

Teleworking During The (COVID-19) Pandemic and Beyond

in the Jordanian Public Universities

in the southern part of Jordan

Dina Khaled Maddalhah alqaise

E-mail : dinakhaled554@gmail.com

Phone Number: 00962797392527

Abstract:

Considering rising worry about the ongoing Covid-19 pandemic, a developing number of colleges across the world, starting from March 2020, either delayed or dropped all such grounds occasions as studios, meetings, sports (both intra-and between college), and different exercises. Colleges moved quickly to move different courses and projects from up close and personal to web based educating. The research model consists of Working time and work organization, Performance management, Digitalization, and Communication, two factors were also added to the research model Engagement, Self-confidence. The search was conducted in the Jordanian Public Universities in the southern part of Jordan, where (460) questionnaires were accepted for analysis. The Statistical SPSS (V.22) package used, and Amos (V.26). was used to identify and explain the main determinants that impact of teleworking. The results also indicated that the factors is no significant statistical impact for the Performance management and Digitalization on the self-confidence. the researcher presented a number of recommendations to decision makers that would positively affect increase teleworking During The (COVID-19) Pandemic and Beyond in Universities.

Keywords: (Teleworking, Covid-19, Online learning\ teaching, Interactivity).

العمل عن بعد أثناء جائحة (كوفيد - ١٩) وما بعده في الجامعات الحكومية الأردنية في الجزء
الجنوبي من الأردن
دينا خالد القيسي

الملخص:

في ضوء القلق الحالي المتزايد بشأن جائحة Covid-19 بدءاً من مارس ٢٠٢٠ قام العديد من الجامعات في جميع أنحاء العالم، إما بتأجيل أو إلغاء جميع أحداث الحرم الجامعي مثل ورش العمل والمؤتمرات والرياضة (داخل الجامعات وفيما بينها)، وأنشطة أخرى. تحركت الجامعات بسرعة لنقل الدورات والبرامج المختلفة من التدريس المباشر وجهاً لوجه إلى التدريس عبر الإنترنت. يهدف هذا البحث للتعرف على تأثير العمل عن بعد أثناء جائحة COVID-19 وما بعده في الجامعات الحكومية الأردنية في الجزء الجنوبي من الضوء الأردني (كوفيد ١٩)، من وجهة نظر الموظفين. يتكون نموذج البحث من وقت العمل وتنظيم العمل، وإدارة الأداء، والرقمنة، والاتصال، كما تمت إضافة عاملين إلى نموذج البحث المشاركة والثقة بالنفس. تم إجراء البحث في الجامعات الأردنية الحكومية في جنوب الأردن، حيث تم قبول (٤٦٠) استبانة للتحليل، واستخدمت الحزمة الإحصائية ((SPSS (V.22) وبرنامج المعادلات الهيكلية (V.26) لتحديد وشرح المحددات الرئيسية التي تؤثر على العمل عن بعد. اظهرت النتائج الى أن عوامل إدارة الأداء والرقمنة ليس لها تأثير كبير على الثقة بالنفس. حيث قدمت الباحثة عدد من التوصيات لمتخذي القرار والتي من شأنها أن تؤثر بشكل إيجابي على زيادة العمل عن بعد خلال وباء (كوفيد -١٩) وما بعده في الجامعات.

الكلمات المفتاحية: (العمل عن بعد، كوفيد -١٩ ، التعليم عبر الإنترنت / التدريس، التفاعل).

Chapter One

Research Background

1.1 Introduction

As of late, the world has seen progressive and fast mechanical, specialized and enlightening turns of events, and receptiveness to various societies, which makes it basic for those accountable for instructive foundations to coincide with all worldwide changes to stay up with those changes and difficulties, and considering worldwide patterns and schooling advancement approaches that have taken different structures, including e-learning and work. Remote and different techniques for improvement. The year 2020 has carried extraordinary changes to the worldwide economy and the universe of work. On the eleventh of March, the World Health Organization (WHO) described the novel Covid episode as a pandemic, and encouraged states all over the planet to view matters in a serious way and get ready for the principal wave of the general wellbeing crisis with a few exceptional measures, such as utilizing veils, physical removing, and applying works on all fours cleanliness rules connected with the respiratory framework and sterilization of surfaces, or in everyday Partial or complete conclusion techniques and remain at home.

which was the cross country lockdowns in various countries (WHO, 2020). As the lockdowns or remain at-home measures went into force, a tremendous degree of the workforce was told to stay at home and

maintain on working from a separation – if their capacities make it possible. Affiliations that were at that point familiar with teleworking, as well as affiliations that haven't investigated various roads in regards to teleworking beforehand, were sending their laborers home, making the conditions for the most expansive mass teleworking test ever, where the Jordanian government has taken various measures, including impelling the protect guideline, according to which all foundations, official divisions, and the private region held occupants back from leaving their homes. Electronic applications, especially in enlightening foundations (universities and schools).

As information and correspondence headways information communication technology's (ICTs), have advanced in their abilities, and especially with the more unmistakable openness of high speed web, teleworking (similarly implied as teleworking, telecommuting, flowed work, or versatile work blueprints (Allen et al., 2015), has filled in its usage as one more technique for work in the past an extremely drawn-out period of time. Remote working is portrayed as "a versatile work approach by which workers work in regions, remote from their central working environments or creation workplaces, the expert has no confidential contact with colleagues there, yet can talk with them using development. (Di Martino and Wirth,1990). Regardless, going before the pandemic, remote working was not a for the most part used practice (Kossek and Lautsch, 2018). But the new American Community Survey (2017)

showed that the amount of US agents who worked from home portion of the time created from 1.8 million of each 2005 to 3.9 million out of 2017, remote working around then was essentially 2.9 percent of the outright US workforce.

Without a doubt, even in Europe, something like 2% of delegates teleworked generally from home in 2015 (Eurofound, 2017). Remote working has, indeed, been a "lavishness for the decently wealthy" (Desilver, 2020), like more significant salary laborers (e.g., over 75% of delegates who work from home have a yearly getting above \$65,000) and working class workers (e.g., over 40% of remote workers are pioneers, chiefs, or specialists). Because of this current situation, before COVID-19, most workers had negligible remote working experience; nor were they or their affiliations sorted out for supporting this preparation. As of now, the remarkable episode of the COVID-19 pandemic in 2020 has required enormous number of people across the world into being remote workers, unexpectedly provoking a genuine overall preliminary of remote working (Kniffin et al., 2020). Remote working has transformed into the "new average," basically present moment.

Teleworking is just decade old. In this brief time frame it's ability for redrawing the topographical and hierarchical limits of the customary, unified undertaking has been adequately illustrated. Teleworking consolidates the utilization of the data and correspondence advancements with the idea of the adaptable working environment. The

positive outcomes of the decentralization and expanded specialist independence and versatility achieved by teleworking should be visible in more elevated levels of efficiency, further develop working-time courses of action and new business potential open doors for different classes of worker's, potentially without topographical cutoff points. The teleworking usage of information and exchanges progresses ICTs, for instance, phones, tablets, PCs, and PCs, for work that is performed outer the business' premises. Toward the day's end, working from home derives work achieved with the help of ICTs and driven outer the business' regions, expansion to different electronic applications, for example, (Microsoft Teams, Zoom Google Meet, Moodle) and a few applications that coordinate the course of correspondence among associations and colleagues (Slack, Trello, google drive, Tasked). Euro found and ILO, 2017)

Where the researcher sees that Teleworking offers the opportunity for a more versatile plan for workers and the valuable chance to work from an elective region, away from the explanation of the business. There may moreover be bets, similar to disconnection (particularly for individuals living alone), and the lack of contact with individual specialists, which it is principal to expect and prevent. Teleworking approaches could be a key piece of any business congruity plan. Because of an unforeseen event (incredible environment, mental fighting, pandemic) that holds delegates back from taking up work at their typical

work environments or workplace, the possibility teleworking licenses them to perform work offsite and to keep the affiliation utilitarian.

