

دور کاری و چالش بهره‌وری در نظام اداری

دکتر مهدی صانعی

بنام خداوند جان و



مؤسسه عالی آموزش و پرورش
مدیریت و برنامه ریزی

سه شنبه
آمار اقتصاد کورونا
پکیج استراتژیک سلامت

کرونا و دورکاری در نظام اداری ایران

سخنرانان:

دکتر علی داوری (عضو هیئت علمی دانشکده کارافرینی دانشگاه تهران)

دکتر مهدی صانعی (عضو هیئت علمی دانشگاه آزاد اسلامی واحد شاهرود)

دکتر بابک زنده دل نویری (مدیرکل برنامه ریزی و نظارت سازمان اسناد و کتابخانه ملی)

نشست به صورت آنلاین برگزار می شود.
لطفاً برای ورود به نشست، مرورگر خود را
بروزرسانی نمایید. برای ورود، نصب
نرم افزار **Adobe Connect**
ضروری است.

دوشنبه | ۱۵ دی ۱۳۹۹

ساعت ۱۳:۳۰ الی ۱۶

صفحه راهنما

<https://b2n.ir/771671>



سؤالاتی که سعی می شود در این سخنرانی بدان پاسخ داده شود؟

۱. دورکاری برای بخش دولتی یک انتخاب است یا یک الزام یا یک مُسکن؟

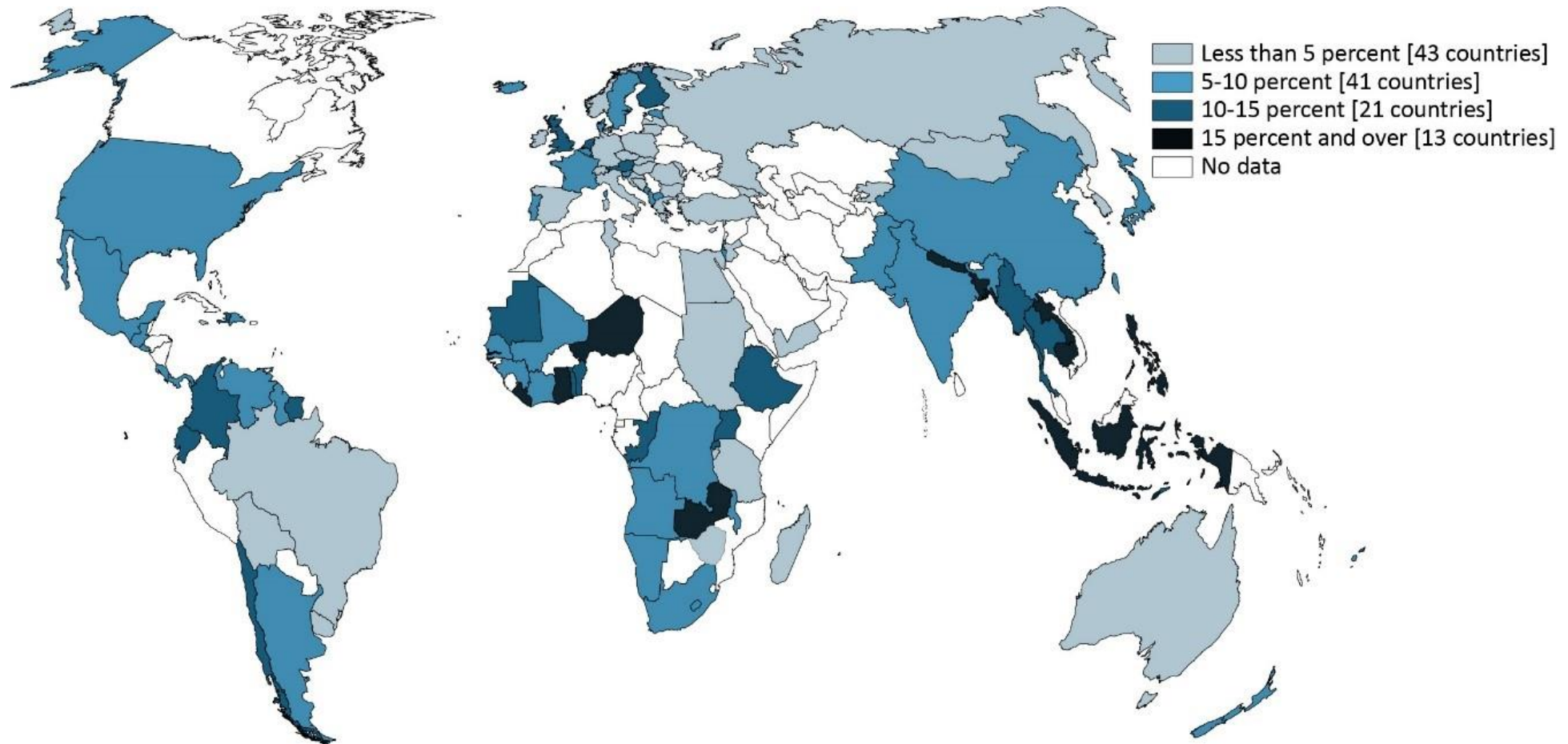
۲. چگونه می توان بهره وری دورکاران را ارتقاء داد؟

۳. دورکاری در بخش دولتی سایر کشورها چه جایگاهی دارد؟

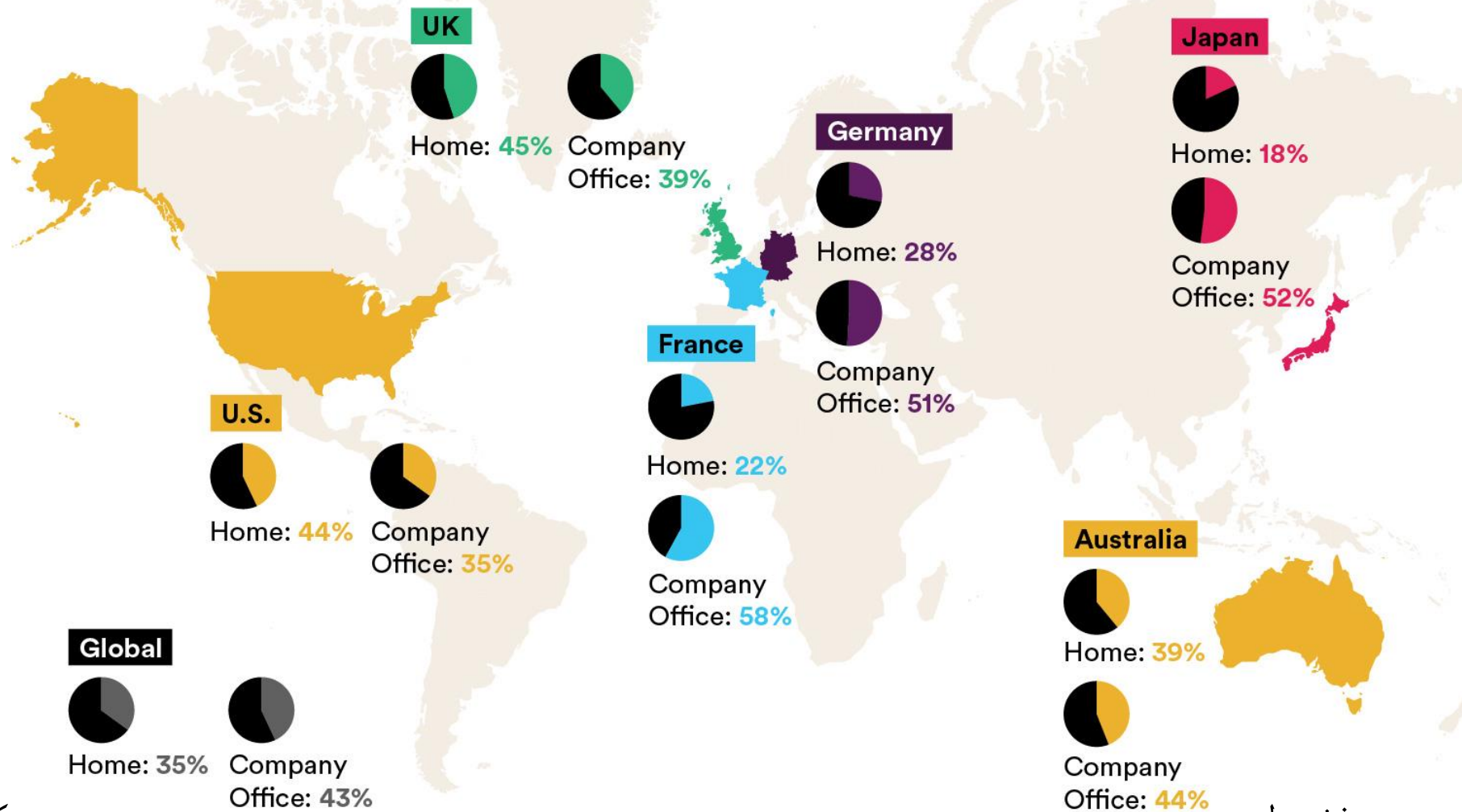
طرح موضوع:

به عصر دور کاری خوش آمدید!

Across the globe, 7.9% of workers were home-based in 2019



Home vs. office: A global breakdown of knowledge workers' primary working location

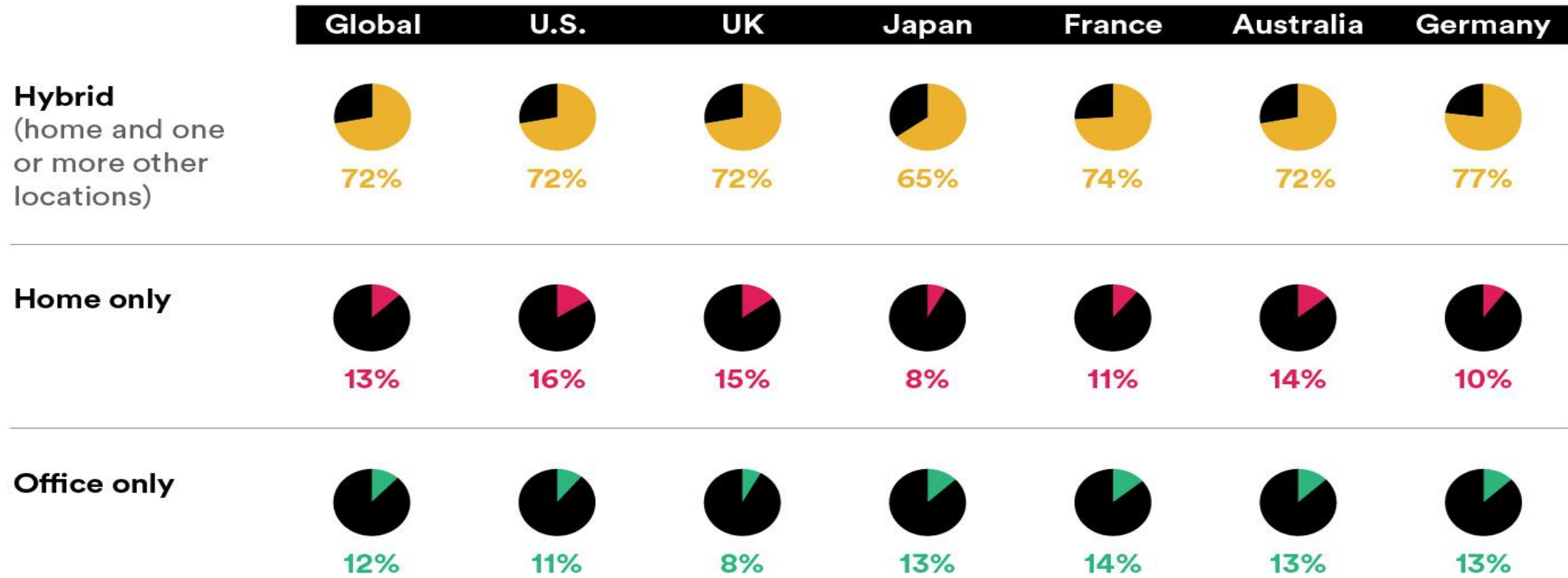


دکتر مهدی صانعی

دورکاری و چالش بهره‌وری در بخش دولتی

*Does not include respondents who listed other primary working locations, such as client sites or coworking spaces.

