

**Examining the effectiveness of managing telecommuters in Georgian Higher  
Education system**

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## **Abstract**

Education system has a significant impact on Georgian economy. Education ranks 10<sup>th</sup> in the list of registered and active entities by kind of economic activities. Therefore, it is important not to decrease the effectiveness of Georgian universities during the distance learning. Telecommuting is a relatively new working practice for Georgian labor force. Thus, it is full of challenges. Inefficient telecommuting negatively affects Georgian universities.

The purpose of the present master's thesis is to examine the effectiveness of managing telecommuters in Georgian higher education system. The main objectives are to identify the managerial tools used by the managers to control the telecommuting process, examine the effectiveness of communication between telecommuters and managers and propose effective/improved distance managing model.

At the current time, there are many researches and scientific literature explaining telecommuting and teleworking as a working practice in different aspects, but there is not precise research conducted regarding managing telecommuters in Georgian higher education system.

This study adopts pragmatism philosophy, deductive approach and mixed-method. The data was collected using a combination of an online questionnaire and semi-structured interview. Due to various reasons the project has limitations. The main limitations for our study are connected to interview and questionnaire. The reason for interview limitation was the bias of the respondents, in order to amuse their responses to better represent the university, which may lead to different results. In addition, lack of a gatekeeper, who will mediate with the desired universities can be one of the barriers for our research.

Based on that the paper intends to propose effective distance managing model to make more effective communication between administration and lecturers. This paper will be useful for the universities as a business entity. The key findings may be of help for them to develop their telecommuting model. At the same time, this paper may provide a good information for the future researches.