



ECOLOGICAL IMPACT OF TELEWORK

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Teleworking as a new method of work emerged with the development of information technologies, and it significantly popularized by the development of the internet. In addition to the socio-economic benefits of this method of work, due to the COVID-19 pandemic and the large number of companies that were forced to apply telework, the positive effects of this form of work on the environment have been noticed. People's awareness of the environment and human negative impact on it has increased significantly when significant changes have been seen due to lack of free movement. It is most important in the process of introducing a new method of work that employees really understand the full impact of teleworking, that management empowers its employees to successfully overcome difficulties, to develop efficient ways of communication and thus reduce the negative impact on the environment. In this process, the Department of Human Resources has the most important role to communicate in an understandable way all benefits, including environmental, to employees at all organizational levels. By reducing commuting, lowering consumption of work materials and electricity, teleworking can become more sustainable compared to conventional working methods if it is carried out in a planned and systematic manner.