Hybrid, home or office: A global breakdown of working location preferences



Remote work during COVID-19

In the US, the percentage of full-time employees working from home increased

from 33% to 61%

Source: Gallup



An Unprecedented Shift From the Workplace to Home

SPENT TIME ROUTINELY WORKING FROM HOME

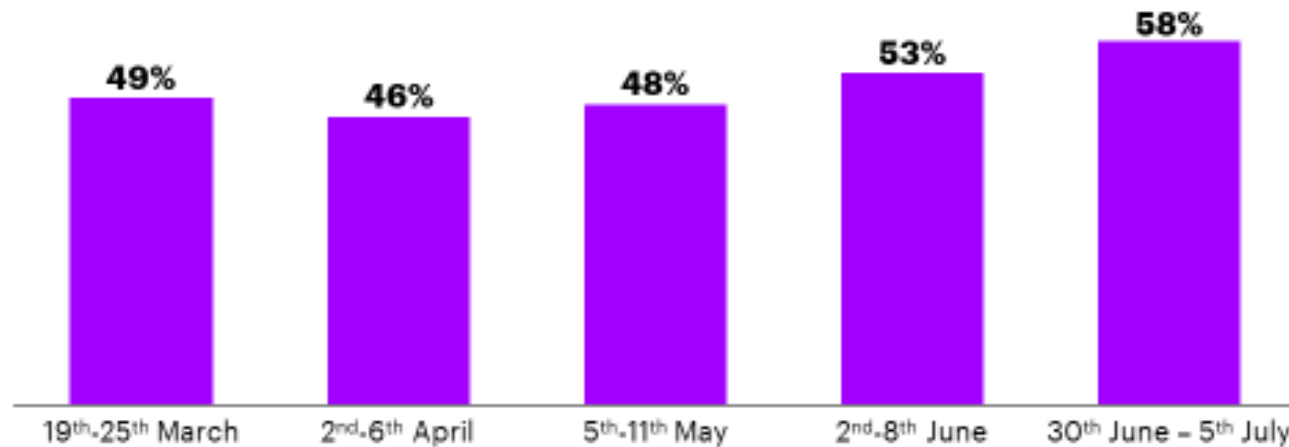


Gallup Panel, with pre-COVID-19 data from Sept. 3-16, 2019, and peak COVID-19 data from April 27 to May 10, 2020

73% of employees enjoy working from home

New remote workers plan to continue working from home

Employees who never worked from home before the outbreak and plan to work from home more after the pandemic

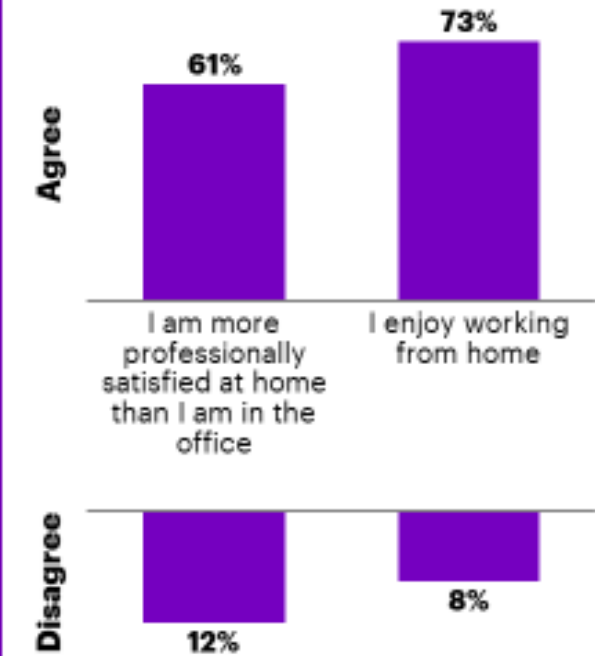


35% of all employees plan to work from home at least once a week in the future

1/5 plan to work from home more than 3 times a week

Satisfaction with working from home

Proportion of consumers working from home who agree vs. disagree with the statements



Source: Accenture COVID-19 Consumer Research, conducted 30th June - 5th July, N = 2,790 respondents working from home.

58.25% of companies plan to combine remote and in-office work in the future.

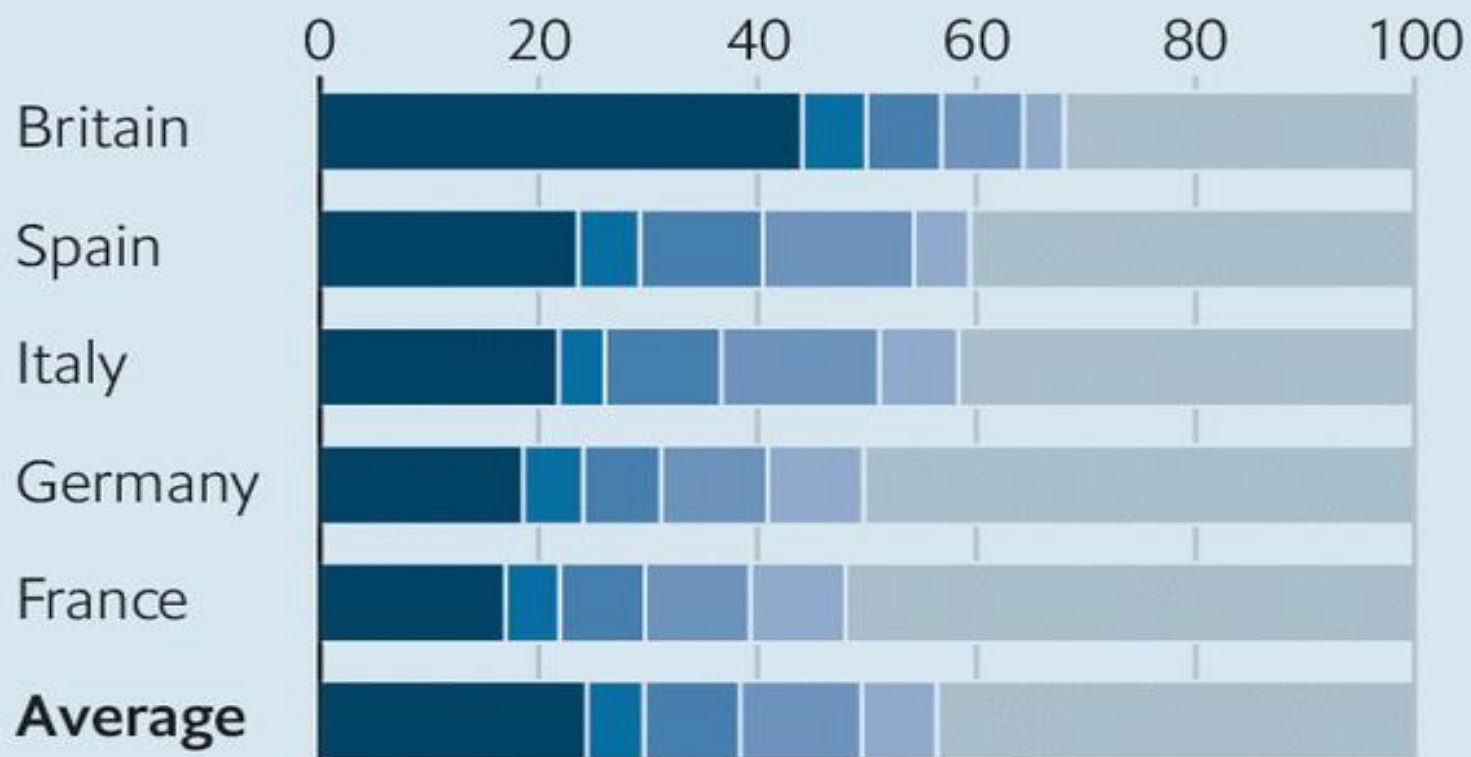
Only **15.5%** intend to go back to full-time office work.



Working 9 to 5, at home

Office workers, days working from home per week, August 2020, % responding

■ 5 or more days ■ 4 ■ 3 ■ 2 ■ 1 ■ None



Source: Morgan Stanley



How many people want to work from home?



80% of employees want to work from home at least some of the time



Only **12%** of federal employees say they would not want to work from home at least some of the time



