Making Teleworking Work: Challenges and Recommendations

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How do managers and individual workers make teleworking work? With the rapid spread of COVID-19 and the increasing need for social distancing, teleworking has become the solution for companies seeking to keep their employees safe and stay effective. However, teleworking comes at a cost, it seems that social distancing elicits negative emotions and enhances loneliness. The goal of this paper is to enable managers to improve the implementation of teleworking in their organization. The key is to focus on four practicess: developing supportive routines, empowering employee skills, providing social and emotional support, and promoting perspective. As the COVID-19 pandemic has fundamentally changed the way many organizations operate, these practices will prepare mangers for the future of work.