1.2 Problem statement

The quick spread of data and correspondence innovation frameworks has extended the worldwide utilization of the web and expanded the potential outcomes of the presence of web based associations anyway the amount of people teleworking part-time or on a full-time premise has been consistently growing all through the long haul, the pandemic has doubtlessly enhanced the gathering of teleworking modalities by directors. In a circumstance, for instance, the COVID-19 pandemic, teleworking has validated itself a huge piece of ensuring business congruity, however under commonplace circumstances its benefits consolidate diminished driving time, extended an entryway for workers to focus in on their work tasks from the interferences of the work environment, as well as a chance for better balance between fun and serious activities. (Eurostat, 2018)

The Corona pandemic forced on Jordan many difficulties like different nations of the world, and these difficulties incorporated the conclusion of schools and colleges for a while, to restrict the spread of the pandemic. furthermore, development as per the accepted procedures ensure the right of understudies to schooling, as well as proceeding to

foster the schooling system (Jordanian Prime Minister, 2020). considering that the world is as of now seeing a serious gamble of Corona emergency that might undermine training. Jordanian Universities in Jordan has turned to e-learning out of an "abundance of caution" , this is because that college campuses could be hotbeds for virus transmission. In any case, taking on e-learning frameworks have made changes in understudies execution, showing educational plans, showing strategies and the method of understudies speakers association. Likewise, a few understudies don't approach the Internet and innovation in their homes. along these lines, understudies may now and again find educating web based exhausting and tedious. These progressions are trying for (Mutah university , University of Jordan (Aqaba), Al-Balqa Applied University (Karak College) ,Al-Hussein Bin Talal University) since this framework have not been applied previously, Furthermore, the worth of e-learning is being addressed given that many courses are entirely instructed on the web.

Jordanian colleges are among the main instructive colleges by ethicalness of their logical and information nature, and perhaps of the biggest driving foundation in the field of modernization and advancement. Jordanian colleges, including (University of Jordan (Aqaba) , Al-Balqa Applied University (Karak College), Al-Hussein Bin Talal University ,Mutah University) , were quick to face the hindrances made by the pandemic the continuation of the instructive cycle in colleges. By

focusing on the quick advancement of distance schooling advances and the need of involving it in the instructive cycle considering the genuine requirement for it. The problem of this The current study attempts to identify the factors affecting the Teleworking During The COVID-19 Pandemic and Beyond in the Jordanian Public Universities in the southern part of Jordan.

1.3 Study Importance

Undoubtedly, we have entered the most astounding working arrangement of this age. The world, all things considered arrived at a startling stop in mid 2020, and governing bodies, informed by science, expected to approve revolutionary measures to save lives. The test for policymakers is the method for continuing shielding the lives and prosperity of people without hurting the economy at the same time.

The activities that ensure physical isolating — the finish of schools, laying out flights, finishing enormous social events and closing workplaces — are just the beginning of the fight against the contamination and serve similarly as an instrument to tone down its spread. Facilitating the limitations shouldn't jeopardize lives, or chance another influx of diseases, which some foresee may be surprisingly more terrible than the main wave that all around extended medical services limit past its cutoff points and put bleeding edge laborers under impressive gamble and strain, Before the pandemic, simply an insignificant piece of the workforce was working from home intermittently.

Inside the European Union (EU), the recurrence of standard or coincidental teleworking (privately settled working from home and adaptable working from home joined) contrasted from 30% or more in Denmark, the Netherlands and Sweden to 10 percent or less in the Czech Republic, Greece, Italy, and Poland. Dependent upon the assessments, up to 20 percent of the United States workforce were reliably or sometimes working from home or another elective region, 16% in Japan, and basically 1.6 percent in Argentina (Eurofound and ILO, 2017).

This study may reveal the challenges that students and faculty members may face in teleworking by collecting their opinions to provide data that serves decision makers to search in the future for alternative solutions to overcome these challenges.

1.4 Research objectives

The main objective of the current study is to explore the impact of Teleworking During The COVID-19 Pandemic and Beyond in the Jordanian Public Universities in the southern part of Jordan .

This will be achieved by the following objectives:

1. Getting to know the truth of Teleworking considering the Corona pandemic at (University of Jordan (Aqaba) , Al-Balqa Applied University (Karak College), Al-Hussein Bin Talal University ,Mutah University) from the point of view of the University employees.

2. Exploring the effect of the nature of teleworking on specialists with this new approach in Jordan in light of (Covid 19) during the Corona pandemic.
3. Exploring the impact of the quality of teleworking on the interaction of workers with this new approach in Jordan in light of (Covid 19) during the Corona pandemic.

Research question

Based on the above discussion, this study sought to answer the following questions:

- 1- What are the factors that affect teleworking at (University of Jordan (Aqaba) , Al-Balqa Applied University (Karak College), Al-Hussein Bin Talal University , Mutah University) ,specifically from the point of view of teachers?
- 2- What is the impact of teleworking on employee from the point of view of teachers at (**University of Jordan (Aqaba) , Al-Balqa Applied University (Karak College), Al-Hussein Bin Talal University , Tafila Technical University, Mutah University**)?

1.6 Research Hypotheses

Based on the research model, shown in figure (1) , the research proposes the following hypotheses(H) to answer the research questions and then achieving it's aim and objectives :

H1: There is significant statistical impact for the quality of Teleworking the on staff. The following sub-hypotheses are derived from H1:

- **H_{1.1}**: There is significant statistical impact for the Working time and work organization on the Engagement.
- **H_{1.2}**: There is significant statistical impact for the- Performance management on the Engagement.
- **H_{1.3}**: There is a significant statistical impact for Digitalization on the Engagement.
- **H_{1.4}**: There is significant statistical impact for the Communication on the Engagement.
- **H_{1.5}**: There is significant statistical impact for the Working time and work organization on the self-confidence.
- **H_{1.6}**: There is significant statistical impact for the Performance management on the self-confidence
- **H_{1.7}**: There is significant statistical impact for Digitalization on the self-confidence.
- **H_{1.8}**: There is significant statistical impact for Communication on the self-confidence

Chapter Two

Theoretical Background and Literature Review

2.1. Introduction

This chapter provides the theoretical basis on which our research is based. It addresses the following question: What are the factors that affect remote work at (University of Jordan (Aqaba) , Al-Balqa Applied University (Karak College), Al-Hussein Bin Talal University ,Mutah

University) specifically from the point of view of teachers employee? In this context, several concepts have emerged in the literature related to this question. The results of the review lead to the development of a study model that includes (Working time and work organization , Performance management , Digitalization , Communication , Engagement , self-confidence).

2.1. Teleworking

The extraordinary circumstance achieved by the Corvid pandemic has led to various improves on in living and working propensities. The Spanish Government gave a declaration on the 14 March 2020, embracing insurance estimates, for example, restricting the free development of individuals, business exercises not connected with fundamental necessities, the discontinuance of face-toface instructing and social, sporting, and brandishing exercises. The laborers at the colleges have needed to adjust to the new circumstance of restriction with both the regulatory staff (AS), and the educators and exploration staff (TRS), who started a time of teleworking, because of the inconceivability of keeping up with close friendly contacts, vital up to that point to do their work. Telecommuting can be characterized as work accomplished with the assistance of Information and Communications Technology (cells, tablets, PCs, and PCs) and led external the business' area. (Direção Geral de Saúde, (2020)

Teleworking is an expansive term which incorporates numerous approaches to working and is in this manner hard to describe (Sullivan, 2003) A definition that can be used is that it suggests the action of working from a region past individual's normal workspace and that it incorporates the usage of media transmission or Information and Communications Technology for instance ICTs (Bailey and Kurland, 2002; Sullivan, 2003).