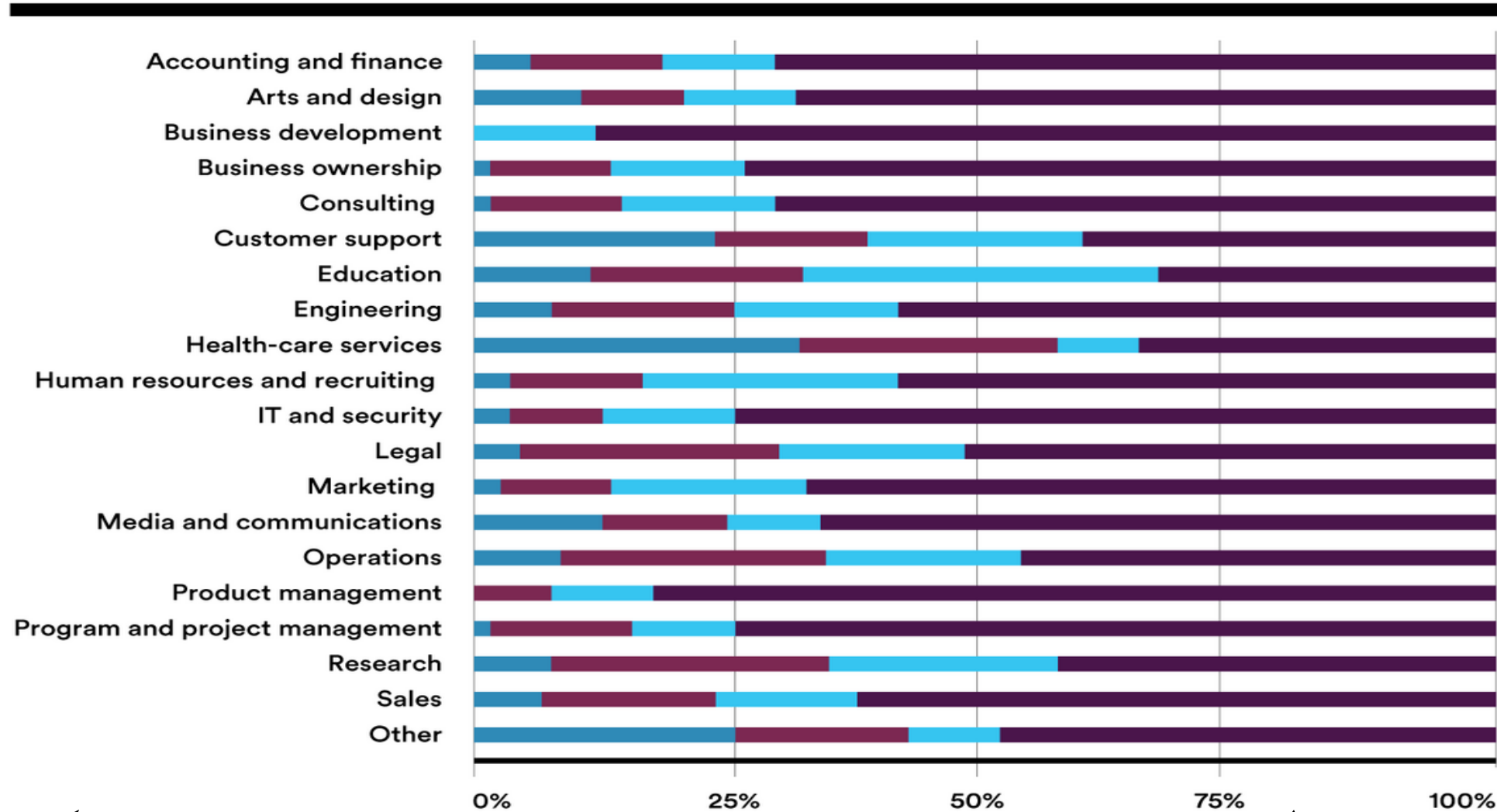
35% of employees would change jobs for opportunity to work remotely full time



37% would do so to work remotely some of the time

Suitability of job for remote work by industry

- Cannot be done from home
- Can only do part of the job from home
- Can work from home but with some or a lot of difficulty
- Can work from home with little or no difficulty



نتیجه:

دورکاری بعنوان یک پدیده شایع و روند غالب در جهان امروز است.

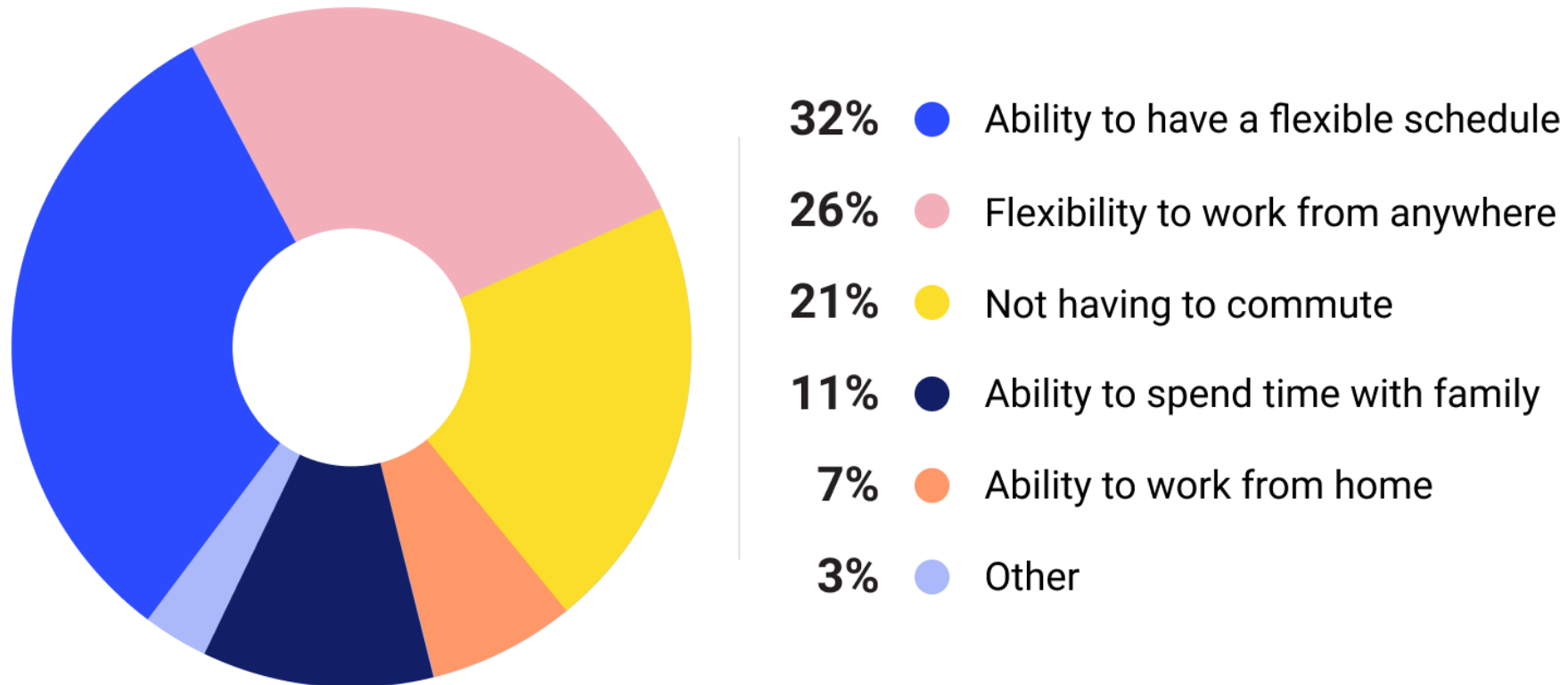
مواهب و معایب فراروی دورکاری

Benefits of remote work according to employers



Source: Indeed

What's the biggest benefit you see to working remotely?



