but can be resolved
- Var. 53 Fmt: A200 Col: 2459-2658 Name: Q5k2 (BA)
 Use this space to tell us how this concern can be resolved or why it is ongoing
-
- Var. 54 Fmt: A1000 Col: 2659-3658 Name: Q6 (BB)
 If a manager from an organization that was just starting a telework program came to you for advice about how to manage teleworkers, what would you say? What are the most important lessons that you've learned?
-

Now we have some questions that pertain to the specific employees you directly manage that participated in the pilot project.

There is room in the survey for up to 6 employees. Please include all employees that participated, that you directly managed even if they didn't participate for the entire project. Do not include employees that are managed by someone else, even if that manager works for you. (Those managers will be providing information about the employees they manage.)

The survey will ask you for the first name of each employee, one at a time. This is done as a convenience for you (their name will appear in the subsequent questions). You do not have to provide their real name if you don't want to - you could type in "Employee 1", "Employee 2", or make up a name, but you do need to enter something.

Any reporting we do WILL NOT include employee or manager names.

Var. 55 Fmt: A50 Col: 3659-3708 Name: Q7a (BC)
Please enter the first name of the first teleworker

Var. 56 Fmt: N1 Col: 3709 Name: Q7b (BD)
What was (*Q7a*)'s telework experience prior to participating in the pilot project?
1=Was already teleworking on a regular basis
2=Teleworked occasionally
3=Wasn't teleworking at the time, but had previously
4=Had never teleworked prior to the pilot

Var. 57-69 Fmt: N2 Col: 3710-3711 Name: Q7c (BE) (Multi-response Question)
Check all of the reasons below that best explain why (*Q7a*) was selected to participate in the project.
1=Competent
2=Trustworthy/Reliable
3=Already teleworking or prior experience
4=Employee wanted to participate
5=Employee's need for flexible work arrangement
6=Independent worker
7=Manages time well
8=Responsible
9=Has work that suitable for telework
10=Already had equipment
11=Has good home office setup
12=Employee works unusual hours
13=Other

Var. 58 Fmt: N2 Col: 3712-3713 Name: Q7c_2 (BF)
Var. 59 Fmt: N2 Col: 3714-3715 Name: Q7c_3 (BG)
Var. 60 Fmt: N2 Col: 3716-3717 Name: Q7c_4 (BH)
Var. 61 Fmt: N2 Col: 3718-3719 Name: Q7c_5 (BI)
Var. 62 Fmt: N2 Col: 3720-3721 Name: Q7c_6 (BJ)
Var. 63 Fmt: N2 Col: 3722-3723 Name: Q7c_7 (BK)
Var. 64 Fmt: N2 Col: 3724-3725 Name: Q7c_8 (BL)
Var. 65 Fmt: N2 Col: 3726-3727 Name: Q7c_9 (BM)
Var. 66 Fmt: N2 Col: 3728-3729 Name: Q7c_10 (BN)
Var. 67 Fmt: N2 Col: 3730-3731 Name: Q7c_11 (BO)
Var. 68 Fmt: N2 Col: 3732-3733 Name: Q7c_12 (BP)
Var. 69 Fmt: N2 Col: 3734-3735 Name: Q7c_13 (BQ)

Var. 70 Fmt: A100 Col: 3736-3835 Name: Q7d (BR)
Other

Var. 71 Fmt: N1 Col: 3836 Name: Q7e (BS)

Approximately how frequently does (*Q7a*) telework?

- | | |
|------------------------------------|----------------------------|
| 1=Employee has stopped teleworking | 5=Two days a week |
| 2=Only occasionally | 6=Three days a week |
| 3=One day every other week | 7=Four days a week |
| 4=One day a week | 8=Five or more days a week |
-

Var. 72 Fmt: N1 Col: 3837 Name: Q7f (BT)

Do you expect (*Q7a*) will continue teleworking after the pilot project, and if so, how frequently?

- | | |
|--|---|
| 1=Employee will stop teleworking | 4=May increase frequency of teleworking |
| 2=Probably telework less frequently | 5=Will definitely increase teleworking |
| 3=Continue teleworking at same frequency | 6=Other |
-

Var. 73 Fmt: A100 Col: 3838-3937 Name: Q7g (BU)

Other

Var. 74 Fmt: N1 Col: 3938 Name: Q7h (BV)

Is (*Q7a*) the only employee you directly manage who participated in the pilot or are there others?