2.1.1 Preparations

Most states played find a good pace to the wonderful spread of COVID-19, so establishments had close to no way to anticipate a remote-training framework. Where potential, arrangements might have included: Guaranteeing that understudies brought back home the books, and so on, required for learn at home.

Taking care of potential issues; e.g., concluding experimental outcomes and reports. In the northern half of the globe, numerous teachers were currently anticipating grades of year-end tests for convenience with students' applications to tertiary tutoring. Dependent upon whether they made them beforehand or after the legitimate suspension of these tests, teachers' assumptions could have been interesting, making apprehension for both themselves and their students.

2.1.2. Different students, different needs

The COVID-19 pandemic has disturbed students' lives in various ways, depending not simply on their level and course of focus yet moreover on the point they have shown up at in their undertakings. The people who arrive at the finish of one phase of their schooling and continue on to another, for example, the individuals who move from the primary year of a four-year college education to the subsequent year, etc., or from advanced training to work, face interesting hardships. They cannot complete their undergrad instructive program and examination in the normal way, and they, by and large, will be disconnected from their social event essentially for now. Students who move to high level training not long from now are likely not going to recognize offers for end-of-year tests.

Without a doubt, even those part-way through their tasks will be fretful until they have clear indications of how their courses and assessment plans will be restored after the crisis. Various in the COVID-19 friend of students will worry about encountering long stretch blocks, diverged from individuals who considered "commonly", when they move to another level of study or enter the work market. Clarifications from tertiary associations that they will apply affirmation models "sympathetically" may not really for each situation console. (Belzunegui-Eraso, A. and Erro-Garcés, A. (2020).

2.1.3. Reassurance to students and parents

These are restless times for understudies and guardians. Vulnerability about when life will get back to typical intensifies tension. Indeed, even as colleges are rolling out the expected improvements to showing in various ways, everybody ought to focus on consoling understudies and guardians – through assigned correspondence. Various teachers and guides ought to give this assertion without clear information from evaluation bodies and associations about game-plans for superseding dropped tests and changing affirmation frameworks. The college ought to educate understudies and guardians regarding regular correspondence on these issues. Educators and school advisors might be preferable over guardians at mitigating understudies' apprehensions in hindered circumstances. Quite a while back, different locales made "open" colleges to level an open entryway by loosening up permission to tertiary guidance through distance learning. Tragically, the continuous fundamental of continuing to guide by rushed advances to remote learning could make the opposite difference. Associations and educational systems ought to advance uncommon endeavors to help those students whose watchmen are unsupportive and whose home circumstances are not useful for audit. (Agarwal, et al.2020).

2.1.4. Simple approaches to remote teaching: Use asynchronous learning

The main change, for those used to appearing in homerooms consistently, is to take advantage of no concurrent learning. For most

pieces of learning and teaching, the individuals don't have to simultaneously convey. No concurrent working gives teacher's flexibility in arranging learning materials and enables students to rearrange the solicitations of home and study. Odd learning works best in cutting edge plans. Educators don't need to convey material at a legitimate time: it might be posted online for on-demand access and students can attract with it using wikis, destinations, and email to suit their schedules. Instructors can mind student support irregularly and make online game plans for students with explicit necessities or questions. Making a unique high level homeroom gives educators and understudies more space to move around.

Also, video illustrations are typically more successful — as well as simpler to plan — in the event that they are short (5–10 minutes). Associations offering huge enrolment online courses, like Future Learn, have streamlined ways to deal with remote discovering that balance openness and viability. Anybody requested to educate remotely can sign in to a Future Learn course in their branch of knowledge to notice the utilization of brief recordings. Educators could likewise wish to hail pertinent internet based courses to their understudies. (Agarwal, et al.2020).

2.1.5. Curricula

What curriculum should teachers use for remote learning during the COVID-19 crisis?

The reaction will fluctuate by ward. Some have prescriptive public educational plans, though others give wide caution to educators to pick program content. General guidance is for educators to remember two targets. While it means quite a bit to keep on situating understudies' figuring out how to the homeroom instructive arrangement and the assessments/evaluations for which they were preparing, it is in like manner principal to maintain up with students' benefit in progressing by giving them varied undertakings — not least, perhaps, by work that sets the present COVID-19 crisis in a greater overall and unquestionable setting. (Agarwal, et al.2020).

2.1.6. Assessment

End-of-year evaluations in the northern side of the equator have been dropped or suspended by many taking a gander at bodies (e.g., the International Baccalaureate Organization), with a bang on impact in the southern portion of the globe. This has left extraordinary many students, even individuals who don't appreciate appraisals, feeling deserted. At the present time (April 2020), as COVID-19 really fumes in numerous locales of the planet, these bodies can't say when they will proceed with run of the mill exercises and how, if using any and all means, they will give results to the ongoing year's accomplice, in distance progressing habitually start the course clearly improvement by

arranging the student assessments that will be significant for it. This is a way to deal with making sense of learning targets and content that teachers rolling out a surprising improvement to far off action should think about embracing. It will help them with concluding the bits of the standard instructive program on which they will focus as well as their focuses in including various subjects.

2.1.7. After COVID-19

Until nations can decide when the compromise between monetary action and general wellbeing will empower them to ease limitations on typical life, tension about the degree and span of the unique COVID-19 plans in every ward will proceed. Besides, the re-visitation of ordinariness won't be a straightforward one-time change to life as it used to be. Purviews will survey gambles distinctively and all will go to preparatory lengths against second and third surges of COVID-19 eruptions, Colleges, instructors, and students will continue to look for versatile approaches to fixing the damage made by COVID-19's obstructions learning headings. In this exceptional circumstance, the and open schools (e.g., The UK Open University; Athabasca University, Canada) — a huge part of which have continued to manage the COVID-19 pandemic — can some of the time give the range of courses and adaptability of general setting of figuring out how to assist understudies with refocusing. In spite of the fact that Universities that regularly train up close and personal in homerooms or on grounds will likely return to that

technique for direction with some assistance, the exceptional plans they set up during the COVID-19 crisis will leave a getting through follow. The improvement of online learning in tertiary preparation will furthermore accelerate, and Universities will figure out themselves even more effectively to seek after the pieces of development based finding that they have considered commonly significant. All Universities will get benefit from the systems that they have set up to proceed their instructive and preparing missions in a period of emergency. (Marinho PM, at el. 2019).

2.2. Corona Virus

Corona virus is an irresistible sickness brought about by a newfound Covid. Beforehand, this sickness was insinuated as '2019 novel Covid's or '2019 ncov'. We understand that the sickness is achieved by the SARS-CoV-2 disease, which spreads between people in more than one manner. Current verification recommends that the disease spreads fundamentally between people who are in close contact with each other, for example at a conversational distance. The disease can spread from a defiled person's mouth or nose in minimal liquid particles when they hack, wheeze, talk, sing or unwind. Another person can then arrangement the contamination when overwhelming particles that pass through the air are taken in at short come to (this is commonly called short-range splash or short-range airborne transmission) then again

expecting powerful particles come into direct contact with the eyes, nose, or mouth (globule transmission).

2.3. Online learning/teaching

Web learning is used to suggest online arrangement, e-learning, spread learning, Internet-based learning, electronic direction, advanced learning, virtual learning, or net-based learning (Urdu and Weggen, 2000). Web learning is a subset of distance preparing and embraces a wide plan of development applications and developing encounters including, PC based learning, internet learning, virtual homerooms, and modernized joint endeavors (Urdu and Weggen, 2000). Besides, it shows up as complete courses with permission to content for "just under the wire" learning, access (Hall, 2000). This definition encompasses movement clearly cheerful through each and every electronic medium, including the Internet, intranets, extranets, satellite transmissions, sound/video tapes, natural TVs, and CD-ROMs.