State of Remote Report 2020

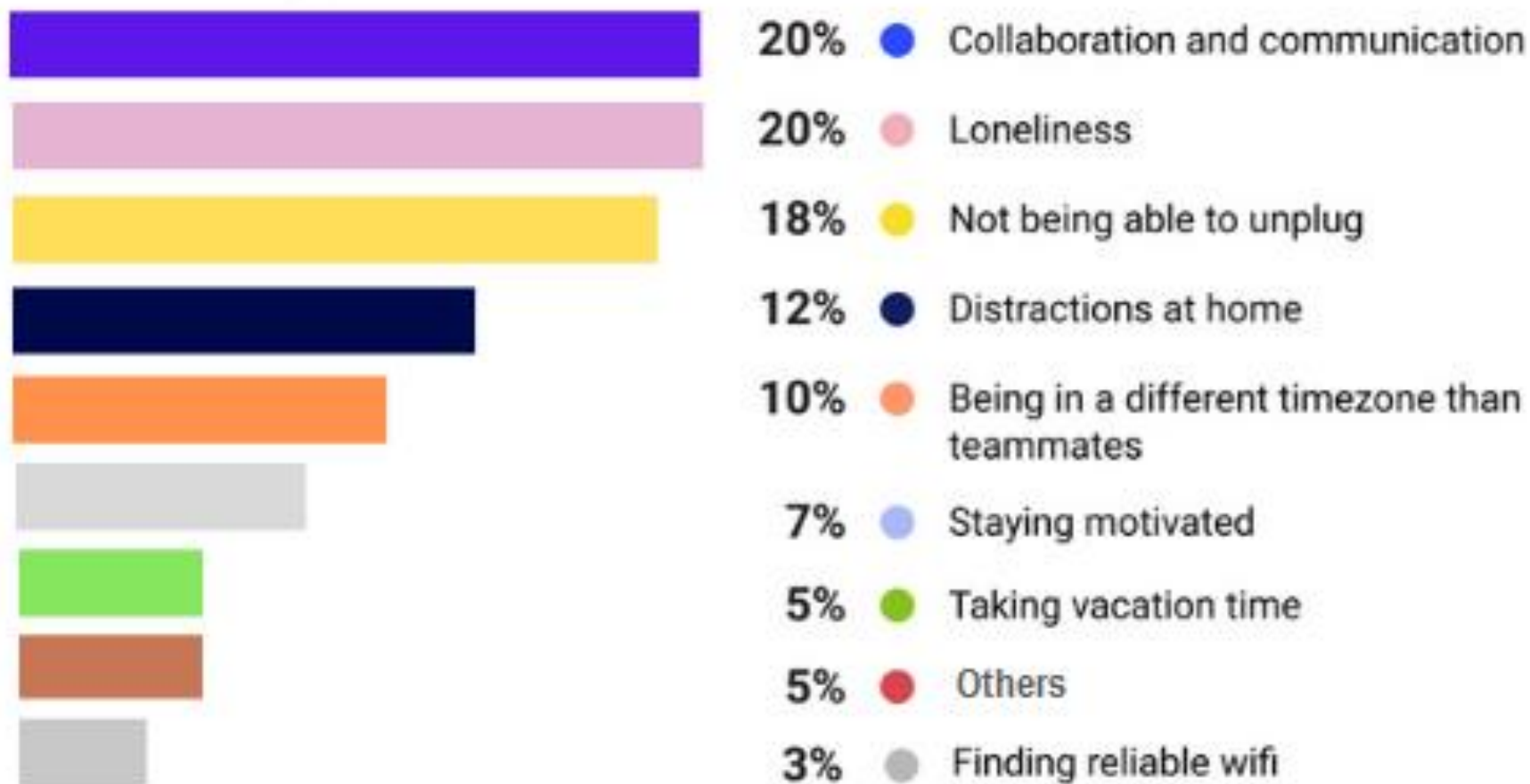
buffer.com/state-of-remote-2020

دکتر مهدی صانعی

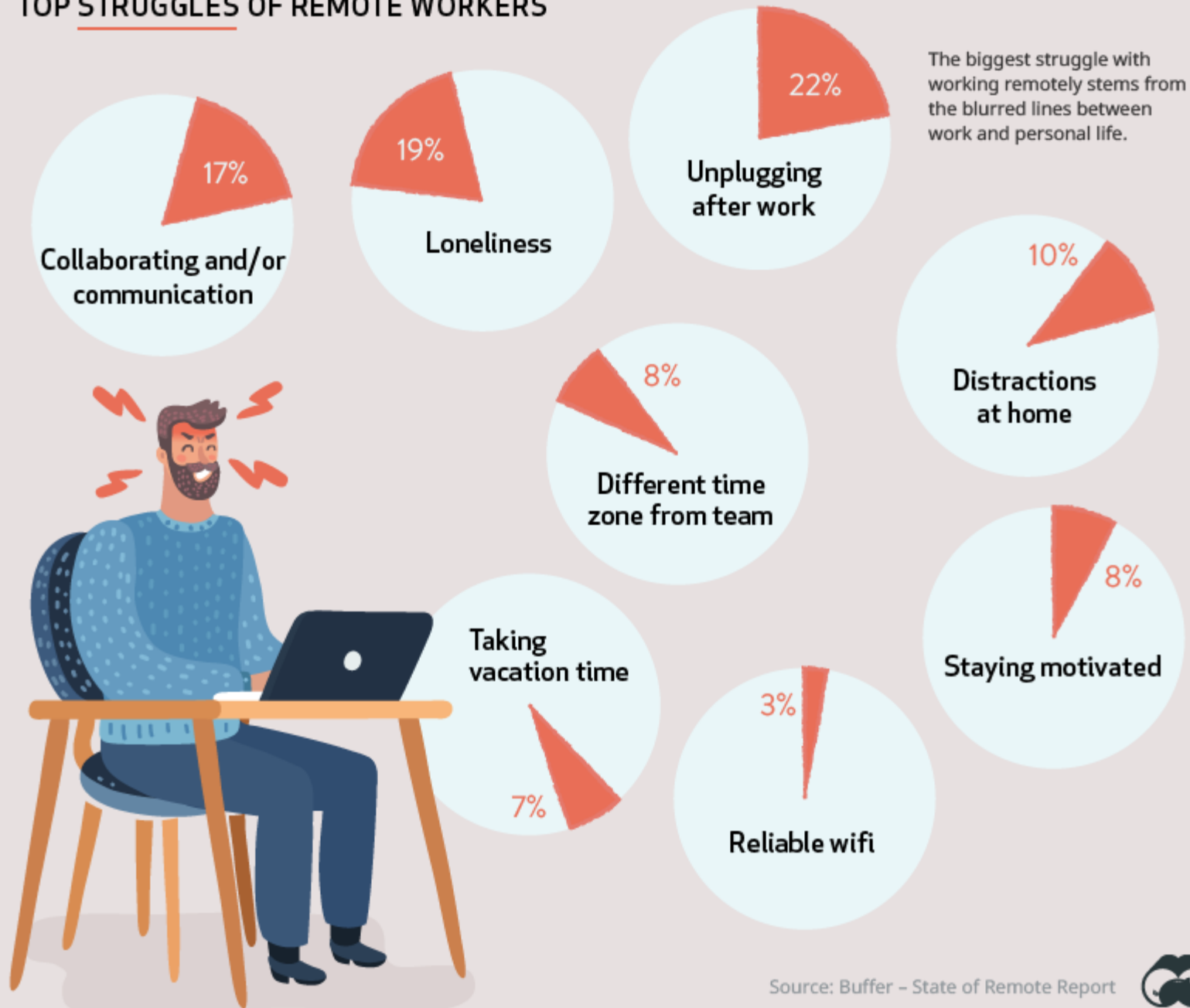


دورکاری و چالش بهره‌وری در بخش دولتی

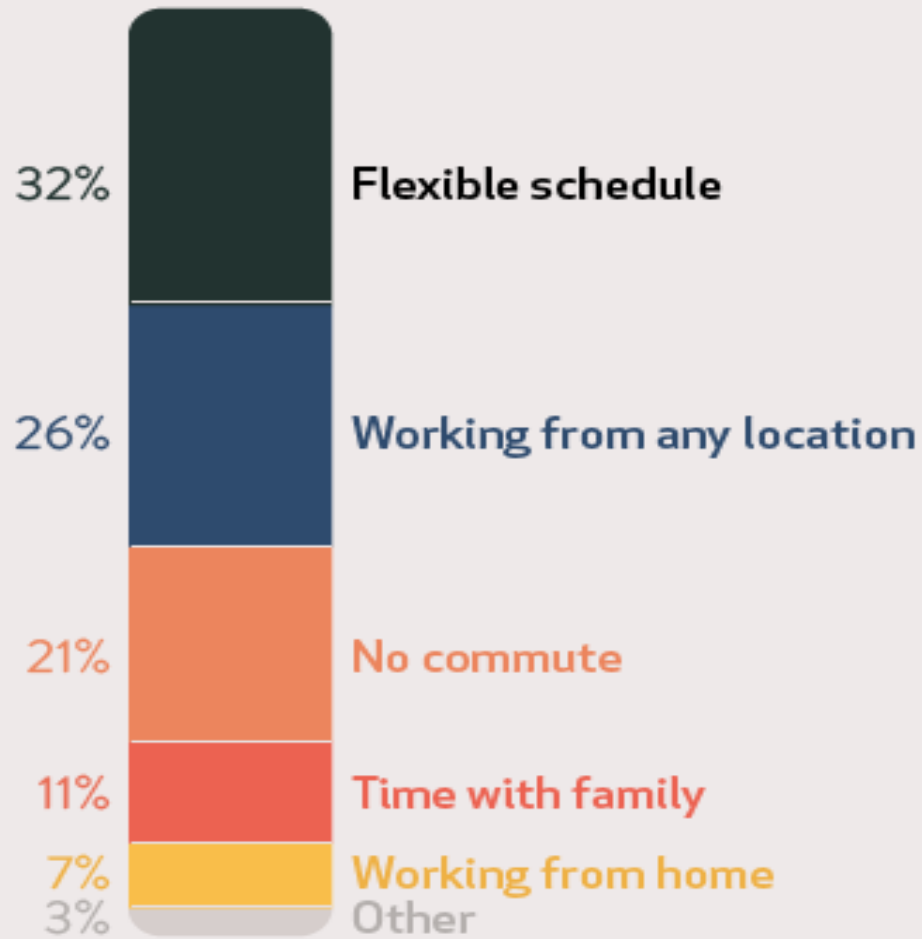
What's your biggest struggle with working remotely?