- | | |
|-----------------|-----------------------|
| 1=Only one ;174 | 2=Others participated |
|-----------------|-----------------------|
-

Var. 75 Fmt: A50 Col: 3939-3988 Name: Q8a (BW)
Please enter the first name of the second teleworker

Var. 76 Fmt: N1 Col: 3989 Name: Q8b (BX)
What was (*Q8a*)'s telework experience prior to participating in the pilot project?
1=Was already teleworking on a regular basis
2=Teleworked occasionally
3=Wasn't teleworking at the time, but had previously
4=Had never teleworked prior to the pilot

Var. 77-89 Fmt: N2 Col: 3990-3991 Name: Q8c (BY) (Multi-response Question)
Check all of the reasons below that best explain why (*Q8a*) was selected to participate in the project.
1=Competent
2=Trustworthy/Reliable
3=Already teleworking or prior experience
4=Employee wanted to participate
5=Employee's need for flexible work arrangement
6=Independent worker
7=Manages time well
8=Responsible
9=Has work that suitable for telework
10=Already had equipment
11=Has good home office setup
12=Employee works unusual hours
13=Other

Var. 78 Fmt: N2 Col: 3992-3993 Name: Q8c_2 (BZ)
Var. 79 Fmt: N2 Col: 3994-3995 Name: Q8c_3 (CA)
Var. 80 Fmt: N2 Col: 3996-3997 Name: Q8c_4 (CB)
Var. 81 Fmt: N2 Col: 3998-3999 Name: Q8c_5 (CC)
Var. 82 Fmt: N2 Col: 4000-4001 Name: Q8c_6 (CD)
Var. 83 Fmt: N2 Col: 4002-4003 Name: Q8c_7 (CE)
Var. 84 Fmt: N2 Col: 4004-4005 Name: Q8c_8 (CF)
Var. 85 Fmt: N2 Col: 4006-4007 Name: Q8c_9 (CG)
Var. 86 Fmt: N2 Col: 4008-4009 Name: Q8c_10 (CH)
Var. 87 Fmt: N2 Col: 4010-4011 Name: Q8c_11 (CI)
Var. 88 Fmt: N2 Col: 4012-4013 Name: Q8c_12 (CJ)
Var. 89 Fmt: N2 Col: 4014-4015 Name: Q8c_13 (CK)

Var. 90 Fmt: A100 Col: 4016-4115 Name: Q8d (CL)
Other

Var. 91 Fmt: N1 Col: 4116 Name: Q8e (CM)
Approximately how frequently does (*Q8a*) telework?
1=Employee has stopped teleworking 5=Two days a week
2=Only occasionally 6=Three days a week
3=One day every other week 7=Four days a week
4=One day a week 8=Five or more days a week

Var. 92 Fmt: N1 Col: 4117 Name: Q8f (CN)
Do you expect (*Q8a*) will continue teleworking after the pilot project, and if so, how frequently?
1=Employee will stop teleworking 4=May increase frequency of teleworking
2=Probably telework less frequently 5=Will definitely increase teleworking
3=Continue teleworking at same frequency 6=Other

Var. 93 Fmt: A100 Col: 4118-4217 Name: Q8g (CO)
 Other

Var. 94 Fmt: N1 Col: 4218 Name: Q8h (CP)
 Are these the only two employees you directly manage who participated in the pilot or are there others?
 1=That's all ;174 2=There are more

Var. 95 Fmt: A50 Col: 4219-4268 Name: Q9a (CQ)
 Please enter the first name of the third teleworker

Var. 96 Fmt: N1 Col: 4269 Name: Q9b (CR)
What was (*Q9a*)'s telework experience prior to participating in the pilot project?
1=Was already teleworking on a regular basis
2=Teleworked occasionally
3=Wasn't teleworking at the time, but had previously
4=Had never teleworked prior to the pilot

Var. 97-109 Fmt: N2 Col: 4270-4271 Name: Q9c (CS) (Multi-response Question)
Check all of the reasons below that best explain why (*Q9a*) was selected to participate in the project.
1=Competent
2=Trustworthy/Reliable
3=Already teleworking or prior experience
4=Employee wanted to participate
5=Employee's need for flexible work arrangement
6=Independent worker
7=Manages time well
8=Responsible
9=Has work that suitable for telework
10=Already had equipment
11=Has good home office setup
12=Employee works unusual hours
13=Other

Var. 98 Fmt: N2 Col: 4272-4273 Name: Q9c_2 (CT)
Var. 99 Fmt: N2 Col: 4274-4275 Name: Q9c_3 (CU)
Var. 100 Fmt: N2 Col: 4276-4277 Name: Q9c_4 (CV)
Var. 101 Fmt: N2 Col: 4278-4279 Name: Q9c_5 (CW)
Var. 102 Fmt: N2 Col: 4280-4281 Name: Q9c_6 (CX)
Var. 103 Fmt: N2 Col: 4282-4283 Name: Q9c_7 (CY)
Var. 104 Fmt: N2 Col: 4284-4285 Name: Q9c_8 (CZ)
Var. 105 Fmt: N2 Col: 4286-4287 Name: Q9c_9 (DA)
Var. 106 Fmt: N2 Col: 4288-4289 Name: Q9c_10 (DB)
Var. 107 Fmt: N2 Col: 4290-4291 Name: Q9c_11 (DC)
Var. 108 Fmt: N2 Col: 4292-4293 Name: Q9c_12 (DD)
Var. 109 Fmt: N2 Col: 4294-4295 Name: Q9c_13 (DE)

