A Descriptive Study on University Students' Perspectives and Opinions on Teleworking Method For Human Resource Policies of Businesses

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Abstract

The evolving technology has a direct impact on the lives of individuals and changes their lifestyles. Generation Y grown intertwined with technology and Z generation intertwined with technology from the moment of their birth emerge as the generations most affected from this change. This new generation is particularly different in terms of their working environments than the previous generation. Especially, the fact that this generation is overly sensitive to freedom, has a self-conscious structure and uses technology very well revives also the subject that this generation can be assessed in a different way in terms of performance and efficiency in businesses. Advances in technology have directly influenced the steps in the production of goods and services, from production to final customer. Now, thanks to technology, many businesses have moved out of the office and started pushing boundaries. The emerging table has also brought "teleworking" concept up for discussion of technology and future employees. In this study, a practice was made for the concept of flexible working and its subtype teleworking. In the study, university students' opinions on teleworking were discussed while planning their future careers as future employees. As a result of the research, it was revealed that the young generation, today's university students and future employees, wanted to choose teleworking method at a percentage of seventy and more and thought that this method would increase their business performance. In the study, it was emphasized that enterprises should give more emphasis to teleworking subject while determining human resources policies in the future and pay attention to the factor effect of this subject.

Keywords: *Teleworking, Flexible Working, Technology, Human Resources, Efficiency, Performance in Enterprises.*

İşletmelerin İnsan Kaynağı Politikaları için Üniversite Öğrencilerinin Uzaktan Çalışma Yöntemine Bakış ve Düşüncelerine Yönelik Bir Betimsel Araştırma

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Öz

Gelişen teknoloji bireylerin yaşamlarına doğrudan etki etmekte ve onların yaşam biçimlerini de değiştirmektedir. Teknoloji ile içiçe büyüyen Y Kuşağı ile hayata gözlerini andan itibaren teknoloji ile içiçe olan Z kuşağı bu değişimden en fazla etkilenen kuşaklar olarak karşımıza çıkmaktadır. Bu yeni nesil çalışma ortamlarında önceki nesle göre daha farklı özellikle taşımaktadır. Özellikle özgürlüğüne aşırı duyarlı olması, sıkılgan yapısı ve teknolojiyi çok iyi kullanması bu neslin işletmelerde performans ve verimlilik açısından farklı bir boyutta değerlendirilebileceği konusunu da gündeme getirmektedir. Teknolojide yaşanan gelişmeler mal ve hizmet üretiminde bulunan işletmelerin üretimden son müşteriye kadar varan süreçlerde ki basamakları doğrudan etkilemiştir. Artık teknoloji sayesinde pek çok iş ofis dışına taşınmış ve sınırları zorlamaya başlamıştır. Bu ortaya çıkan tablo da teknoloji ve geleceğin çalışanları için "uzaktan çalışma" kavramını tartışmaya açılmıştır. Bu çalışmada esnek çalışma kavramı ve onun alt türü olan uzaktan çalışma kavramına yönelik bir uygulama yapılmıştır. Araştırmada geleceğin çalışanları olan bugünün üniversite öğrencilerinin gelecekteki kariyerlerini planlarken uzaktan çalışmaya yönelik düşünceleri sorgulanmıştır. Araştırma sonucunda bugünün üniversite öğrencileri, geleceğin çalışanları olan genç neslin, yüzde yetmiş ve daha fazla bir oranda uzaktan çalışma yöntemini tercih etmek istediği ve bu yöntemin onların iş performanslarını arttıracağını düşündüklerini ortaya koymuştur. Çalışmada işletmelerin gelecekte insan kaynakları politikalarını belirlerken uzaktan çalışma konusuna daha fazla önem vermesi verimlilik planlamasına bu konunun faktör etkisine dikkat etmesinin gerekliliğine vurgu yapılmıştır.