A few researchers recommend that cooperation in a web-based environment propels student centered learning, empowers greater student support, and makes more start to finish and considered discussions than a standard homeroom setting does (e.g., Karayan and Crowe, 1997; D. Smith and Hardaker, 2000). Participation in an electronic environment is less terrifying among individuals and moreover has less time pressure on students than does correspondence in a very close setting (Warschauer, 1997). Online discussions in like manner can

encourage more reluctant students to partake decidedly (Citera, 1988). Regardless, the potential gain of online coordinated effort may not be perceived if close by relationship among the understudies is absent. Haythornthwaite and accomplices (2000) found that students who forgot to make online relationship with various understudies in their social occasion uncovered feeling isolated and more engaged.

2.4. Interactivity

is characterized as the cooperation among companions and educators or the media and apparatuses, inside the study hall , or through the Internet , or blended learning conditions . (Collins, Halversont.2010) . Understudy instructor association is viewed as a significant viewpoint in light of multiple factors. Educators who had a positive communication with their understudies detailed that their understudies were more included and mindful in examinations and would do well to participation in the homeroom. Educator understudy collaboration has brought about a positive homeroom climate that influences the learning and development of understudies emphatically. Understudy educator collaboration is much of the time thought about a key to scholastic achievement. At the point when the understudies keep an association with an employee they are bound to feel happy with the scholastic cycle and get enlivened to accomplish something incredible. The understudies who are more mindful, they feel

roused towards studies, are effectively participated in the educational experience, and profoundly excited to learn new things.

2.2 Theoretical Background

2.2.1. Working time and work organization

Assessment into teleworking has on and on shown that delegates working from home will for the most part work longer hours than when they are working at the premises of the business, somewhat considering the way that a chance to head to the work space is displaced by work works out, and besides due to changes in work plans and the darkening of the cutoff points between paid work and individual life. Teleworking, when in doubt, can provoke longer working hours and besides to working truly during the evenings and the closures of the week (Eurofound and ILO, 2017). Unequivocal assessment exploring the working extended lengths of agents working from home as a result of the COVID-19 pandemic has furthermore shown that home experts are setting in extra hours, as 38% of respondents said they will undoubtedly work longer hours (McCulley, 2020). One out of four workers (27 percent) who work from home due to the pandemic express that they work in their additional energy to fulfill the requirements of work (Eurofound, 2020). Furthermore, laborers are focusing on one-in one social events or gathering enlistments, according to one continuous audit (Reisenwitz, 2020) in view of the genuine separation of gatherings. These various upgrades are reflected in a collection of versatile working time

approaches that change from the customary full-time, "day in and day out" model, for instance, flexi-time, occasional work, hours averaging, and working time accounts

A portion of the significant difficulties in this space stay those which have been significant : extreme long stretches of work and the need to shield agent prosperity and security by giving agreeable seasons of rest and recuperation, including step by step rest and paid yearly leave — which are loved in worldwide work norms. Those delegates that have children or various dependants at home need to cut out additional open door in their day to complete work, either by starting their work speedily in the initial segment of the day, or by working until later around evening time, as well as isolating the regular work day into additional unassuming parts, dispersed with breaks for childcare, family tasks, self-educating, etc.

2.2.2 performance management (PM)

Concentrates on show that the most effective way to oversee telecommuters is through a cycle called administration by results, in which the chief, worker, and personnel settle on a typical efficiency estimation system (Sorensen, 2016). This might incorporate defining objectives, assignments and achievements, and observing and talking about progress without excessively awkward revealing, permitting representatives the adaptability and independence to facilitate their work without the boss having to persistently mind progress, To be suitable, teleworking ought to

be established on trade and cooperation among the board and workers (ILO, 2020).

This ends up being considerably more critical when teleworking is mandatory and occurs on a full-time premise.

There are two principal associations among teleworking and PM, however very few creators appear to be making a reasonable qualification between them. First and foremost, and most clearly, there are various examinations that show commitments of teleworking to further developed hierarchical execution advantages of telecommuting execution, Kowalski and Swanson consider the use of a 'results-based execution the executive's framework' a basic part of a culture in view of trust, which thus is fundamental for a solid teleworking game plan. This is a charming perspective on PM for teleworking, interfacing it to 'gentler' benefits of PM, on top of PM's more clear relationship with execution improvement and control. (Kowalski & Swanson , 2005)

The researcher found that Execution the board gives off an impression of being an especially fascinating methodology for overseeing telecommuters, as it isn't in that frame of mind with direct management, and depends unequivocally on the utilization of result targets (in light of KPIs and Business Goals). Wanted and Will tracked down a reasonable split in directors' assessment of execution the board for telecommuters, with some considering it to be straightforward, while others believe it to be an inconvenient issue. These makers think this reflects both the general

elevated degree of really free remote workers (who will should boss their own show), as well as the way that teleworking affiliations will undoubtedly execute express execution the leader's techniques to help the chiefs.

2.2.3. Digitalization

Is portrayed as a socio-specific, creating cooperation that occurs at the individual, progressive, social, and overall levels (Legner et al, 2017) and across all areas. It implies the usage of gadgets changing over straightforward information into cutting edge information. Digitalization integrates a bewildering group of developments, some of which are right now at their starting periods of progress and use. Concerning work and the workplace, digitalization in its continuous construction suggests the extended presence and use of circulated figuring and booking gadgets, as well as online applications across different stages to work with remote access and helpful work.

Digitalization is a principal problematic power set off by Fourth Industrial Revolution and Internet of Things, which has changed the way we approach and mull over business processes and activities. In this unavoidably modernized age, associations between organizations (i.e. associations, administrative workplaces, and others) and customers are being reshaped and new game plans are being imagined. Today, colleges across ventures need deftness, speed, adaptability, and the ability to go rapidly to seek after new business open entryways and keep up with a quick changing worldwide business climate. Digitalization emphasizes the

significance of setting cutting edge innovation at the heart of all cycles, items, and administrations. In any case, much of the guaranteed worth of digitalization for business and society has not yet been completely understood. The scholarly world will assume a crucial part in developing the required information and abilities at the individual, organization, and social levels. LTU can add to advanced change by upgrading teaching and research so understudies and specialists learn, understand, and apply digitalization for business improvement, innovation management, and social worth creation.

2.2.4. Communication

Correspondence assumes a significant part inside associations, can be compared to blood in human veins and conveys food to all pieces of the body. Correspondence for associations assumes a significant part in keeping up with the endlessly stream of work inside associations. The effectiveness of work is high at whatever point there are great correspondence frameworks, and the productivity of administrators is high in interchanges (Maher, 2005). Great correspondence is two-way correspondence since it offers workers chances for articulation, learning and advancement (Al-Moghrabi, 1995). Correspondence is a social method through which people can see one another, make dynamic (collective vibes, and collaborate constantly between the individual and the local area (Hamoud, 2002).

The universities in the vast majority of the nations have deferred examinations during the COVID-19 pandemic and the learning is continued with online using the development contraptions. During the COVID-19 pandemic, ICT is considered as a key device for educational staff to split the data and keep in touch between accomplices. Jordan has furthermore been influenced by this pandemic and altogether impacted from COVID-19 spreading. All of the schools deferred the discussions during the educational year 2019-2020 and moved to web learning. Be that as it may, this technique included a few issues like the unfortunate IT foundation and the low innovation familiarity with clients. Jordan, a non-industrial nation, is as yet experiencing unfortunate IT framework, even behind the majority of the emerging nations. Avgerou characterized the emerging nations as low-to mid-pay nations with low expectations for everyday comforts and restricted specialized and innovation framework.