TOP STRUGGLES OF REMOTE WORKERS



TOP BENEFITS OF REMOTE WORKING

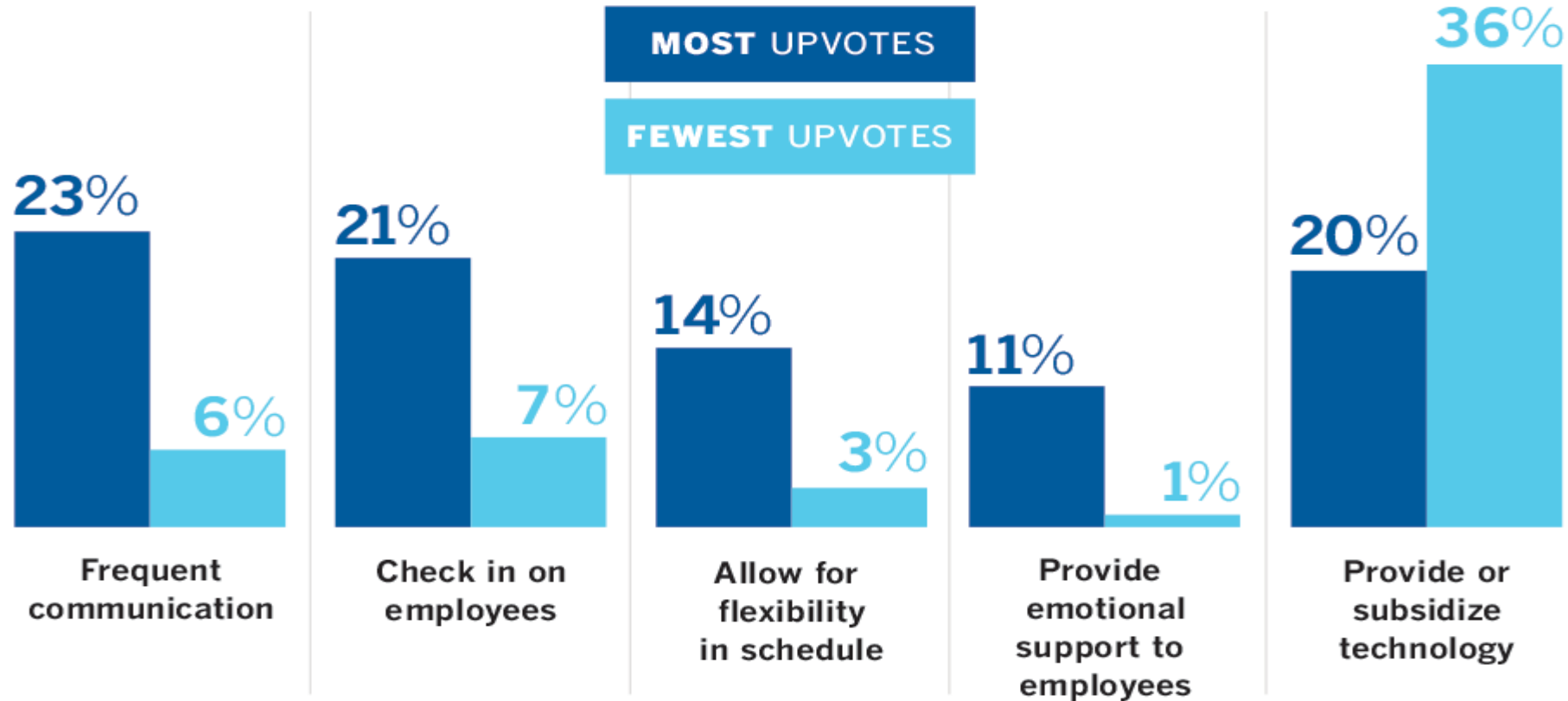


Source: Buffer – State of Remote Report



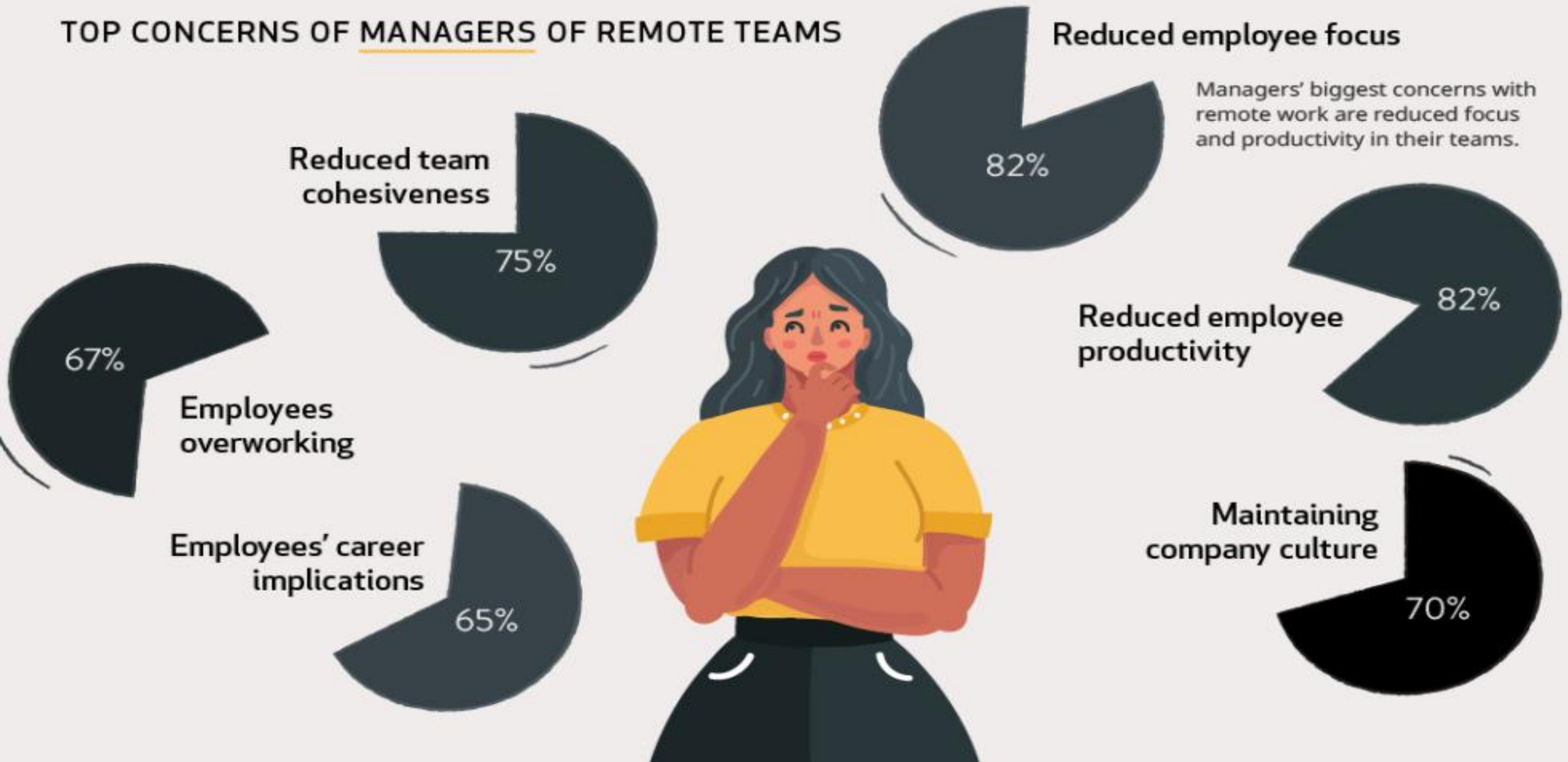
How Employees Rated Actions Taken to Enhance Remote Work

The authors surveyed 350 HR leaders and other employees to determine the most meaningful actions their organizations had taken to support remote work during the COVID-19 crisis. These responses were aggregated into six main categories, and 2,000 people voted on which responses they found most valuable. Responses are divided into quartiles based on the number of positive votes, or “upvotes,” they received.



Source: The COVID-19 Pulse of HR survey was conducted by CultureX, Josh Bersin, and Waggl between April 19 and April 29, 2020.

TOP CONCERNS OF MANAGERS OF REMOTE TEAMS



Why Americans Wanted To Work Remotely Pre-Coronavirus

Top reasons for remote working in 2019,
as cited by U.S. remote workers



n=1,202 full-time U.S. workers (aged 22 to 65)

Source: Owl Labs



Sick and sicker

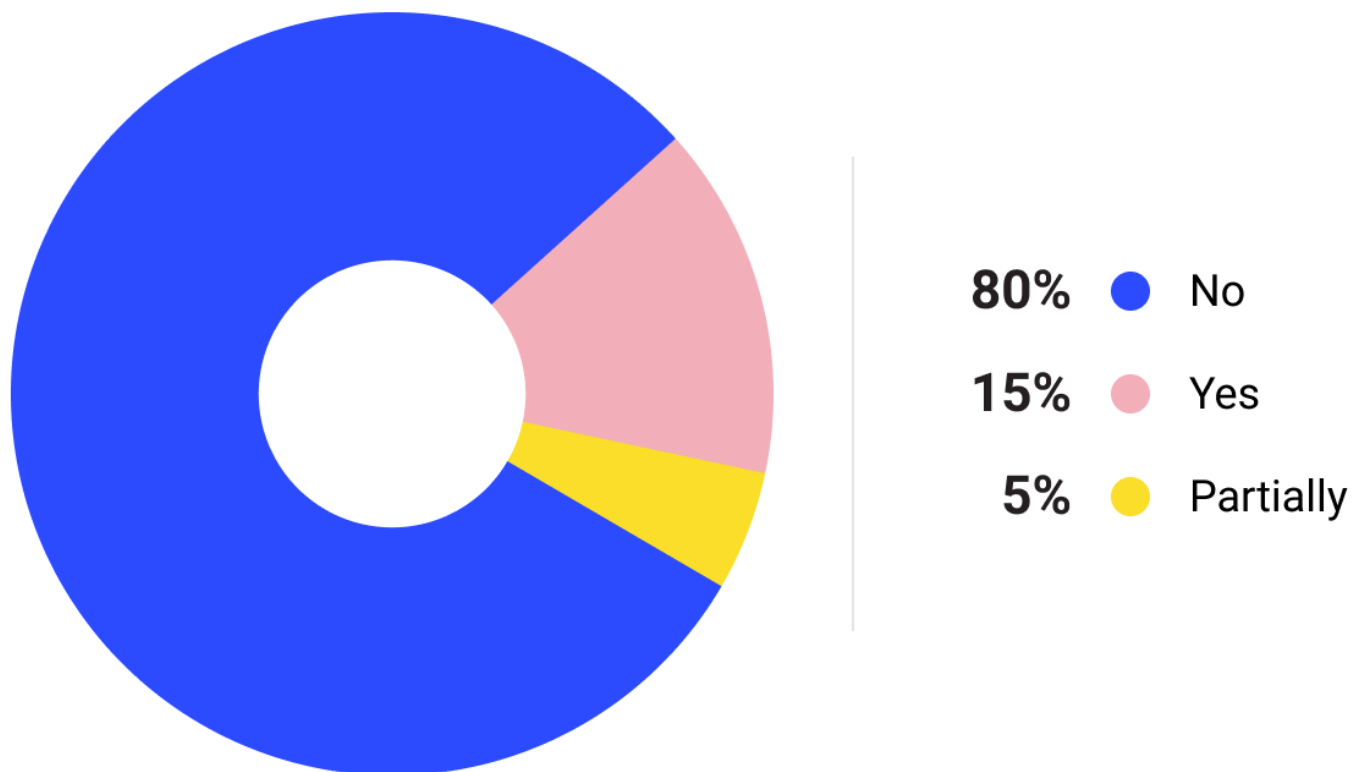
OECD countries, vulnerability to lockdowns, April 2020

Vulnerability score* Rank out of 33, 1=most vulnerable	Jobs that cannot be done from home, %	Retail, transport and hospitality, % of GDP	Fiscal stimulus† % of GDP
(1) Greece	68	23	1.0‡
(3) Spain	68	24	1.2
(5) Italy	65	21	1.2
(15) France	62	18	0.7
(23) Japan	67‡	22	10
(28) Sweden	56	18	2.2
(29) Germany	63	16	4.4
(31) Britain	56	17	3.1
(33) United States	58	16	6.9

*Average score of five indicators: employment in small firms; ability to work from home; size of retail and leisure sector; fiscal stimulus; focus on job protection †Spending/revenue measures ‡The Economist estimate

Sources: "How many jobs can be done at home?" by J. Dingel and B. Neiman; OECD; IMF; World Bank; UBS; Goldman Sachs; The Economist

Does your company pay for your home internet?



State of Remote Report 2020

buffer.com/state-of-remote-2020

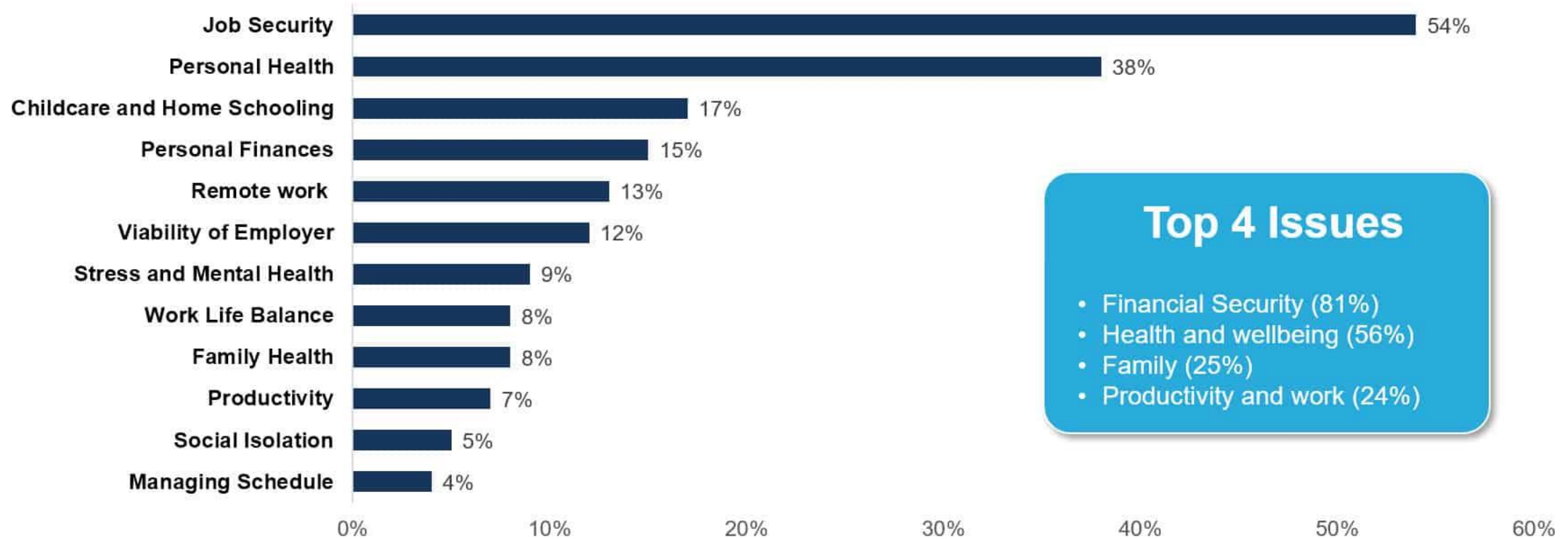
دکتر مهدی صانعی



دورکاری و چالش بهره‌وری در بخش دولتی

Top Issues On Employees' Minds

Top Issues Weeks of April 1-18, 2020



Top 4 Issues

- Financial Security (81%)
- Health and wellbeing (56%)
- Family (25%)
- Productivity and work (24%)

دکتر مهدي صانعی

دور کاری و چالش بهره وری در بخش دولتی

Online survey conducted by CultureX and Josh Bersin between March 31 through April 5. By role, the sample consisted of CHROs (25%), HR VPs, directors, or managers (52%), HR specialists or business partners (16%). Organizations with more than 10,000 employees represented 21% of the sample, 1,000-10,000 (31%), 200-1,000 (23%), and fewer than 200 employees (26%). Information technology (21% of responses), professional services (14%), and financial services (9%) were the most common of 19 sectors represented in the sample.