Anahtar Kelimeler: *Uzaktan Çalışma, Esnek Çalışma, Teknoloji, İnsan Kaynakları, Verimlilik, İşletmelerde Performans.*

Introduction

The flexibility that finds itself in the economic literature emerges in very different and broad meanings in daily life. Therefore, it is not possible to make a single definition of this concept. Considering from the point of working life, it is possible to define flexibility according to businesses and employees. In terms of businesses, flexibility means that enterprises have the freedom to adjust their wage structures and the performance of employees according to the conditions of changing labor markets. Flexibility in terms of employees is that employees can carry out different jobs within the business and work in their own name or business account outside of the classic working conditions (Yücel, 2017, s.154).

As a result of developments in information technologies, a new form of employment, called flexible working conditions, has formed and became widespread. Technology creates new and alternative demand and consumption areas for consumers on the one hand, while providing the exchange of production factors and new production opportunities (Erdogan and Çiğdem, 2017, s.215). Employees are also influenced by this change as both a production factor and a consumer. Employees who want to adapt to their personal preferences according to their own best interest in working life, seek out the forms of work appropriate for their specific lives and seek or prefer businesses that can offer such working conditions (Demir, 2016, s.198).

Employers often approach this concept on cost axis and consider flexibility as the back door of getting rid of workers' acquired rights. Employers' understanding of flexible working will bring short and insecure business conditions, working on weekend, difference in wages, weakening trade unions and business laws in favor of the employer and the lowering of wages. Especially in societies with high unemployment rates, flexible working conditions mean for employers that these demands can be imposed more comfortably (Başköy ve Kılıçaslan, 2017, s.231). As seen, flexible work comes to different meanings for different stakeholders. In this study, the effects of flexible working conditions will be addressed in terms of employees.

Teleworking As a Type of Flexible Working

The concept of teleworking was first used by Niles (1998) in the early 1970s. Initially, the main purpose of teleworking was to reduce traffic jams and provide a more flexibility to the environment and employees, ensuring a better work-life balance. In the 1980s, teleworking, which was implemented as a small number of pilot studies in the United States, began to spread in the 1990s.

Teleworking is the business model in which employees work with outside the office, usually from home or anywhere near home (café, library, or common work points). Instead of traveling to the office every day, employees stay in contact with phone and email with their colleagues, managers and employers and move their works rather than themselves. Employees may also be able to attend the meetings and come to the office to contact the employer. However, with today's Internet technologies allowing video conferences, this need has also been eliminated.

With the Internet being the most indispensable element of everyday life, different ways of working have started to emerge in business life. Together with ability to carry out works done in the office or in the workplace from anywhere thanks to the Internet, employees have began to prefer the companies that provide the possibility of working remotely. As stated in the report by GWA, 81% of US employees indicate that what they are looking for as flexible working conditions is flexible working hours, not part-time or freelance work, but a teleworking model. Besides, as of 2017, 43% of US employees have expressed that they can work remotely even if occasionally (GWA, 2017).

Teleworking has become so widespread today that only about 4 million employees in the United States, or 2.9% of the United States' total workforce, spend at least half of their time working remotely. The use of the teleworking method increased by 115% between 2005 and 2015. Teleworkers are over average 46 years of age, and approximately half of teleworkers are over 45 years old. More than half of teleworkers have minimum undergraduate level training. There is also approximate equality in the distribution of teleworkers by gender. In addition, as a striking result, there was an increase of about 40% in the recruitment of the American companies by the end of the year 2017 (GWA, 2017) compared to 2010.

Teleworking has many advantages for both employees and employers. First of all, teleworkers have less intention to leave their jobs, and the labor cycle speed is low in enterprises where this type of business model is applied. At Standford University, a research conducted with 16 thousand employees from a China-based company has revealed that teleworking reduces labour turnover and increases performance by 13 percent and efficient working minutes by 9 per cent (Bloom, Liang, Roberts and Ying, 2013, s.327).