2.2.5. Engagement staff

Throughout the last years, the idea of staff commitment has acquired unmistakable quality in administration research, mostly because of its basic job in propelling positive individual and progressive outcomes (Bailey, 2016; Harter et al., 2002; May et al., 2004; Saks and Grumman, 2014). However generally considered, the importance of staff commitment is frequently bantered among scholastics and experts. Among scholastics, one of the most generally utilized meanings of staff

commitment is "a positive, satisfying, business related perspective that is described by life, devotion and retention" (Schaufeli et al., 2002, p. 74). From this, staff commitment is seen not just as people's positive demeanor towards the gig, yet additionally their degrees of energy, excitement, and ability to perform far in excess of their manager's assumptions. Schaufeli and Bakker (2010) further contended more to worker commitment than just is being dedicated and happy with one's work. A drew in laborer is somebody who thinks often about working on the general nature of his/her work, and in this manner anxious to execute relegated undertakings in manners that have an effect on hierarchical achievement. All in all, when staff commitment levels are high, there is a likely expansion in work devotion, work contribution, and more noteworthy distinguishing proof with hierarchical qualities (Harter et al., 2002; May et al., 2004; Saks and Grumman, 2014).

Engagement staff is said to improve when there are adequate proportions of social (e.g., associate help, joint route, and connection) and individual resources (self-reasonability, and completely pure intentions) to energize positive work-and nonwork-related experiences (Xanthopoulou et al., 2007). Without a hint of these resources, regardless, staff responsibility levels are presumably going to disintegrate (Kahn, 1992; Schaufeli et al., 2002).

2.2.6. Staff self-confidence

Staff self-confidence infers an individual's maintained capacity to handle circumstances successfully all alone without resting on others and to have productive self-assessment; fearlessness is a hopeful gander at one's own self. Bandura's social learning hypothesis places inspiration, support, and previous experience as key parts to advance certainty. A space examination of the term shows that in universities', overall purposes allude to self-assurance concerning a fundamental piece of the range of abilities for successful administration. The instructive field involves self-assurance in the domain of scholastic achievement or disappointment. Mental writing utilizes mental quality understanding and male-versus female Confidence in itself creates from youth. Collection of between and intrapersonal encounters characterizes the self-assurance idea; it gets from a few elements originating from individual experience. Consequently, achievement increments self-assurance, while disappointment makes the contrary difference.



Chapter Three

Research Methodology and Design

3.1. Introduction

A description of the nature and the methodology adopted in the current research is presented in this chapter. In addition, a detailed discussion and explanation of the various elements of the research design are also introduced in this chapter. The research design elements include the research strategy used in this research, proposed theoretical model, population and sampling and selection techniques, and finally data collection procedures (the tool) and analysis.

3.2. The research design

relates to the method of carrying out the whole research project. The term "study design" refers to the "process of the research methodology will be applied"(Hair, 2010). The research methodology must be consistent with the research objectives and the data required for the purposes of the analysis. Several models, including experimental or descriptive methods that can be used in achieving the research objectives. Given that the current research aims to identify the factors affecting Teleworking During The COVID-19 Pandemic and Beyond in the Jordanian Public Universities in the southern part of Jordan, the descriptive/quantitative approach is compatible with this study. In addition, quantitative research turns data into numbers and uses mathematical and statistical methods to analyze these

numbers. In order to obtain scientific answers to the research question, data is collected using a (questionnaires).

3.3 Research Methodology

This research utilized the clear, insightful, measurable methodology through poll as a device to gather information. The quantitative method helps in offering real data in the empirical investigation of factors influencing Teleworking During The COVID-19 Pandemic and Beyond. In this research, a survey was conducted to determine the factors affecting from the viewpoint of the employees in the Jordanian Public Universities in the southern part of Jordan. The survey has been built – in view of a comprehensive survey of the most recent writing connected with the research topic.

3.4. Population design and sampling

A survey questionnaire method was adopted to collect experimental and actual data for this study. The study population is all employees of the Jordanian Public Universities in the southern part of Jordan, and their number is (460) employees (Moayad Abu Sobeih, 2021). The selected study sample (460) employees were selected using the sample calculator available on (sample size calculator <https://www.surveysystem.com/sscalc.htm>) via multi-stage sampling 28 technology. The researcher distributed the questionnaire to the employees to accomplish the goals of the exploration. The data collection process took one month. The first stage was a straightforward irregular

testing strategy for choosing universities branches in which the surveys would be dispersed. The subsequent stage took on the fitting inspecting strategy with representatives from the chosen universities. Surveys were dispersed utilizing self-administration method and online innovation. The total number of questionnaires collected was (460). Finally, 460 questionnaires were analyzed, with 34.1% males and 65.9% females.

Table (3.3)
Sample description

		Frequency	Percent	
Gender	Male	157	34.1	
	Female	303	65.9	
	Total	460	100.0	
University Attended	Mutah University	367	79.8	
	Al-Hussein Bin Talal University	33	7.2	
	Al-Balqa Applied University (Karak College)	28	6.1	
	The University of Jordan (Aqaba Branch)	32	7.0	
	Total	460	100.0	
	Qualification	Bachelors	155	33.7
		Masters'	254	55.2
PhD		51	11.1	
Total		460	100.0	
College	Science	296	64.3	
	Humanities	164	35.7	
	Total	460	100.0	
Experience b	Science	296	64.3	

Efore CORONA	Humanities	164	35.7
	Total	460	100.0

3.5 Data sources

Data were collected from two main sources as follows:

- 1- Secondary sources: Through an extensive review of previous literature and recent studies related to the research topic.
- 2- Primary sources: Which were collected by the data collection tool, which was specially designed an online questionnaire validated by (6) academics and experts in the field search.

3.6 Method of data collection

A questionnaire was distributed over one-month period. The exploration study comprises of Two sections:

- A. Demographic data (gender, educational qualification, The university he attends, The college he works at).
- B. The model variables including (Working time and work organization, Performance management, Digitalization, Communication, Engagement, Self-confidence) The questionnaire used a 5-point Likert scale going from concur (1) to firmly dissent (5) to quantify the example view of exploration factors.

3.7 Instrument Validity and Reliability:

Validity refers to the capacity of an instrument to quantify the reason for which it is planned. To decide the legitimacy of the poll things, the following

steps were taken: A committee of experts review the development of the questionnaire, which was then reviewed. The experts received the questionnaire in its original form. They made several proposals to exclude, change, or reformulate those items. Any aspects have been modified as a result of the committee's findings.

Reliability alludes to the capacity of the exploration instrument to give similar outcomes on the off chance that applied commonly with a negligible mistake not surpassing (5%). In this exploration, the unwavering quality of the instrument was tried utilizing the dependability coefficient of Cronbach's alpha, which incorporates (460) respondents addressing the example of the objective populace. Table (3) shows Cronbach's alpha coefficients.

Table (3.4)

Reliability Cronbach's alpha coefficients values

Variable	Description	Cronbach's alpha
Teleworking	Working time and work organization	0.71
	Performance management	0.74
	Digitalization	0.79
	Communication	0.81
	Teleworking	0.91
Engagement staff	Engagement	0.71
	Self Confidence	0.75
	Engagement staff	0.83

The values of Cronbach's α for all research variable ranged from 0.71 to 0.91, which confirms an acceptable level of reliability according to (Sekaran & Bougie, 2016).

Scale= (Upper unit – Lower unit)/ no . of categories(1)

Therefore, Scale unit= (5-1)/3=1.33.

3.7. 1 Statistical Processing:

The following statistical methods were used:

- Descriptive statistics to find the mean, frequencies, standard deviation and to measure the perceptions of the sample members about the research. SPSS (V.22) package used.
- Structured Equation Model (SEM) and Factor analysis to investigate the construct validity of the model for the purposes of hypotheses testing. Amos (V.26) used.