Trends in Remote Work Growth



44%

=

Growth in **remote work**
over the last 5 yrs



91%

=

Growth in **remote work**
over the last 10 yrs



159%

=

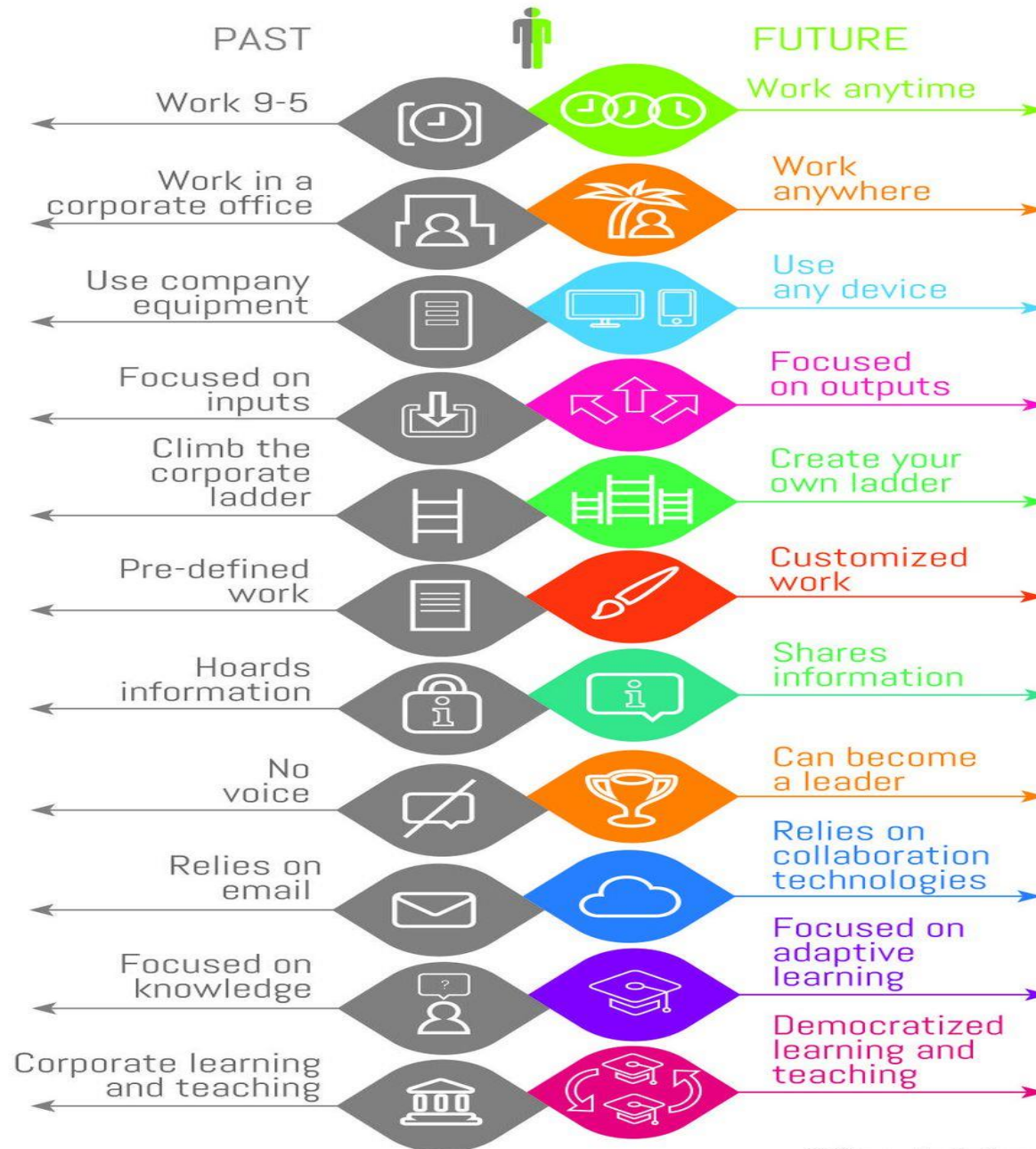
Growth in **remote work**
over the last 12 yrs

نتیجه:

بطور کلی، منافع دورکاری بر موانع آن برتری دارد.