Although employers do not have the ability to regulate how employers work in teleworking method, it is only possible to determine the start and end date of the job, but the costs are usually due to pay per piece, so responsibility is transferred from the employer to the employee. Employees have to decide how efficiently they will work. Therefore, teleworking is a wage form that reduces labor cost for enterprises (Berkün, Alacahan ve Yavuz, 2014, s.84).

Teleworking often contributes greatly to the productivity and productivity of employees. According to Connectsolutions' Report, it is noted that a less distracting environment provides high efficiency. The report revealed that 30 percent of employees working from home completed the same job in less time, while 24 percent achieved more success within the same period of time (CoSo, 2015, s.216-218).

The remote working model, which can also shorten recruitment processes, is often observed in sales and marketing areas in general. While teleworking possibility for administrators is limited, it can be a better alternative to work remotely for employees in the lower tiers, depending on individual employees or more of a workplace.

Stress levels of teleworkers are often lower, and their morale is often higher. In a study conducted by PGI, it was determined that 82 percent of teleworkers have lower stress levels (PGI, 2014, s.23). However, ensuring the balance of life and business is often more difficult for teleworkers. Although teleworking is seen as a comfort for most people, teleworkers often work more intensely than those working in the classical way. This intensity is more focused on employees' work, more connected and more satisfying and ensured.

Teleworking model also has benefits for businesses. Thanks to teleworking model, real estate and office costs of enterprises are also reduced.

It was reported that, thanks to teleworking model, Aetna saved a total of 2.7 million m2 of space, and American Express saved 78 million dollars (Meister, 2013, s.81).

Thanks to the increased efficiency of teleworking, revenues and profitability of enterprises are also increasing. From a macro perspective, teleworking contributes positively to important parameters for urban life, such as less traffic intensity, less air pollution, and less accidents. Also, with employees who do not have to come to the office every day, the carbon footprint of the workmanship is also reduced (Narayanan, Menon, Plaisent and Bernard, 2017, s.197-198).

The rise of lifespans and increased living costs lead to a steady rise in retirement age. Employees at a retirement age prefer to work up to their 70s to either delay their retirement because of their increased living costs or engage their minds. In this context, teleworking can also create an advantage in terms of ensuring that older employees remain within the workforce. Teleworking can also enable elderly people to access health checks without interfering with their work schedules, considering the need for increased health care with age (Loubier, 2017, s.23).

Teleworking can provide an important opening as a different employment model for women's employment, which is the leading problem of Turkey as well as in the world today. With the proliferation of computer and Internet technologies, a new and different working model has begun to spread for women whose participation in labor force has been restricted for reasons such as public policies regulating the position of women in business life, cultural factors and differences in the level of the civil capital. Thus, women can take on their economic freedom and participate in production as a manufacturing factor (Berkün, Alacahan, ve Yavuz, 2014, s.65).

In addition to these benefits of teleworking, studies on the disadvantages of teleworking are also conducted. For example, as revealed by Green, van Hein, Jackson and McCarthy in their study (2018), teleworking can lead to a tendency to reduce or shorten the time that employees are employed because of the fear of being isolated professionally, and it may lead to negative outcomes such as social isolation, loss of career, work insecurities, long working hours, etc.

Current Approaches to Teleworking Practices

In a study conducted in 2017 with the cooperation of the International Labor Organization (ILO) and the European Foundation for the Improvement of Living and Working Conditions (Eurofound), effect of the use of computing technologies in working life on proliferation of this working model was examined (Eurofound-ILO, 2017). In this report, it was indicated that the traditional way of working has been transformed together with mobile devices, computers and the Internet. The report revealed that the time lost during the round-trip could be used at work. However, it was also noted that this working model caused deterioration of the work-life balance.

A total of 15 countries, including 10 EU countries (Belgium, France, Finland, Germany, Hungary, Italy, the Netherlands, Spain, Sweden and the United Kingdom) and Argentina, Brazil, India, Japan and the United States were included in the report. The study identified various types of employees working outside the employer's workplace and using new technologies. These include: Employees who work regularly at home, those working in an irregular way, i.e. working at home sometimes, and those working in mobile jobs.

