# 远程工作推广实施的
# 影响因素分析框架模型

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Saadatabadi F ,

2013　　　　　21　　　　　　　Kossek E E, Thompson R J,2016　　2015　12　7

2016　　2016

(Gray 1995)　　　　　　　　Niles 1973　　　　　　　　　　　　　Di
Martino V, Wirth L 1990 Gray 1995 Bailey D E & Kurland N B,2002

Day, F.C., and Burbach, M.E 2011

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Pearce J A 2009

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C., and Burbach 2011 Caillier J G 2013 Elizabeth E 2016                                    Kelly Servic

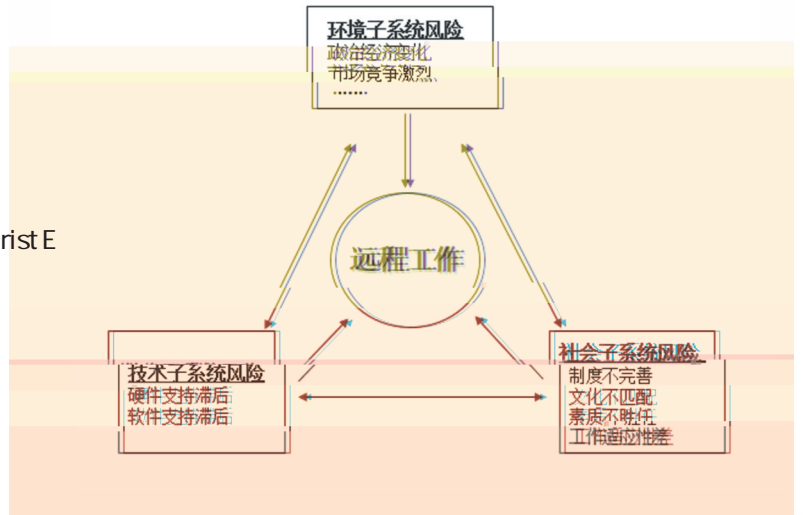es 2013                                    KGWI          [1]
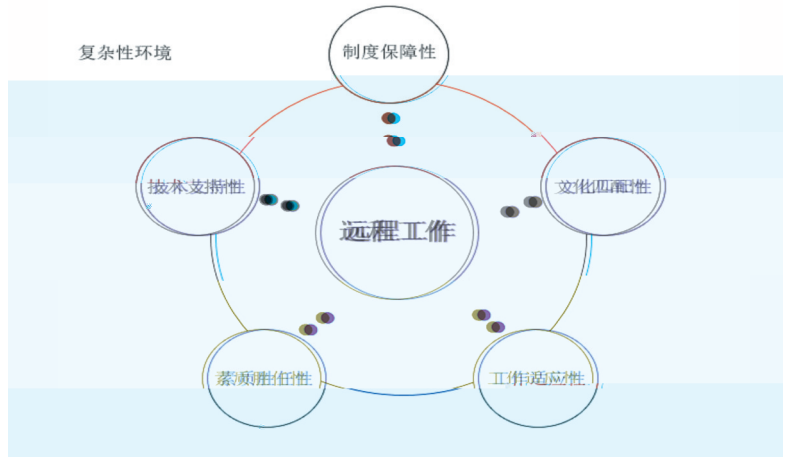
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Gajendran R S, Harrison D A, 2007 Caillier J G 2011

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Johnson L S 2016

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# Modeling the Factor Analysis for Telework Promotion

## Wang Diyang    Liu Hong

**Abstract**  With reference of socio-technical system theory, this article puts forward risk factors which may be influential in implementing telework. Since these factors are distributed in environmental, technological and social sub-systems, a five-force model is proposed with the purpose of promoting telework. What's more, at the social level, the organizational level and the individual level, countermeasures are suggested to address plights in telework.

**Keywords**  telework; socio-technical system; five-force model; multi-level countermeasures