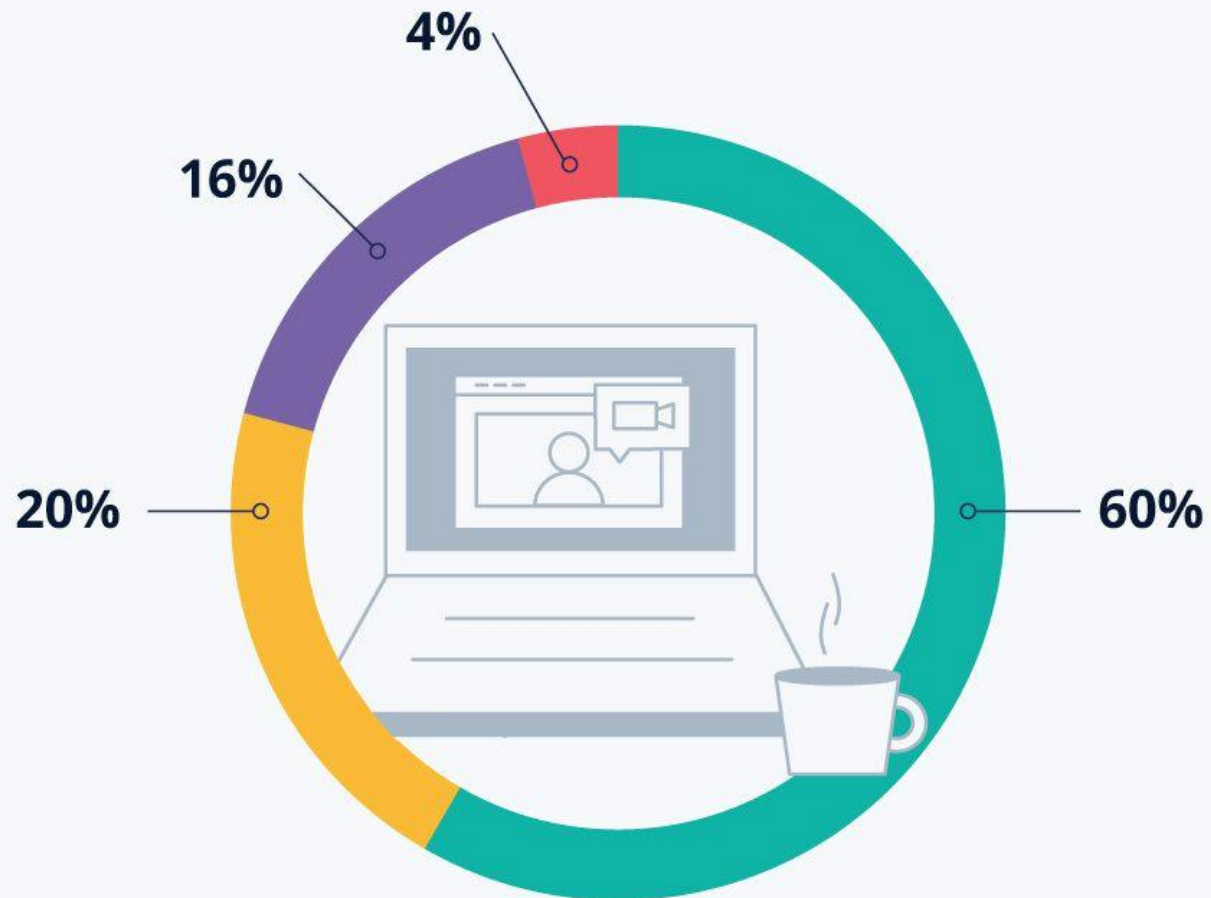
تغییر ماهیت کار، کارمند و بهره‌وری

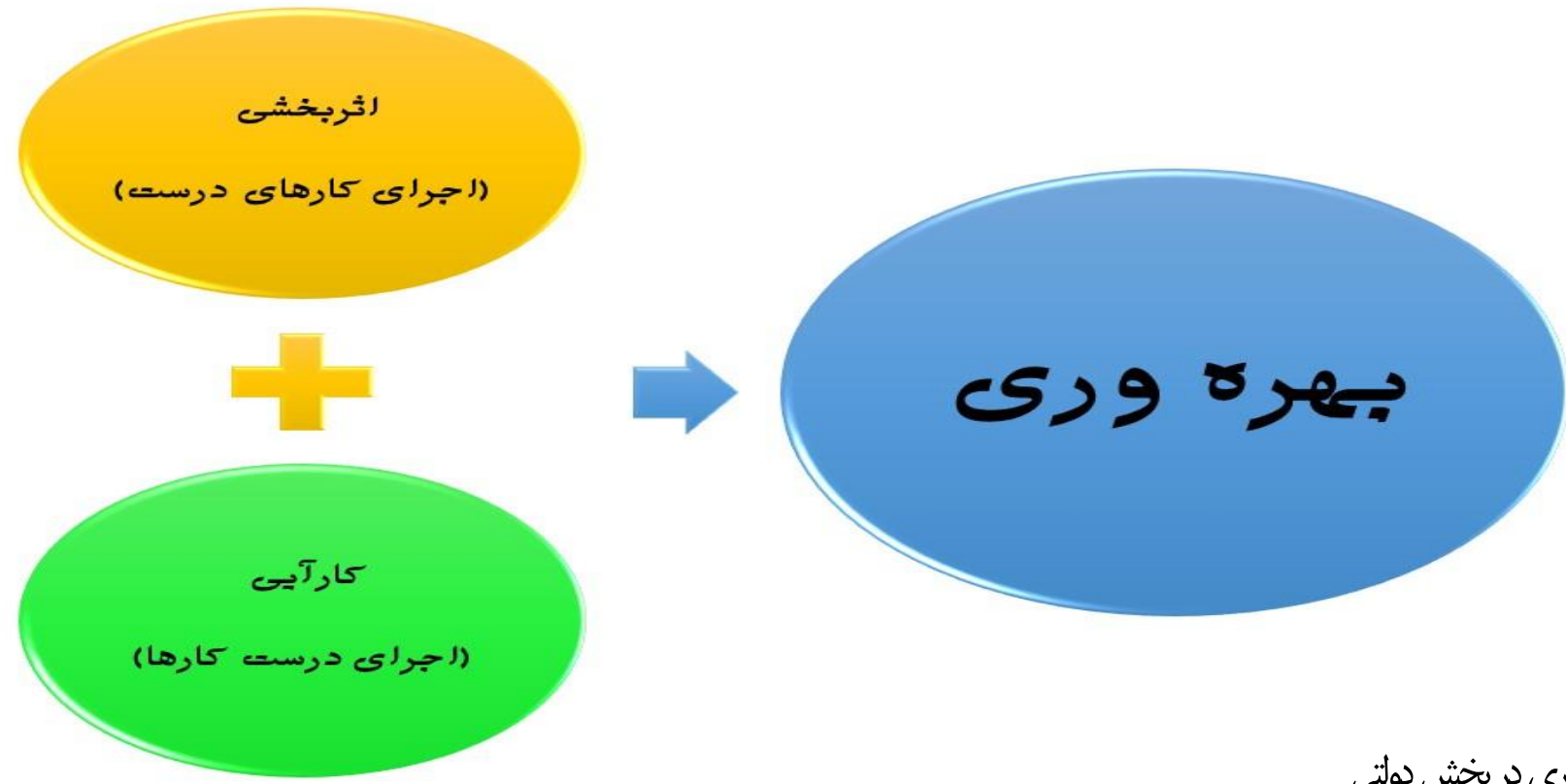
THE EVOLUTION OF THE EMPLOYEE

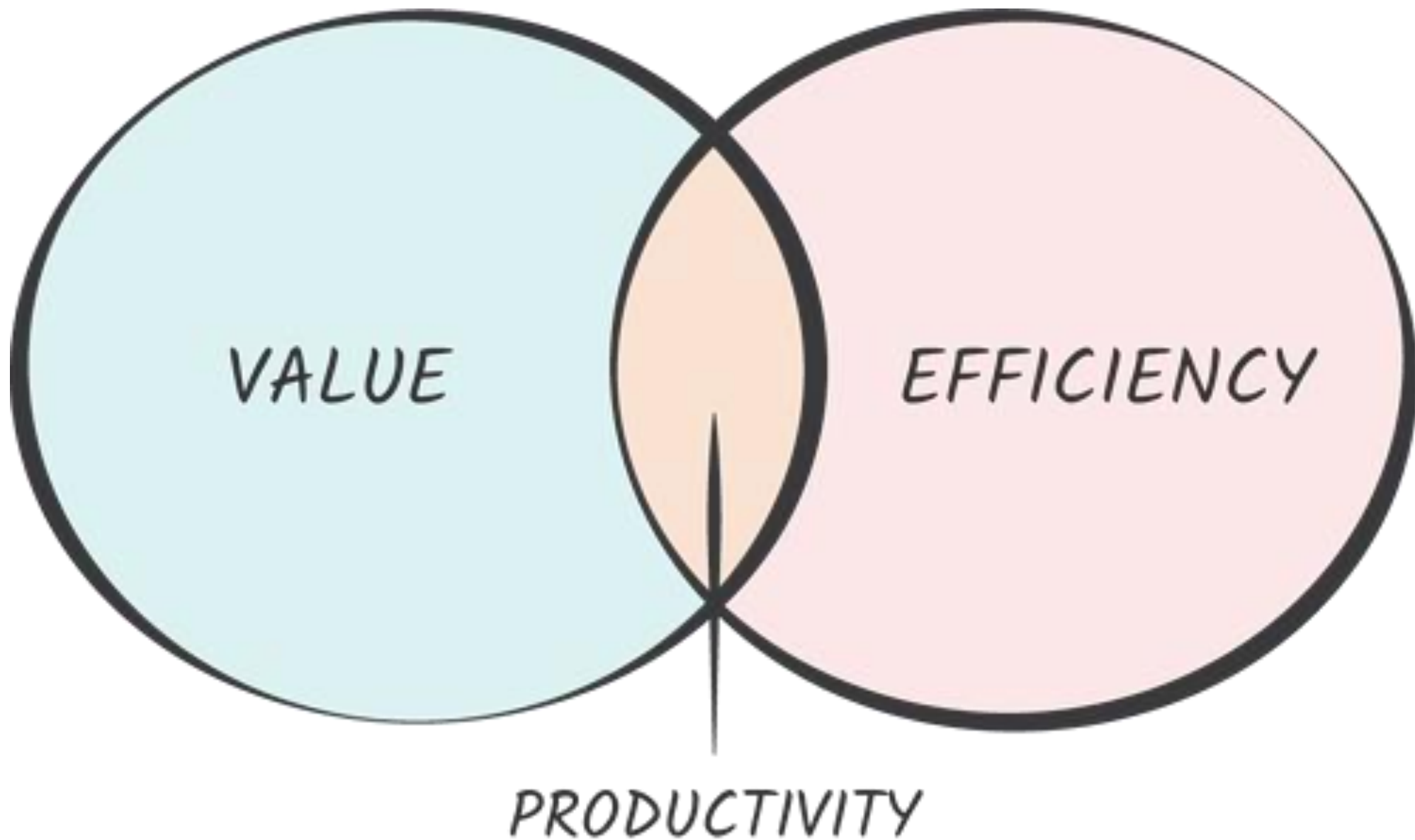


FUTURE OF WORK

- Flexible option to work from home/office
- Fully virtual/remote working
- Back to office fulltime
- Undecided



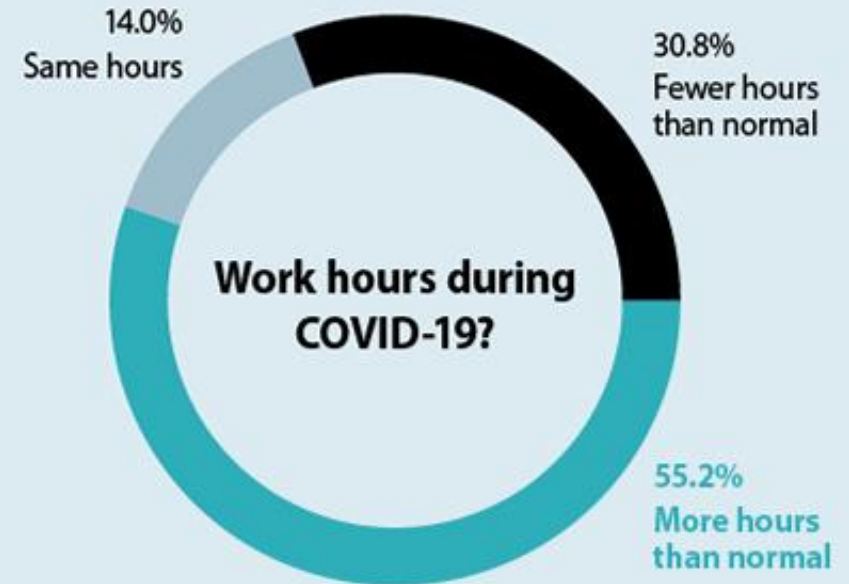
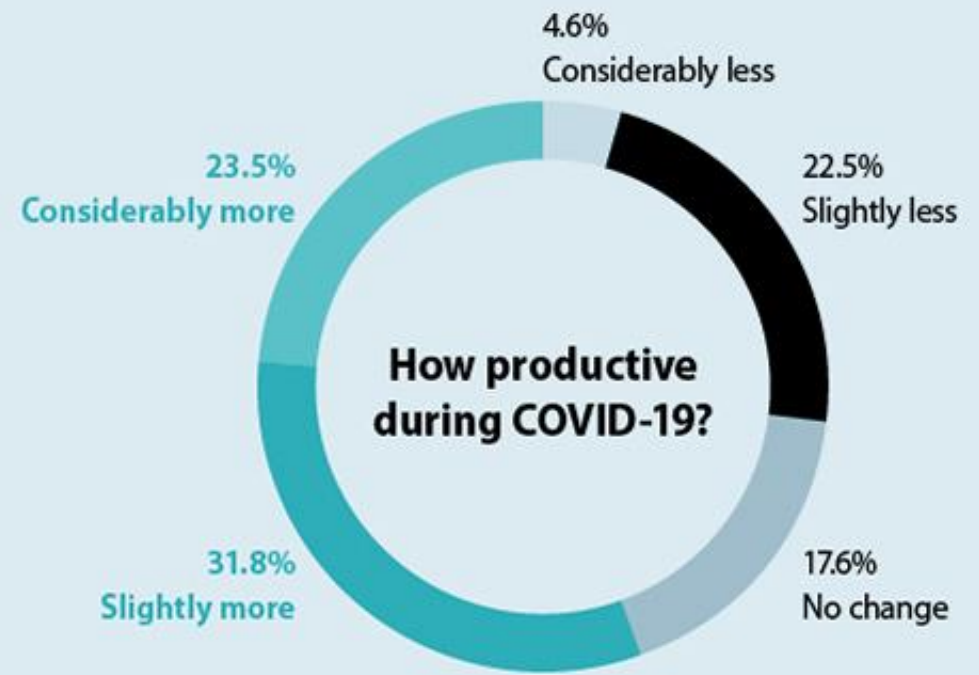




آیا دورکاری از بهره‌وری لازم برخوردار است؟

How Productive is Remote Work?

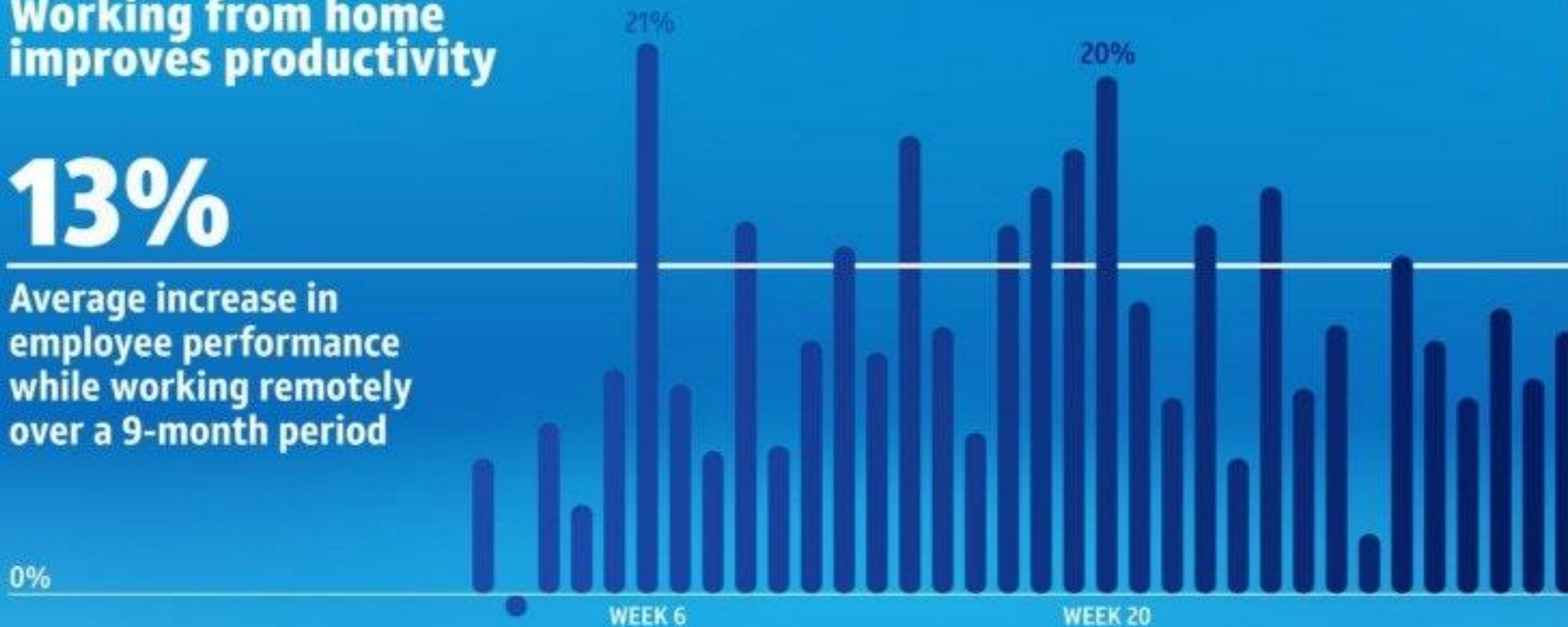
While many find working from home more productive, it's also harder to balance that time.