In the countries included in the research, mobile employees constitute significantly between 2 percent and 30 percent of total employees thanks to the Internet. However, the mobile employment rate changes according to country, profession, industry and frequency of employees doing such work. For example, about 17 percent of employees in European Union countries work on mobile jobs. In terms of mobile workers, the highest rate is observed in Sweden (32 per cent) and Finland (28 percent). In contrast, the lowest rates are in Hungary and Argentina.

Teleworking in Turkey has gained legal status as of 2016. In the teleworking model became legalized with the amendment made in the 14th article of the Labor Law No. 4857, issues related to job definition, place, fees and the payment of the fee are included in an employment contract. In addition, how the employer can communicate with the worker, the equipment to be used and the obligations to protect them shall also be included in the contract. According to the law, all rights obtained by employees working in classical way shall be the same for teleworkers (Kıvanç

ve Akça, 2016, s.43-45). The first major corporate company to switch to this model was the ING Bank. The company also implemented "Permit after Orange Afternoon" in addition to its applications such as the day of school report and the first day of school. This application, starting with 1 day per week, was planned to be increased to 2 days per week in line with its effects on employees in terms of motivations and efficiency. Studies towards the spread of the application started with 2000 employees are continuing (Kıvanç ve Akça, 2016, s.47).

Academic Studies Conducted on the Concept of "Teleworking"

Together with the spread of the teleworking in business life especially thanks to generation Y, this subject has also begun to be addressed in the academic circles.

Alkan-Meşhur (2010) carried out their study in which attitudes of organisations regarding teleworking with a total of 100 employees who worked in the executive position in public and private sector in Ankara province. According to the findings obtained from the study, teleworking ensures increased flexibility and business efficiency among employees. Teleworking also provides the employment of qualified personnel as well as reducing costs and saving from office space. Reasons such as the modification of the institutional structure, the inability to supervise employees, and inappropriateness of work to teleworking can also pose a barrier to teleworking method. The findings obtained from this research have revealed that organizations and private sectors involved in the R&D and Informatics sectors are more enthusiastic about teleworking, and that these institutions approach more positively to teleworking as the number of employees increases.

Martin and MacDonnell (2012) have revealed that there are small but positive correlations between teleworking and organizational outputs in their findings obtained from the study in which it was examined whether teleworking was an efficient study method for organisations. Teleworking is effective in achieving organizational outcomes such as increased productivity, ensuring information confidentiality, increased organizational commitment and increased organizational performance.

Alkan-Mehşur (2011) carried out their study with 155 orthopedic disabled individuals in which attitudes of organisations regarding employment of the orthopedic disabled were examined. According to the findings obtained from that study, disabled people regard teleworking as a choice of employment that will increase the participation of orthopedic disabilities into the working life. In addition, participant disabled people indicated in the study that working disabled people's integration in social life would be increased by this way.

Çelenk and Atmaca (2010) examined the impact of flexible work on labor costs and competitiveness in the textile industry. The findings obtained from the study have revealed that flexible working reduce the labor costs to a certain extent despite the reverse correlation, flexible working is an important competitive element, flexible working provides a sustainable competitive advantage, and flexible working affects exports in a positive way. Taşlıyan, Engizek and Gül (2017) examined the correlation between flexible working hours and burnout, job satisfaction. Findings from the research reveal that there is meaningful correlation between work satisfaction, burnout and flexible working.

Azarbouyeh, Gholamreza and Naini (2014) examined the impact of teleworking on the quality of work life. The findings obtained from the study have revealed that teleworking has a direct and positive correlation with the quality of life. Besides, it is among the findings of the study that personal features such as age and gender do not cause any extra impact on the impact of teleworking on the quality of business life.

