

aspadvisor



Welcome to the December edition of the **aspadvisor**.

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Work from Home—Telecommuting

Telecommuting is a win-win for employees and employers, resulting in higher morale and job satisfaction and lower employee stress and turnover. These were among the conclusions of psychologists who examined 20 years of research on flexible work arrangements.

The findings, based on a meta-analysis of 46 studies of telecommuting involving 12,833 employees, are reported in the *Journal of Applied Psychology*.

"Our results show that telecommuting has an overall beneficial effect because the arrangement provides employees with more control over how they do their work," said lead author Ravi S. Gajendran.

"Autonomy is a major factor in worker satisfaction and this rings true in our analysis. We found that telecommuters reported more job satisfaction, less motivation to leave the company, less stress, improved work-family balance, and higher performance ratings by supervisors."

The researchers defined telecommuting as "an alternative work arrangement in which employees perform tasks elsewhere that are normally done in a primary or central workplace, for at least some portion of their work schedule, using electronic media to interact with others inside and outside the organisation."

Gajendran and his fellow researcher David A. Harrison, PhD from Pennsylvania State University, found that telecommuting has more positive than negative effects on employees and employers. "A work-at-home option gives telecommuters more freedom in their work arrangement and removes workers from

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Casual Friday for the
Telecommuter

asp

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asp tests - RedMap

Redmap is in the business of helping you find your business records faster. By streamlining many of your current manual business processes, you become more cost effective and efficient.

Redmap's complete electronic records management and archiving solutions enable an organisation to securely store and quickly access all their business documents (regardless of their format), thus fulfilling corporate governance and compliance regulations. These records include email, paper and electronic records.

The core product is the Redmap Document Storage Device (DSD) which is a combined hardware and software solution enabling the automatic capture of scanned paper documents, emails, and electronic documents into a single repository. The DSD can be accessed remotely via the web and documents can be searched by whatever indexing criteria you require.

The Storage Device itself provides failsafe security with RAID5 technology and on-board antivirus protection. Multiple devices with storage capacity of up to 2 terabytes each can be 'daisy-chained' for extreme scalability.

CaptureMail is the facet of the RedMap system that allows all email received by your email server to be stored—even if you delete it from your mail box. All emails stored by the CaptureMail system can be easily located later by logging in to CaptureMail and searching for any word that was in the email subject, the email body or any attachments stored with the email. As a result, it is not necessary to keep all your emails in your mailbox, which has benefits for the server which manages your mail.



Christmas & New Year Office Closure

The **asp** office will be closed from 5:30pm on 21st December until 8:30am 2nd January. Support will still be available for **aspsupport** covered clients over this period on 8291 5000.

I want it - how can I get it?

If you have any queries about RedMap, or Telecommuting, please don't hesitate to contact us.

Six Word Story

He read his obituary with confusion.

- Steven Meretzky

aspadvisor

asp recommends - A Holiday!

asp recommends a safe
and happy holiday season to all.



Best wishes for the festive season from the
aspteam

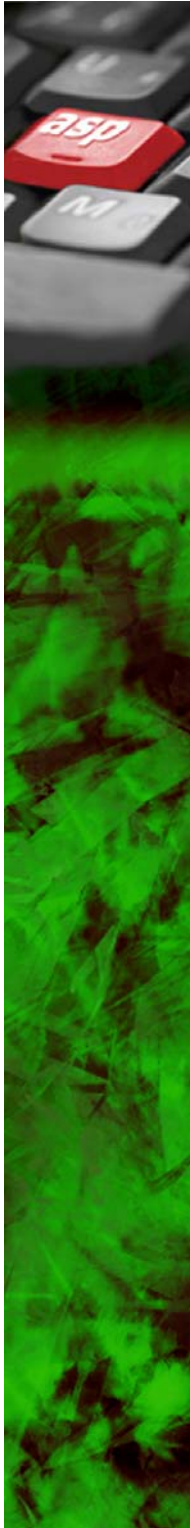
Work from Home—Telecommuting

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direct, face-to-face supervision," Gajendran said. In addition, the employees in their study reported that telecommuting was beneficial for managing the often conflicting demands of work and family.

Contrary to popular belief that face time at the office is essential for good work relationships, said Gajendran, telecommuters' relationship with their managers and coworkers did not suffer from telecommuting with one exception. Employees who worked away from their offices for three or more days a week reported worsening of their relationships with coworkers. However, managers who oversaw telecommuters reported that the telecommuters' performance was not negatively affected by working from home. And those who telecommuted reported that they did not believe their careers were likely to suffer from telecommuting.

"Telecommuting has a clear upside: small but favorable effects on perceived autonomy, work-family conflict, job satisfaction, performance, turnover intent and stress," the authors wrote. "Contrary to expectations in both academic and practitioner literatures, telecommuting has no straightforward, damaging effects on the quality of workplace relationships or perceived career prospects."



Vaguely Interesting

Science & Technology of Santa

Santa's society of elves has at least five hundred *uninterrupted* years to evolve - socially and intellectually. Their understanding of physics and engineering exceeds our own.



To deliver presents in a single night, Santa and elves would have researched a means to create more "time" - it is thought that the first breakthrough came when they learned how to *control* time, how to *control* space and how to *control* light. They would have created "*relativity clouds*." An observer inside a relativity cloud perceives time, space and light differently than an observer outside the relativity cloud, thus Santa has months to deliver presents. Santa sees the world frozen and only hears silence

A giant mesh antenna is spread out under the North Pole snow, combining EKG, mobile phone and deep space radar technology to collect, separate and filter the thoughts of children around the world.

The presents are grown on-the-spot under the tree, wrapping and all, using a nano-toymaker. This toymaker has a toy information data base that is kept on the sleigh and a remote control. The database contains toy-making instructions. The remote control initiates the toy-making.

From "The Science of Santa" by Larry Silverberg, Professor of Mechanical & Aerospace Engineering, North Carolina State University

Partner Profile



Established in 1947, Adelaide Felt Suppliers & Tile Layers Pty Ltd, also known as AFS Carpets, is a South Australian floor covering company, with a large showroom and warehouse located at 9 Frederick Road, Royal Park in South Australia.

With over 50 years experience the Company specialises in the supply and installation of quality floor coverings to the Commercial Industry such as;

Supermarkets, Hotels & Clubs, Office refurbishments, Banks,
Schools, Sporting Venues, Aged Care Facilities, Residential homes

and has established a fine reputation amongst it's clientele.

Their product range includes custom designed carpets, safety flooring, vinyl tiles, counter topping, rubber flooring, floating floors and artificial grass, as well as carpet and vinyl. AFS Carpets have an extremely experienced Sales team on hand and pride themselves on providing friendly personal attention and helpful advice on all floor coverings.

All products are installed by their highly trained and professional laying team in accordance with all Manufacturers recommendations. Please call 08-8341 0511 for further information.

asp is proud to partner **Adelaide Felt Suppliers & Tile Layers.**