

**MINISTERUL EDUCAȚIEI, CULTURII ȘI CERCETĂRII AL
REPUBLICII MOLDOVA**

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**Admis la susținere
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„_____” _____ 2020

The future of remote work in IT companies

Teză de master

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Chișinău 2021

Abstract

During the entire history of humankind, location dependency was the key if you wanted to get a job. Working from home was not even a possibility and proximity was the key to productivity. Today the technology has given exposure to companies of all sizes across industries. Many industries, including sales, publishing, customer service, and marketing, offer telecommuting jobs. Many office jobs and positions in technology (including computer and software programming) can also be done via telecommuting. Access to Wi-Fi can help make communications virtually seamless. Some employees telecommute full-time, while others may work remotely for part of the week and go into the office for the remainder of the week.

We are waltzing into a new era of hyper mobility. There are abundant resources available to help companies manage and grow a remote workforce. A lot of benefits to telecommuting, such as greater flexibility, saving money, and increased happiness, but there can be downsides to it, as well. There are certain risks and disadvantages that should be taken into account too.

Key-words: remote work, telecommuting, IT, management, work models

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Introduction

In the past, remote employees have had a bad reputation. Many employers believed their workforce would be too easily distracted at home, where their managers couldn't keep an eye on their direct reports. Remote work was very rare a decade ago. Working from home was usually only available as a special arrangement to accommodate families in specific cases. However, teleconferencing and telework technology have advanced to the point where some businesses thrive with completely remote teams. In fact, it's not uncommon for businesses to allow their employees to work from home once or twice a week. Remote work can also help prevent the spread of illness, helping companies avoid lost productivity and protecting public health. For example, the outbreak of COVID-19 prompted many employers to shift to a remote work model for all employees possible in a bid to limit the spread of the coronavirus. There was a time when remote work as we know it wasn't even a possibility, because the technology didn't exist. Due to advances in communication technology and internet access, teleworking has become an accepted practice in many offices globally. Today's companies have the opportunity to build the future we want to work in. This is a future with a calmer, more balanced, and more fulfilling way to work and live.

On the other hand, adopting a remote working policy can save companies money by removing the need for expensive office space while allowing workers the freedom to create their own schedules and work from wherever they please. It can be a win-win situation. The transition to managing a remote workforce might be daunting, but with the right tech and hardworking employees, it can be a seamless process. In the long run, fighting the change may do more harm than good. Many employees now expect remote work opportunities. Instead of resisting the change, organizations should improve their remote work policies and capabilities.

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