Another research on employees' attitudes towards teleworking was conducted in Egypt. The findings obtained from the study conducted with 228 Egyptian information processing workers have shown that Egyptian workers had positive attitudes towards teleworking, however, as the positive attitude score towards distance education increases, expectations towards efficiency and work satisfaction of teleworking also increased (Abdel-Wahab, 2007). Another study conducted on the impact of teleworking on the quality of business life was carried out by Munusamy (2016) in Malaysia. According to the findings obtained from the research conducted with the total of 116 information processing sector employees, teleworking seems to have effects such as sparing more time for the family, having

more control over the balance between work and life balance, reducing absenteeism, ensuring flexibility and increase job satisfaction.

A research aimed at determining the correlation between teleworking and the conflict of business and real life was carried out by Yao, Tan and Ilies (2017). The findings from the research conducted with the 105 teleworkers in Singapore have shown that the business life integration of teleworkers plays a role in determining the correlation within the conflict between teleworking and business life. Moreover, it has also been demonstrated that teleworking triggers work stress and family conflict among teleworkers with a high level of business life integration (those who mix their work and life).

A study on macro effects of teleworking on the environment and transport was carried out by Shabanpour et al. (2018). Findings from this study revealed that 12% of employees in Chicago (USA) had a teleworking schedule, and distance traveled in a car would decrease up to 2.09% and time spent in a car would decrease up to 0.69% in case of increasing this work rate to 50%. In the event of these conditions, greenhouse gas and particulate matter emissions are also estimated to decrease between 0.71% and 1.14%.

The Purpose and Method of the Research

Thanks to the dizzying developments in globalization, technology, communication tools and the Internet, business life today is also changing as well as everyday life. In conjunction with the Generation Theory, since the generation Y and the generation Z born after the year 2000 were grown with the Internet, therefore, since they want to benefit much more than the blessings of Internet, change their jobs frequently and have low level threshold of withstanding the difficulties, these generations have both different dreams and different demands for their working conditions compared to previous generations. This new generation, known for their affection to freedom, stand out with different wishes in their business life. This study was conducted to reveal the correlation between the use of technology and dreams, and the correlation between teleworking and happiness among university students as future employees. In this context,

the aim was to determine opinions of university students, as future employees, on "teleworking" and their attitudes towards this form of working. This study functions as a preliminary research in determining the working patterns of generations Y and Z that will create the entire workforce in the future. Besides, it is also important for companies in terms of providing descriptive and guiding information in order to develop strategy for the topic of teleworking by human resources.

Research Method

The research universe is comprised of all university students who have higher education in Turkey. However, due to the impossibility of reaching such a large universe in terms of time and cost, the research is limited to 700 students studying in universities operating within the boundaries of Istanbul province. In addition to the personal characteristics of the participants, such as gender and age, they were directed 21 multiple choice questions about their dreams, technology, working conditions and happiness. The survey method was used in the study, and the application was made in face-to-face interviews. When creating a questionnaire, a 5-item scale was used that was included in Zenna research company's research conducted in November 2017, called "A Life Possible outside Istanbul?". In the scale taken as example, it was examined whether employees can substitute their life remotely with the help of technology that provided unlimited opportunities for human life. A total of 9 expressions prepared in the Likert type was also included in the questionnaire form. The research was limited to the data collected through this questionnaire form. Data collected for research purposes were subjected to frequency and chi-squared analyses. All analyses were performed through the SPSS for Windows 25.0 package software.

Findings Obtained in the Study

Findings obtained from the survey application and interpretation of findings are presented in the next section of the research.

Personal Information

54.3 percent of participants are female, and 45.7% of them are male in the study. While 47.1 percent of participants are in the age range of 21-23, 27.1 percent are 24 years and over, and 25.7 percent are 18-20 years of age.

Table 1. Personal Characteristics

Gender	N	%
Female	380	54.3
Male	320	45.7
Age	**N**	**%**
18-20	180	25.7
21-23	330	47.1
24 and above	190	27.1
Total	**700**	**100**

Analyses regarding Teleworking and Results

The participants were asked if they had ever dreamed. While more than half of the participants indicated that they occasionally dreamed, 41.4 percent of them mentioned that they often dreamed. Forty-nine participants expressed that they never dreamed.