Var. 110 Fmt: A100 Col: 4296-4395 Name: Q9d (DF)
Other

Var. 111 Fmt: N1 Col: 4396 Name: Q9e (DG)
Approximately how frequently does (*Q9a*) telework?
1=Employee has stopped teleworking 5=Two days a week
2=Only occasionally 6=Three days a week
3=One day every other week 7=Four days a week
4=One day a week 8=Five or more days a week

Var. 112 Fmt: N1 Col: 4397 Name: Q9f (DH)
Do you expect (*Q9a*) will continue teleworking after the pilot project, and if so, how frequently?
1=Employee will stop teleworking 4=May increase frequency of teleworking
2=Probably telework less frequently 5=Will definitely increase teleworking
3=Continue teleworking at same frequency 6=Other

Var. 113 Fmt: A100 Col: 4398-4497 Name: Q9g (DI)
 Other

Var. 114 Fmt: N1 Col: 4498 Name: Q9h (DJ)
 Are these the only three employees you directly manage who participated in the pilot or are there others?
 1=That's all ;174 2=There are more

Var. 115 Fmt: A50 Col: 4499-4548 Name: Q10a (DK)
 Please enter the first name of the fourth teleworker

Var. 133 Fmt: A100 Col: 4678-4777 Name: Q10g (EC)
 Other

Var. 134 Fmt: N1 Col: 4778 Name: Q10h (ED)
 Are these the only four employees you directly manage who participated in the pilot or are there others?
 1=That's all ;174 2=There are more

Var. 135 Fmt: A50 Col: 4779-4828 Name: Q11a (EE)
 Please enter the first name of the fourth teleworker

Var. 153 Fmt: A100 Col: 4958-5057 Name: Q11g (EW)
 Other

Var. 154 Fmt: N1 Col: 5058 Name: Q11h (EX)
 Are these the only five employees you directly manage who participated in the pilot or are there others?
 1=That's all ;174 2=There are more

Var. 155 Fmt: A50 Col: 5059-5108 Name: Q12a (EY)
 Please enter the first name of the sixth teleworker

Var. 156 Fmt: N1 Col: 5109 Name: Q12b (EZ)
 What was (*Q12a*)'s telework experience prior to participating in the pilot project?
 1=Was already teleworking on a regular basis
 2=Teleworked occasionally
 3=Wasn't teleworking at the time, but had previously
 4=Had never teleworked prior to the pilot

Var. 157-169 Fmt: N2 Col: 5110-5111 Name: Q12c (FA) (Multi-response Question)
 Check all of the reasons below that best explain why (*Q12a*) was selected to participate in the project.
 1=Competent
 2=Trustworthy/Reliable
 3=Already teleworking or prior experience
 4=Employee wanted to participate
 5=Employee's need for flexible work arrangement
 6=Independent worker
 7=Manages time well
 8=Responsible
 9=Has work that suitable for telework
 10=Already had equipment
 11=Has good home office setup
 12=Employee works unusual hours
 13=Other

Var. 158 Fmt: N2 Col: 5112-5113 Name: Q12c_2 (FB)
 Var. 159 Fmt: N2 Col: 5114-5115 Name: Q12c_3 (FC)
 Var. 160 Fmt: N2 Col: 5116-5117 Name: Q12c_4 (FD)
 Var. 161 Fmt: N2 Col: 5118-5119 Name: Q12c_5 (FE)
 Var. 162 Fmt: N2 Col: 5120-5121 Name: Q12c_6 (FF)
 Var. 163 Fmt: N2 Col: 5122-5123 Name: Q12c_7 (FG)
 Var. 164 Fmt: N2 Col: 5124-5125 Name: Q12c_8 (FH)
 Var. 165 Fmt: N2 Col: 5126-5127 Name: Q12c_9 (FI)
 Var. 166 Fmt: N2 Col: 5128-5129 Name: Q12c_10 (FJ)
 Var. 167 Fmt: N2 Col: 5130-5131 Name: Q12c_11 (FK)
 Var. 168 Fmt: N2 Col: 5132-5133 Name: Q12c_12 (FL)
 Var. 169 Fmt: N2 Col: 5134-5135 Name: Q12c_13 (FM)

Var. 170 Fmt: A100 Col: 5136-5235 Name: Q12d (FN)
 Other

Var. 171 Fmt: N1 Col: 5236 Name: Q12e (FO)
 Approximately how frequently does (*Q12a*) telework?
 1=Employee has stopped teleworking 5=Two days a week
 2=Only occasionally 6=Three days a week
 3=One day every other week 7=Four days a week
 4=One day a week 8=Five or more days a week

