

Prior Questionnaire for Managers

This questionnaire has been designed to provide data to evaluate the ease to e working project which has been funded by the National Framework Committee for the Development of Family Friendly Policies at the Level of the Enterprise and involves a partnership between the managers, employees and trade union representatives in eircom Ltd., a number of Government Departments, and the Eastern Health Shared Services. Your co-operation in completing the questionnaire in respect to your e-workers is greatly appreciated.

Details on the ease to e working Project.

The overall aim of the project is to design a comprehensive training pack for organisations wishing to implement a family friendly initiative in the area of e working based on the real experience of the project partners from the demonstration model. The project outcomes will be reported in the information pack and will assist organisations who wish to implement e working as a family friendly/work life balance initiative.

Manager's Questionnaire

1. Please tick appropriate box

Male

Female

2. What age category do you belong to?

Up to 25

26-40

41-50

51-60

61+

3 (a). What is your employers name?

Eircom

EHSS

Government Department

3 (b). Please state your current grade/role function

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4. Please give a brief description of the top 5 tasks entailed in your job

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5. In an average week, how many actual hours do you work (including overtime/extra attendance)?

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6. Do you usually do much of your work, outside normal hours e.g. evenings, weekends?

Yes []
No []

7. In your opinion, what impact would your team member(s) working away from the office have on the following?

	NEGATIVE IMPACT	POSITIVE IMPACT
Communications with colleagues or manager	[]	[]
Maintaining good customer relationships	[]	[]
Contact with colleagues	[]	[]
Requirements for the job	[]	[]
Home life	[]	[]
Other (please state)	[]	[]

8. What, in your view, is the main reason for taking up e-working?

To manage childcare arrangements []

To avoid commuting []

To manage care of a dependent adult []

To improve quality of life []

Other (Please Specify) _____

9. What do you anticipate as advantages of e-working on the company, on a scale of 1 (Strongly Disagree) to 5 (Strongly Agree).

	STRONGLY DISAGREE	DISAGREE	NEITHER	AGREE	STRONGLY AGREE
Timing of work is flexible	1	2	3	4	5
More opportunity to keep in touch with field of work/profession	1	2	3	4	5
Opportunity to develop career	1	2	3	4	5
More enjoyable than going out to work	1	2	3	4	5
Not having to commute	1	2	3	4	5
Able to manage childcare arrangements	1	2	3	4	5
Available to manage arrangements for elderly/ill relatives	1	2	3	4	5
Opportunity to balance work and other commitments	1	2	3	4	5
Other (Please specify)	_____				

10. What do you anticipate as disadvantages of e working on the company, on a scale of 1 (Strongly Disagree) to 5 (Strongly Agree).

	STRONGLY DISAGREE	DISAGREE	NEITHER	AGREE	STRONGLY AGREE
Difficulty with dealing with crisis situations	1	2	3	4	5
Managing at a distance	1	2	3	4	5
Long hours	1	2	3	4	5
Too little work	1	2	3	4	5
Can't get away from work	1	2	3	4	5
Makes for stressful day	1	2	3	4	5
Interruptions from visitors/neighbours	1	2	3	4	5
Family sometimes resents it	1	2	3	4	5
Sometimes interferes with family life	1	2	3	4	5
Miss interaction with work colleagues	1	2	3	4	5
Possible communication difficulties with e-worker	1	2	3	4	5
Colleagues sometime resent it	1	2	3	4	5
Possible negative impact on e-workers career development	1	2	3	4	5
Other (Please specify)	_____				

Thank you for having taken the time to read and complete the questionnaire. We would like your overall views on e-working. If you have any additional comments, you would like to make, or any issues you feel are important, but have not been covered, would you please use the space below (in 50 words or less).