Table 2. The Frequency of Dreaming

	N	%
I never dream	49	7.1
I sometimes dream	360	51.4
I often dream	291	41.4
Total	**700**	**100.0**

It is observed that women have more imagination than males as a result of the chi-squared analysis conducted to investigate whether there is a connection between the frequency of imagination and gender (p=0.021< 0.05).

Table 3. Imagination/Gender Chi-Square Analysis

	I never dream	I sometimes dream	I often dream	Total
Female	10	220	151	380
Male	39	140	140	320
Total	**49**	**360**	**291**	

Fisher Exact Test=4.067 p=0.021

It is observed that there were no correlations between two variables as a result of the chi-squared analysis conducted to investigate whether there was a connection between the frequency of imagination and age (p=0.618>0.05).

Table 4. Imagination Frequency/ Age Chi-Square Analysis

	I never dream	I sometimes dream	I often dream	Total
18-20	10	131	40	180
21-23	19	159	151	330
24 and above	20	70	99	190
Total	**49**	**36**	**290**	

Fisher Exact Test=1.036 p=0.618

Majority of participants considers technology as an important tool for realizing their dreams.

Table 5. Instrumentation of Technology in Imagination

	N	%
Yes	630	90.0
No	70	10.0
Total	**700**	**100.0**

The participants were asked thanks to which digital possibilities they wanted their dreams to be true, and they were allowed to give more than one answer. Therefore, the total number of replies is greater than the total numbers of participants. According to this, the participants want their dreams to be true through technology mostly on the subject: "to meet the love of their life through social media". Secondly, they wanted to "invest in Bitcoin and cryptocurrencies and become rich". Results are presented in Table 6.

Table 6. Dreams Wished to Come True thanks to Technology

	%
To combine technology with my work and enter a very successful period in my career	14.1
To develop myself in the field of technology and establish a new business with digital focus	11.6
To take control of my sports and nutrition habits with applications and get a fit body	9.6
To invest in Bitcoin and cryptocurrencies and become rich.	18.7
Humanoid robot and more intelligent tenor to simplify my daily life	11.6
To become a YouTube phenomenon that everyone knows	13.6
To meet the love of my life through social media	20.7
Total	**100**

82.9 percent of the participants expressed that they are in an attempt to make such dreams come true.

Table 7. Attempting to Realize a Dream

	%
Yes	82.9
No	17.1
Total	**100.0**

Participants were asked if they had a dream that had come true thanks to technology, and they were given the freedom to respond more than once. Therefore, the total number of replies is greater than the total numbers of participants. Accordingly, the participants expressed that they realized their dreams thanks to technology in subjects such as finding their beloved/spouse, besides, online education and overseas travel.

Table 3. Dreams Realized through Technology

	N	**%**
Learning a foreign language	150	13.4
To get a more fit appearance	80	7.1
Online training	220	19.6
Monetization	110	9.8
To travel abroad	190	17.0
To find your beloved/spouse	370	33.0
Total	**1120**	**100.0**

61.4 percent of the participants in the study expressed that the technology made them happy, while 38.6 percent of them indicated that technology did not make them happy.

Table 4. Correlation between Technology and Happiness

	%
Yes	61.4
No	38.6
Total	**100.0**

It is observed that males are happier in technology usage than females as a result of the chi-squared analysis conducted to investigate whether there is a connection between happiness and gender (p=0.001< 0.05).

As a result of the chi-squared analysis, which was performed to investigate whether there was a link between technology and gender in terms of bringing happiness, it was observed that the technology made those within the age range of 18-20 years happy (P=0.000< 0.05).