Var. 172 Fmt: N1 Col: 5237 Name: Q12f (FP)
 Do you expect (*Q12a*) will continue teleworking after the pilot project, and if so, how frequently?
 1=Employee will stop teleworking 4=May increase frequency of teleworking
 2=Probably telework less frequently 5=Will definitely increase teleworking
 3=Continue teleworking at same frequency 6=Other

Var. 173 Fmt: A100 Col: 5238-5337 Name: Q12g (FQ)
Other

Var. 174 Fmt: A1000 Col: 5338-6337 Name: Q13 (FR)
According to a preliminary review of the weekly telework diaries, in any given week, about 13% of the teleworkers who are scheduled to telework that week don't do so because they are "required at the office". We need to better understand the reasons for this reduction in telework. Think back over the past weeks, has this occurred in your office? If so, could you describe the situations and reasons why teleworkers are required at the office? Could something have been done differently so the employee could have teleworked according to their schedule?

Var. 175 Fmt: N1 Col: 6338 Name: Q14 (FS)
Have you looked at the Telework Toolkit found online at www.teleworktoolkit.com?
1=Yes 3=No, no plans to
2=No, but plan to 4=No, didn't know about it

Var. 176 Fmt: N1 Col: 6339 Name: Q15 (FT)
Have you looked at the section of the toolkit called "A Manual for Telework Managers"?
1=Yes 3=No, no plans to
2=No, but plan to 4=Do, didn't know about it

Var. 177 Fmt: A500 Col: 6340-6839 Name: Q16 (FU)
We'd like to hear any suggestions you have for specific tools or other material we could add to the toolkit that would be helpful for managers.

Var. 178 Fmt: A500 Col: 6840-7339 Name: Q17 (FV)
What specific training topics or training tools would help you as a manager of teleworkers?

Var. 179 Fmt: A500 Col: 7340-7839 Name: Q18 (FW)
What specific training topics or training tools would help your employees transition to telework or be better teleworkers?

Var. 180 Fmt: N1 Col: 7840 Name: Q19 (FX)
Has your overall opinion of telework changed during the course of this pilot project?
1=I'm more positive than before
2=I'm slightly more positive now
3=No change - was already positive about telework
4=No change - was already negative about telework
5=I'm slightly more negative or skeptical now
6=I'm more negative or skeptical than before

Var. 181 Fmt: A500 Col: 7841-8340 Name: Q20 (FY)
If your opinion has changed, what is the reason for the change?

Var. 182 Fmt: N1 Col: 8341 Name: Q21 (FZ)
What do you think will happen to telework in your organization after the pilot project is concluded?
1=Probably reduce or discontinue telework
2=Probably stay about the same
3=Probably expand and add more teleworkers
4=Other

Var. 183 Fmt: A200 Col: 8342-8541 Name: Q22 (GA)
Other

Var. 184 Fmt: N1 Col: 8542 Name: Q23 (GB)
Can we check back with you in the future (say in 6-12 months) to see what has happened with telework in your organization and in your department?
1=Yes 2=No

Var. 185 Fmt: A1000 Col: 8543-9542 Name: Q24 (GC)
Usually, when an organization begins offering telework, managers select employees they think will work best; those that can work independently, are reliable, have work that can be taken home, have good technical skills, etc. In other words, the "first teleworkers" may not be typical of all employees. Expanding telework to include many employees can present a number of challenges. Imagine that your organization made a major commitment to expand telework. Imagine that at least 50% of all work had to be done from home (for example, all employees working from home half of the time or half of the employees working from home all the time). What do you think would be the main challenges or obstacles to making this policy a reality?

Identification Variables Generated by StatPac:

Var. 186 Fmt: A15 Col: 9543-9557 Name: IPAddress (GD)
Respondent's IP Address

Var. 187 Fmt: A15 Col: 9558-9572 Name: RespondentID (GE)
Respondent's ID Number

Var. 188 Fmt: N8 Col: 9573-9580 Name: Today (GF)
Date of Response

Variables copied from the Manager Baseline Survey:

Var. 189 Fmt: N1 Col: 9581 Name: Sex (GG)
Are you ...
1=Male 2=Female

Var. 190 Fmt: N1 Col: 9582 Name: Years (GH)
Years in present position
1=1-5 years 2=6-10 years 3=>10 years

Var. 191 Fmt: N1 Col: 9583 Name: Currently (GI)
Currently Teleworking
1=Yes 2=No

Var. 192 Fmt: N1 Col: 9584 Name: Age (GJ)
Age
1=25 - 44 2=45 - 54 3=55 +

Var. 193 Fmt: N1 Col: 9585 Name: Education (GK)
Education Level
1=<BA Degree 2=BA Degree 3=Grad Degree