Chapter Four

Data Analysis and Discussion of the Findings and Recommendation

This chapter shows the statistical analysis to answer the review questions. The part makes sense of the aftereffects of data analysis and hypothesis testing where SPSS was used for data analysis.

4.1 Discussing the main question of the research:

The principal question in this study is What are the factors that affect teleworking at (University of Jordan (Aqaba) , Al-Balqa Applied University (Karak College), Al-Hussein Bin Talal University ,Mutah University) ,specifically from the point of view of teachers? In order to answer the study question, the employees' responses were collected

using a survey method (questionnaire), and then it have been analyzed using the statistical package SPSS version 23.

Critical Level

This study is based on measuring the factors affecting the Teleworking During The COVID-19 from the viewpoint of the employees of the Universities in the southern part of Jordan. Accordingly, an evaluation form and transparent alternatives had to be created and designed in a way that provided simple and easy evaluation coding for users. The questionnaire uses the 5-point Likert scale ranging from very high (5), High (4), medium (3), Low (2) and Very low (1), to measure the sample perceptions on the study variables. Table (3.3) shows the distribution of three categories (High, Medium, Low) according to the scale used in the research instrument for the five-dimensional Likert scale based on equation 1.

Table (4:1)

Distribution categories

Description	Term
1...-2.33	Low
2.34- 3.67	Moderate
3.68 - 5	High

4.2 Testing the Study Hypotheses:

The linear correlation test was used in order to ensure that there is no high correlation between the independent variables, by relying on the

Variation Inflation Factor (VIF) test, and the Tolerance test for each of the independent variables, where the independent variables of the model must be independent among themselves. , and to verify that purpose, we use this test, which is one of the ways to get rid of the problem of linear multiplicity, knowing that the coefficient of variance inflation must not exceed the value (10), and the value of the permissible variance test must be greater than (0.05), and by calculating the previous coefficients for each Independent variables, the obtained results are listed in the following table:

Table (4:2)
VIF and Tolerance Statistics

	Tolerance	VIF
Working time and work organization	.354	2.828
Performance management	.391	2.558
Digitalization	.440	2.274
Communication	.447	2.237

The table (4:2) shows that the values of the variance inflation test for all variables are less than (10), while the value of the permissible test of variance for all variables is greater than (0.05), and therefore it can be said that there is no problem of high correlation between the variables, and this indicates that there is no problem of high correlation between the variables.

There is a statistically significant correlation between the independent variables mentioned in the (correlation) table, and this enhances the possibility of using them in the model, based on (Gujarati, 2004, 352).

To confirm the previous result, Pearson's correlation coefficients were used between the dimensions of the independent variable, to ensure that there was no linear multiple correlation between the sub-variables in the independent variable, and the results were as shown in the table (4:3)

Table number (4:3)

Pearson's correlation matrix for the sub-variables in the independent variable

	Working time and work organization	Performance management	Digitalization	Communication
Working time and work organization	1			
Performance management	.757	1		
Digitalization	.651	.620	1	
Communication	.649	.609	.689	1

Correlation is significant at the 0.01 level (2-tailed).

The table (4:3) shows that the highest correlation between the sub-variables of the independent variable is (0.757) between the two variables (working time and work organization) and (performance management), while the values of the correlation coefficient between other independent variables were less than that, and this indicates The absence of the phenomenon of high multiple linear correlation between the sub-variables

of the independent variable, if all came less than (0.80), and therefore the sample is free from the problem of high multiple linear correlation (Gujarati, 2004, 352)

H1: There is significant statistical impact for the quality of Teleworking on staff'.

To verify the validity of the first hypothesis, a multiple linear regression analysis of the impact for the quality of Teleworking the on staff was computed, results are as follows:

Table (4:4)

Multiple linear regression analysis of the of the impact for the quality of Teleworking on staff'

Dependent Variable	Model summary		ANOVA		Coefficient					
	R	R Square	F	Sig.	Unstandardized Coefficients	Std. Error	Beta	t	Sig.	
Engagement staff	.824	.679	240.475	.000	(Constant)	.359	.112		3.223	.001
					Working time and work organization	.180	.047	.170	3.810	.000
					Performance management	.131	.045	.125	2.935	.004
					Digitalization	.110	.037	.120	2.991	.003

Communication	.465	.036	.515	12.97 3	.000
---------------	------	------	------	------------	------

The results indicate that there is a statistically significant impact for the quality of Teleworking on staff, where the correlation coefficient ($R = 0.824$), which indicates there is a statistically significant correlation between independent variables (Working time and work organization, Performance management, Digitalization, Communication) and the dependent variable (Engagement staff). The coefficient ($R^2 = 0.679$), which indicates that the quality of Teleworking explained 67.9% of the variance in (Engagement staff), while the rest of the variance is due to other variables that were not included in the model. F value (148.995) with a confidence level of (sig = 0.000), this confirms the significance of the regression at ($\alpha = 0.05$).

H_{1.1} : There is significant statistical impact for the Working time and work organization on the Engagement.

H_{1.2}: There is significant statistical impact for the Performance management on the Engagement.

H_{1.3}: There is a significant statistical impact for Digitalization on the Engagement.

H_{1.4}: There is significant statistical impact for the Communication on the Engagement.

H_{1.5}: There is significant statistical impact for the Working time and work organization on the self-confidence.

H_{1.6}: There is significant statistical impact for the Performance management on the self-confidence

H_{1.7}: There is significant statistical impact for Digitalization on the self-confidence.

H_{1.8}: There is significant statistical impact for Communication on the self-confidence.

Structural Model Testing

The overall model fit was adequate, as can be seen from Table 8. The test of overall model fit resulted in a χ^2 value of 21.418 with a degree of freedom of 9 and a probability value of less than 0.001. The significant p-value indicated that the absolute fit of the model was less than desirable. However, although the χ^2 test of absolute model fit is sensitive to sample size and non-normality, a better measure of fit is chi-square (χ^2) over degrees of freedom. This ratio for the proposed model in this study was 2.38, which was within the suggested 1–3 bracket (Chin & Todd, 1995; Gefen, 2000).

Table (4:5)

Model Fit Summary for the Research

Model Fit Statistics	Recommended Value	Model Value
Chi-Square (χ^2) / Degree of Freedom (DF)	≤ 3.000	21.418/9=2.38
Probability Value (p)	> 0.05	0.000
Goodness of Fit Index (GFI)	≥ 0.900	0.985
Adjusted Goodness-of-Fit Index (AGFI)	≥ 0.800	0.912
Comparative Fit Index (CFI)	≥ 0.900	0.989
Tucker-Lewis Index (TLI)	≥ 0.950	0.962
Root Mean Square Error Approximation (RMSEA)	≤ 0.080	0.071

In addition to the above-mentioned ratio, we also report some of the fit indices. Descriptive fit statistics compare a specified model to a baseline model, typically the independence model, with a view to show the superiority of the proposed model. We report the goodness of-fit index (GFI), the adjusted GFI (AGFI), the comparative fit index (CFI), and the Tucker-Lewis index (TLI). Gerbing and Anderson (1988) found CFI to be one of the most stable and strongest fit indices. We also report the RMSEA (root mean square error of approximation), which measures the discrepancy per degree of freedom (Steiger & Lind, 1980). The CFI should be at or above 0.90 (Hoyle, 1995), while the AGFI should be at or above 0.80 (Chin & Todd, 1995; Segars & Grover, 1993). The CFI should be at or above 0.90 (Bentler & Bonett, 1980; Hoyle, 1995). The TLI is more restrictive and requires a value of 0.95 or above (Hu & Bentler, 1999). Finally, the RMSEA should be below 0.10 but has also been suggested to represent a reasonable error of approximation if it is below the more restrictive threshold of 0.08 (Browne & Cudeck, 1993). However, Hu and Bentler (1999) suggested 0.06 to be indicative of good fit between the hypothesized model and the observed data.