When participants' opinions on the statements directed towards the use of technology, the statement receiving the most positive feedback was "I think technology has brought positive things into my life" (with an average of 4.05 and standard deviation of 0.768). The most negative opinion was the expression "I find myself more frustrated" (with an average of 2.76 and standard deviation of 1.327).

Table 10. Descriptive Statistics on Technology Use

	Average	St. Deviation
I think technology addes positive things to my life.	4.05	0.768
I find myself more impatient.	3.76	0.957
My confidence in people has fallen.	3.89	1.004
I see people around me are unhappy.	3.27	1.057
I spend more time at home to have fun	3.03	0.865
I find myself more short-tempered	2.76	1.327
I have increased habit of postponing things	2.98	1.116
I feel myself unhappy	3.11	0.967

More than half of the participants in the study indicated that they should be necessarily given the opportunity to work outside the workplace, while 34.3 percent of participants indicated that it would not be bad if there were an opportunity to work remotely. 14.3 percent of participants expressed that there was no need to allow teleworking.

Table 11. Teleworking Opportunities

	%
Yes, there must be.	51.4
Yes, it wouldn't be bad if it existed.	34.3
No, there is need	14.3
Total	**100**

It is observed that there were no correlations between two variables as a result of the chi-squared analysis conducted to investigate whether there was a connection between the teleworking opportunity and gender (p=0.671>0.05).

It is observed that there were no correlations between two variables as a result of the chi-squared analysis conducted to investigate whether there was a connection between the frequency of imagination and age (p=0.843>0.05).

While half of the respondents indicated that they wanted to work outside the office at any time, 22.9 percent of them indicated that they wanted to work outside the office only if it was mandatory, and 18.6% of them wanted only once a week, 17.1% of them only wanted to work once a month outside the office.

Table 12. Requests for Frequency of Working Outside the Office

	%
I should be able to work outside the office whenever I want.	41.4
I just need to work outside the office if it is mandatory.	22.9
I'd like to have the opportunity to work out of office one day a week.	18.6
I want to work out of the office one day a month.	17.1
Total	**100.0**

Half of the participants wish to work at home if they are to work outside the office. 20 percent of participants indicated that they wanted to work in places such as café, restaurants, etc.

Table 13. Demands for Working out of Office

	%
At Home	47.1
In places such as café, restaurants, etc.	20.0
In joint operation areas	18.6
At my friend's house	14.3
Total	**100.0**

Almost half of the participants expressed that teleworking would increase their efficiency, 38.6% of them indicated that this type of working would increase their job motivation. 14.3 percent of participants expressed that teleworking would make work follow-up more difficult.

Table 14. Effect of Teleworking on the Work to Be Done

	%
Increases my productivity.	47.1
Increases my job motivation	38.6
Complicates job follow-up	14.3
Total	**100.0**

85.7 percent of participants expressed that they did not want to work at a workplace that allowed them to work outside the office but gave a lower salary.

Table 15. The Level of Happiness in Istanbul

	%
I am extremely happy.	14.3
I am happy	18.6
I am a little happy.	32.9
I am not happy.	27.1
I am not happy at all.	7.1
Total	**100.0**

14.3 percent of participants expressed that they were very happy in Istanbul, and 18.6% of them indicated that they were happy. While the proportion of those indicated that they were somewhat happy is 32.9 percent, the proportion of those who were not happy is 27.1 percent, and the proportion of those who were not happy at all is 7.1 percent.

In the study, the participants were asked what they enjoyed doing in Istanbul, and they were allowed to give more than one answer to this question. Therefore, the total number of replies is greater than the total numbers of participants. Accordingly, spending time with friends in entertainment venues (21.1%) and following sports competitions (19.5%) are the leading activities that the participants conducted with pleasure.

Table 16. Activities Giving Pleasure in Istanbul

	N	%
Spending time with friends in entertainment venues	26	21.1
Spending time at home	13	10.6
Cultural art activities	14	11.4
Spending time in shopping malls	18	14.6
Shopping	16	13.0
To go to the concert of my favorite artist	12	9.8
Following sports competitions	24	19.5
Total	**123**	**100.0**

Participants were asked which activities they missed after they had entered their professional lives, and they were given the freedom to respond more than once. Therefore, the total number of replies is greater than the total numbers of participants.

