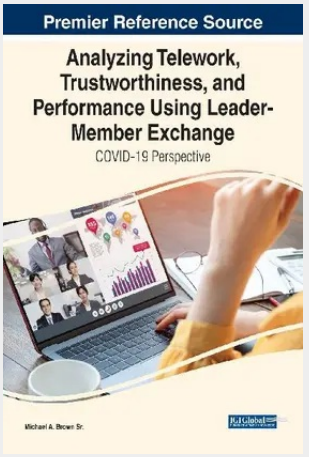
Business Science Reference

Analyzing Telework, Trustworthiness, and Performance Using Leader-Member Exchange

COVID-19 Perspective



This book focuses on rules for teleworking generated by the coronavirus pandemic (COVID-19) that exist without a national strategy. The research goes further to address implications for everyday situations, many that already existed before the pandemic. The research offers an opportunity to take a new look at teleworking in all situations regardless of the reasons that make it necessary or prudent. This book addresses telework issues and answers: trustworthiness, performance, productivity, employee risk, achievement, accountability, emotional intelligence, and radical change. It addresses the need for and the existence of a shared understanding where leaders and employees openly discuss the challenges presented by teleworking. It also asks whether there are impediments or obstacles that organizations could remove or reduce to enable employees to accomplish the same amount of work they are currently doing in the office, but in a shorter duration of time while teleworking. This work conducts a deeper evaluation of telework than is currently available in relevant literature so that we can understand how to build strengths and mitigate weaknesses in trustworthiness and performance as they are applied in organizational development. The evaluation begins with a description of the current state of teleworking. This examination identifies plans and resources that can be used to improve teleworking tomorrow. This book also collects and analyzes LMX – leader-member exchange – to ensure the lens of evaluation is focused on all parties from member to leader to CEO. It examines whether organizations have made decisions to mandate or encourage teleworking formally and informally, making the possibility of participation available to the whole organization.

While the concept of teleworking has existed for many years, the COVID-19 pandemic drastically altered the operations of businesses and industries around the world. Through these shifts, there have been many challenges of adapting employees, business operations, productivity levels, technology, and more to meet this increased demand in teleworking. Through these challenges, not only were businesses forced to adapt, but a new wave of telework and its approach have been fostered. Analyzing Telework, Trustworthiness, and Performance Using Leader-Member Exchange: COVID-19 Perspective focuses on evaluating the response to the pandemic and how to continually improve teleworking and organizations in their utilization of remote work. This book provides multifaceted perspectives focused on all parties involved in these issues, from employees to CEOs. Covering topics such as employee risk, telework resistance, and performance, this book is an essential resource for managers, CEOs, business leaders, students of higher education, professors, researchers, and academicians.

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