Table (4:6) illustrates these statistics, which were all found to be in accordance within the recommended levels. Having established the relative adequacy of the model's fit, it was suitable to examine individual path coefficients corresponding to our hypotheses (Figure 1: Research Model). This analysis is presented in Table (4:6)

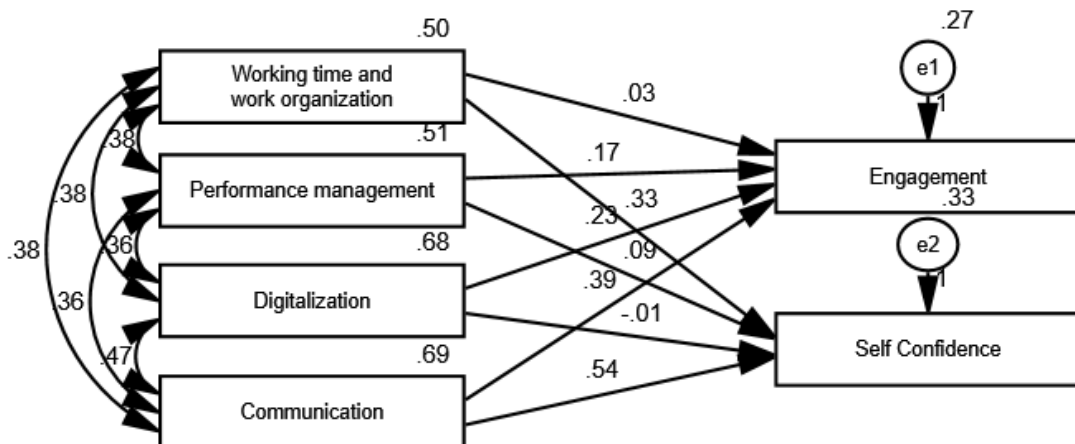
Table (4:6)
Path Coefficients and Hypothesis 1.1–1.8 Testing

H	Path	Estimate	S.E.	t-value	P-value	Direction	Decision
H1.1	ENG <--- WT	.032	.058	.562	.574	Positive	Not Supported
H1.2	ENG <--- PM	.171	.055	3.138	.002	Positive	Supported
H1.3	ENG <--- DIG	.230	.045	5.151	.000	Positive	Supported
H1.4	ENG <--- COM	.391	.044	8.969	.000	Positive	Supported
H1.5	SC <--- WT	.328	.063	5.188	.000	Positive	Supported
H1.6	SC <--- PM	.092	.060	1.533	.125	Positive	Not Supported
H1.7	SC <--- DIG	-.011	.049	-.217	.828	Negative	Not Supported
H1.8	SC <--- COM	.539	.048	11.241	.000	Positive	Supported

Table – shows:

H1.1: There is no significant statistical impact for the Working time and work organization on the Engagemen ($B=0.32$) ($t=0.562$, $p=0.574$).

- H1.2: There is a positive significant statistical impact for the- Performance management on the Engagement (B=.171) (t=3.138, p=.002)
- H1.3: There is a positive significant statistical impact for Digitalization on the Engagement (B=.230) (t=5.151, p=.000)
- H1.4: There is a positive significant statistical impact for the Communication on the Engagement(B=.391) (t=8.969, p=.000)
- H1.5: There is a positive significant statistical impact for the Working time and work organization on the self-confidence(B=.328) (t=5.188, p=.000)
- H1.6: There is no significant statistical impact for the Performance management on the self-confidence (B=.092) (t=1.533, p=.125)
- H1.7: There is no significant statistical impact for Digitalization on the self-confidence (B=-.011) (t=-.217, p=.828)
- H1.8: There is a positive significant statistical impact for Communication on the self-confidence (B=.539) (t=11.241, p=.000).



(Figure 2: Research Model)

4.3. Recommendation

In light of the results, the study recommended the following:

1. presented to teleworking Surveying how the wellbeing risks and benefit soft rework have been affected by its abrupt, enormous scope take-up with regards to COVID19 is key to saving word related wellbeing. This study works on logical information on teleworking by creating and scattering information acquired during this emergency to make significantly more secure and better working environments. universities administrations play a part to play in limiting the accidental wellbeing outcomes of pandemic-control measures. Scholastics themselves are likewise mindful in enhancing their own word related wellbeing during the ongoing COVID-19 pandemic, and then some.
2. Representatives in IT counseling Universities ought to be outfitted with the necessary innovation to work really when from a distance, focusing at explicit equipment and cloud necessities a few representatives working with computationally concentrated programming may require. Virtual interchanges ought to be kept proficient and deferential of all representatives, preparing everybody in knowing how to report and oversee inadequate virtual communications.
3. High-performance employees should be engaged further with innovative initiatives to contribute to the Universities success in the

longer term. Managers should identify them and provide them with opportunities to innovate progressively or allow them to provide inputs towards process improvements, allowing them to fail safely and early, and to be recognised even earlier for the value delivered.

4. The COVID-19 flare-up keeps on influencing all parts of human existence, for example, labor force, way of life and life plan. Telecommuting can give an extraordinary degree of adaptability and opportunity during a pandemic, like COVID-19, for the individuals who can do as such. Besides, it additionally assists with decreasing the spread of the sickness by keeping the vast majority at home to rehearse physical separating.

5. the researcher believes that these paper is one of the first to examine the problems of an overview of working from home during the COVID-19 pandemic, its effects on health, and recommendations to make it healthier, more productive and easier.

4.4. Limitations of the study

Like all other studies, the current study included three types of restrictions:

1. **Human limits:** The study included only workers in the Jordanian Public Universities in the southern part of Jordan (Mutah University, Al-Hussein Bin Talal University, Al-Balqa Applied University(Karak College),The University of Jordan (Aqaba Branch)).
2. **Scientific limits:** The "questionnaire" data collection method also tested all hypotheses.

3. Spatial boundaries: The study included the Jordanian Public Universities in the southern part of Jordan (Mutah University, Al-Hussein Bin Talal University, Al-Balqa Applied University(Karak College),The University of Jordan (Aqaba Branch)).

4.5. Future studies

After completing the current research and in light of the above Results, this research suggests the following areas for future researchers.

1. Make a developing information technology services at all universities.
2. Make a searching for awareness-raising methods highlighting the importance of the teleworking.
3. The researcher recommends the necessity of conducting more studies on the factors affecting teleworking during the covid-19 pandemic and beyond in the Jordanian universities.
4. also using a new method of data collection such as conducting field interviews with employees in order to identify new variables.

References

- Agarwal, S., Ramadani, V., Gerguri-Rashiti, S., Agrawal, V. and Dixit, J. (2020), "Inclusivity of entrepreneurship education on entrepreneurial attitude among young community: evidence from India", *Journal of Enterprising Communities: People and Places in the Global Economy*, Vol. 14 No.2.
- Alexander D (2020). BMO says 80% of employees may switch to blended home-office work Retrieved from May <https://www.bnnbloomberg.ca/bmo-says-80-of-employees-may-switch-to-blended-home-office-work-1.1431569>
- Allen, T. D., Eby, L. T. (2015). The study of interpersonal relationships: An introduction. In Eby, L. T., Allen, T. D. (Eds.), *Society for industrial and organizational psychology frontiers series. Personal relationships at work: The effect of positive and negative work relationships on employee attitudes, behavior, and well-being* (pp. 3–13). New York, NY: Taylor & Francis.
- Bao, W. (2020). Bridging the gap between research and practice: Identifying high-impact educational practices for Chinese undergraduate education. *Peking University Education Review*, 1, 105–129.
- Bailey, D.E. and Kurland, N.B. (2002) 'A review of teleworking research: findings, new directions, and lessons for the study of modern work', *Journal of Organizational Behavior*, Vol. 23, No. 4, pp.383–400.
- Batchelor, J. 2020. After the lockdown: China studios on returning to work. 3 April.
- Bélanger, F. and Allport, C.D. (2008) 'Collaborative technologies in knowledge teleworking: an exploratory study', *Information Systems Journal*, Vol. 18, No. 1, pp.101–121.