Table 17. Activities to be Missed after Entering the Business Life

	%
Spending time with friends in entertainment venues	18.4
Spending time at home	15.8
Cultural art activities	11.4
Spending time in shopping malls	9.6
Shopping	14.9
To go to the concert of my favorite artist	18.4
Following sports competitions	11.4
Total	**100.0**

Accordingly, the participants voiced that they will miss spending time with their friends in entertainment venues (18.4%), going to the concert of their beloved artist (18.4%) and spending time at home (15.8%).

Table 18. Disturbing Issues in City Life

	%
Traffic	18.0
City life is crowded	14.9
Security issue	8.0
Stress	12.1
Unhappiness of people in city life	5.7
Increase in social events	2.8
Fast and overconsumption	3.9
Use of public transport	13.6
Unemployment	12.1
Constantly seeking peace and happiness	9.0
Total	**100.0**

The university students participated in the study were asked what was the most disturbing factor in city life, and they were given the freedom to respond more than once. Therefore, the total number of replies is greater than the total numbers of participants. Accordingly, all the participants expressed that they were disturbed by traffic. Other disturbed subjects included the crowded city life (14.9%), public transport (13.6%) and unemployment (12.1%) respectively.

Table 19. Do You Have any Ideas of Leaving Istanbul based on Teleworking Opportunity?

	%
I would consider.	30.0
I would not consider.	70.0
Total	**100.0**
	%
Abroad	47.6
Aegean	23.8
Mediterranean	14.3
Black Sea	4.8
Central Turkey	4.8
East-Southeast Anatolia	4.8
Total	**100.0**

70 percent of participants expressed that they would not consider leaving Istanbul even if it was possible to work remotely. The first choice of those who expressed that they would consider leaving Istanbul was abroad. The most popular place after abroad is the Aegean region.

It is observed that there were no correlations between two variables as a result of the chi-squared analysis conducted to investigate whether there was a connection between considering leaving Istanbul based on teleworking opportunity and gender (p=0.591>0.05). It is observed that there were no correlations between two variables as a result of the chi-squared analysis conducted to investigate whether there was a connection between considering leaving Istanbul based on teleworking opportunity and age (p=0.783>0.05).

Conclusion

In this study in which teleworking subject was addressed, participating university students' opinions on technology was examined as a tool of teleworking. More than half of those who participated in the study indicated that they dreamed. Women dreamed more than men. There were no correlations between age and imagination. Technology, however, was considered as a means of realizing dreams. Technology brought happiness according to more than half of the participants. Men felt more happy by technology compared to women. As age increased, the feeling of happiness by technology was diminished.

According to more than half of the participants in the study, the workplace would surely allow them to work outside the office in the future. This request was independent of gender and age. According to about half of the next generation employees, the place where they wanted to work was home. Teleworking can also be a reason to move from Istanbul to a small city. According to common opinion, teleworking increased efficiency. University students indicated that they would not work in a lower-wage job in order to work externally in the future. Majority of participants stated that they would not consider leaving Istanbul if they had the opportunity to work remotely. Those indicating that they were determined to leave Istanbul primarily wanted to go abroad first. Afterwards, the Ae-

gean region was preferred second mostly. Finally, considering leaving Istanbul with the opportunity to telework was independent of gender and age.

Both the development of technology and demands of Y and Z generations towards being independent and solitary who grew with technology provide clues about the fact that they will be psychologically more productive in terms of teleworking. In order to achieve higher efficiency from these two generations, especially the new generation, based on the findings obtained in this study, teleworking method should be considered in human resource policies of enterprises. By making assessments on advantages of this method, enterprises should focus on the issue that this working method will be an important factor in improving productivity and performance in enterprises.

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