- Bélangier, G. ; Michaud, R. ; Jefferson, P. G. ; Tremblay, G. F. ; Brégar, A., 2001. Improving the nutritive value of timothy through management and breeding. *Can. J. Plant Sci.*, 81: 577-585
- Belzunegui-Eraso, A. and Erro-Garcés, A. (2020), “Teleworking in the context of the covid-19”, *Sustainability*, Vol. 12 No. 9, p. 3662
- Bodewits K (2020). Working from home because of COVID-19? Here are 10 ways to spend your time.
- Collins.A. Halverson.(2010).The second educational revolution :rethinking educational in the age of technology . *Journal of computer assisted learning* ,20(1),18-27.
- Desilver, D. (2020). Working from home was a luxury for the relatively affluent before coronavirus—Not any more. *World Economic Forum*. Retrieved from <https://www.weforum.org/agenda/2020/03/working-from-home-coronavirus-working-future-of-work/Di>
- Di Martino, V., & Wirth, L. (1990). Telework: A new way of working and living. *International Labour Review*, 129(5), 529–554.
- Direção Geral de Saúde(DGS)(2020), “Covid-19”, available at: <https://covid19.min-saude.pt/>
- Dziuban, C., Picciano, A. G., Graham, C. R., & Moskal, P. D. (2018). *Conducting research in online and blended learning environments: New pedagogical frontiers*. New York: Routledge, Taylor & Francis Group.
- Elmer T. (2020) .The intertwined dynamics of social networks and mental health. *ETH Zurich*.
- Eurofound. (2017). *Sixth European working conditions survey – Overview report (2017 update)*, Luxembourg: Publications Office of the European Union.

- Fadinger H, Schymik J (2020). *The Effects of Working from Home on Covid-19 Infections and Production A Macroeconomic Analysis for Germany*. CRC TR 224 Discussion Paper Series, University of Bonn and University of Mannheim, Germany.
- Haythornthwaite, C., Kazmer, M. M., Robbins, J. & Shoemaker, S. (2000). Community development among distance learners: temporal and technological dimensions. *Journal of Computer Mediated Communication*, 6, 1, 1–24.
- Huang, C., Wang, Y., Li, X., Ren, L., Zhao, J., Hu, Y., Zhang, L., Fan, G., Xu, J., Gu, X. and Cheng, Z. (2020), “Clinical features of patients infected with 2019 novel coronavirus in Wuhan, China”, *The Lancet*, Vol. 395 No.10223, pp. 497-506.
- Huckins JF, daSilva AW, Wang R, Wang W, Hedlund EL, Murphy EI, et al. (2020) Fusing Mobile Phone Sensing and Brain Imaging to Assess Depression in College Students. *Front Neurosci* 2019;13:248.
- Jones F (2015. August 19). In U.S., Telecommuting for Work Climbs to 37%. Retrieved from <https://news.gallup.com/poll/184649/telecommuting-work-climbs.aspx>
- Jon C. (ed.). 2019. *Telework in the 21st Century, An Evolutionary Perspective*, ILO Future of Work series. Cheltenham, UK and Geneva: Edward Elgar
- Karayan, S. & Crowe, J. (1997). Student perspectives of electronic discussion groups. *THE Journal: Technological Horizons in Education*, 24, 9, 69–71.
- Kaplan J, Lauren F, MJ. M (2020). A third of the global population is on coronavirus lockdown—here's our constantly updated list of countries and restrictions. *Business Insider*

- Kniffin, K.M., Narayanan, J., Anseel, F., Antonakis, J., Ashford, S.P., Bakker, A.B., Bamberger, P., Bapuji, H., Bhave, D.P., Choi, V.K., Creary, S.J., Demerouti, E., Flynn, F.J., Gelfand, M.J., Greer, L.L., Johns, G., Klein, P.G., Lee, S.Y., & Vugt, M. van (2020). COVID-19 and the workplace: Implications, issues, and insights for future research and action. *American Psychologist*. <https://doi.org/10.1037/amp>
- Kossek, E.E., & Lautsch, B.A. (2018). Work–life flexibility for whom? Occupational status and work–life inequality in upper, middle, and lower level jobs. *Academy of Management Annals*, 12(1), 5–36.
- Kramer A, Kramer KZ. The potential impact of the Covid-19 pandemic on occupational status, work from home, and occupational mobility. *J Vocat Behav*. 2020;119:103442. 10.1016/j.jvb.2020.103442.
- Le Grange D, Dymek M, Lock J.(2004). Family-based therapy for adolescents with bulimia nervosa. *Am J Psychother*. 2003;57:237-251.
- Marinho PM, Nascimento H, Romano A, Muccioli C, Belfort R Jr. Diffuse uveitis and chorioretinal changes after yellow fever vaccination: a re-emerging epidemic. *Int J Retina Vitreous*. 2019;5:30. doi: 10.1186/s40942-019-0180-0.
- Nakrošienė, A., Bučiūnienė, I., & Goštautaitė, B. (2019). Working from home: characteristics and outcomes of telework. *International Journal of Manpower*, 40(1), 87101. Doi: <https://doi.org/10.1108/IJM-07-2017-0172>.
- Pigini, C., & Staffolani, S. (2019). Teleworkers in Italy: who are they? Do they make more?. *International Journal of Manpower*, 40(2), 265-285. Doi: <https://doi.org/10.1108/IJM-07-2017-0154>

- Putnam LL (2014) Contradictions and paradoxes in organizations. In: Thayer L (ed.) Organization-Communication: Emerging Perspectives 1. Norwood, NJ: Ablex, 151–167.
- Smith, D. & Hardaker, G. (2000). e-Learning innovation through the implementation of an Internet supported learning environment. *Educational Technology and Society*, 3, 1–16.
- Sullivan, C. (2003) ‘What’s in a name? Definitions and conceptualisations of teleworking and homeworking’, *New Technology, Work and Employment*, Vol. 18, No. 3, pp.158–165.
- Sullivan, Lewis. (2001) ‘Telework: An illusive concept or a definition of convenience?’ in *The Occupational Psychologist* No. 31. pp 22 -25
- Urdan, T.A., and Weggen, C.C. , (2000). Corporate elearning: exploring a new frontier, 2003/04/23 13:50.
- Warschauer, M. (1997). Computer-mediated collaborative learning: theory and practice. *Modern Language Journal*, 8, 4, 470–481.
- Vilhelmson B, Thulin E. Who and where are the flexible workers? Exploring the current diffusion of telework in Sweden. *New Technology, Work and Employment*. 2016;31(1):77-96.
- Vuong, M., Brown-Welty, S., & Tracz, S. (2010). The effects of self-efficacy on academic success of first-generation college sophomore students. *Journal of College Student Development*, 50–64.
- Willis Towers Watson . (2020. March 5). North American companies take steps to protect employees from coronavirus epidemic. Retrieved from <https://www.willistowerswatson.com/en-US/News/2020/03/north-american-companies-take-steps-to-protect-employees-from-coronavirus-epidemic>.
- Yulia, H. (2020). Online Learning to Prevent the Spread of Pandemic Corona Virus in Indonesia. *ETERNAL (English Teaching Journal)*.