Working from home improves productivity

13%


Average increase in employee performance while working remotely over a 9-month period






Source: Does Working from Home Work? | Experiment by Nicholas Bloom (Stanford Institute for Economic Policy Research)






65% of workers feel more productive away from the office.



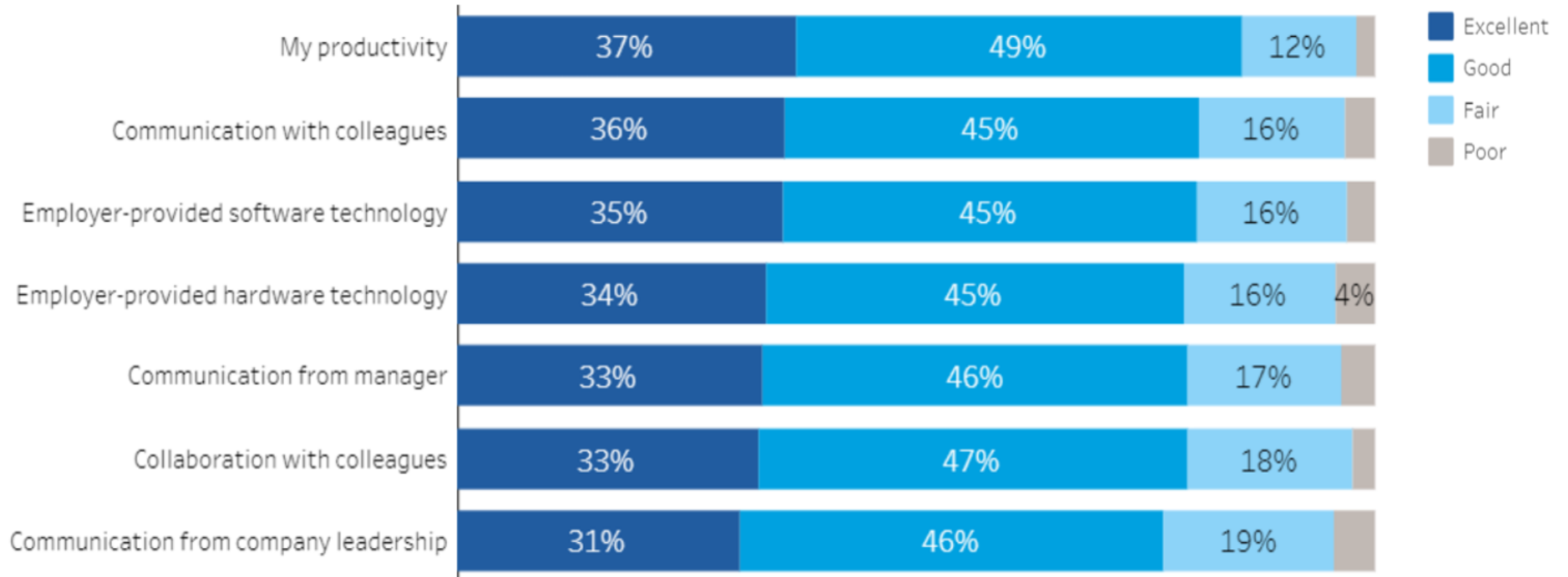
Of those, 86% rate their productivity as good or great.



85% of businesses report that remote work has improved their overall productivity.



How would you rate the following aspects of working remotely?



According to the State of Workplace Productivity Report, which surveyed **2,009 full time employees 18 and older**:



65%
think a flexible and remote work
schedule would increase their
productivity



only **19%**
are allowed by their employers
to work remotely



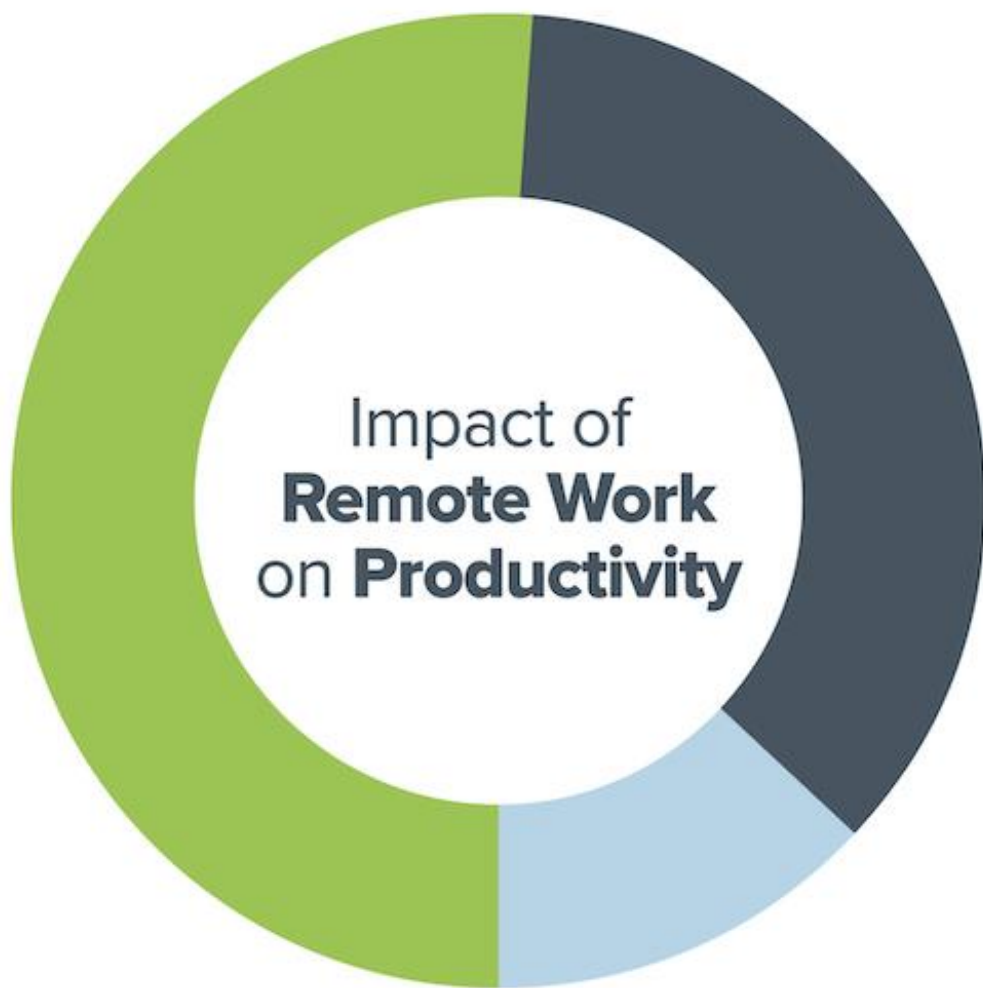
37%
believe a closed
office fosters the
most productivity



23%
think
partitioned
cubicles help



19%
would opt
for open
desk layouts



51.3%
Enhanced
Productivity



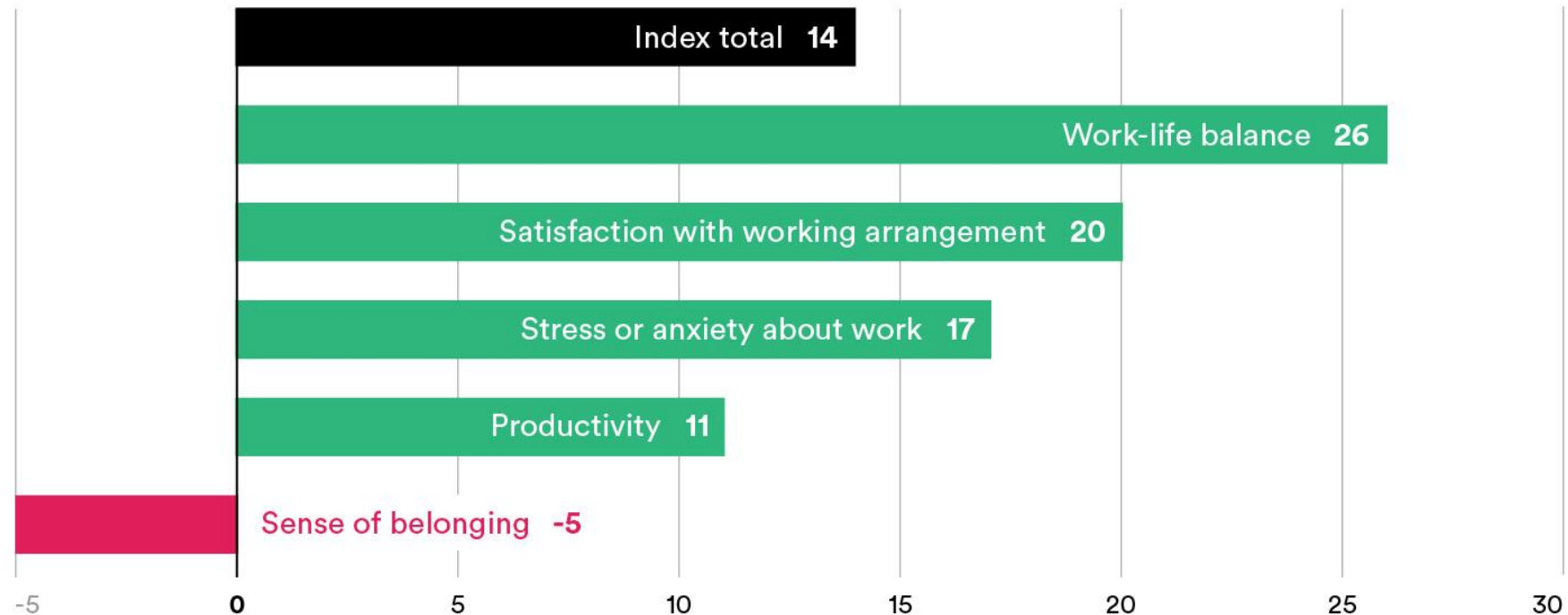
35.9%
Maintained
Productivity



12.8%
Reduced
Productivity

Remote Employee Experience Index

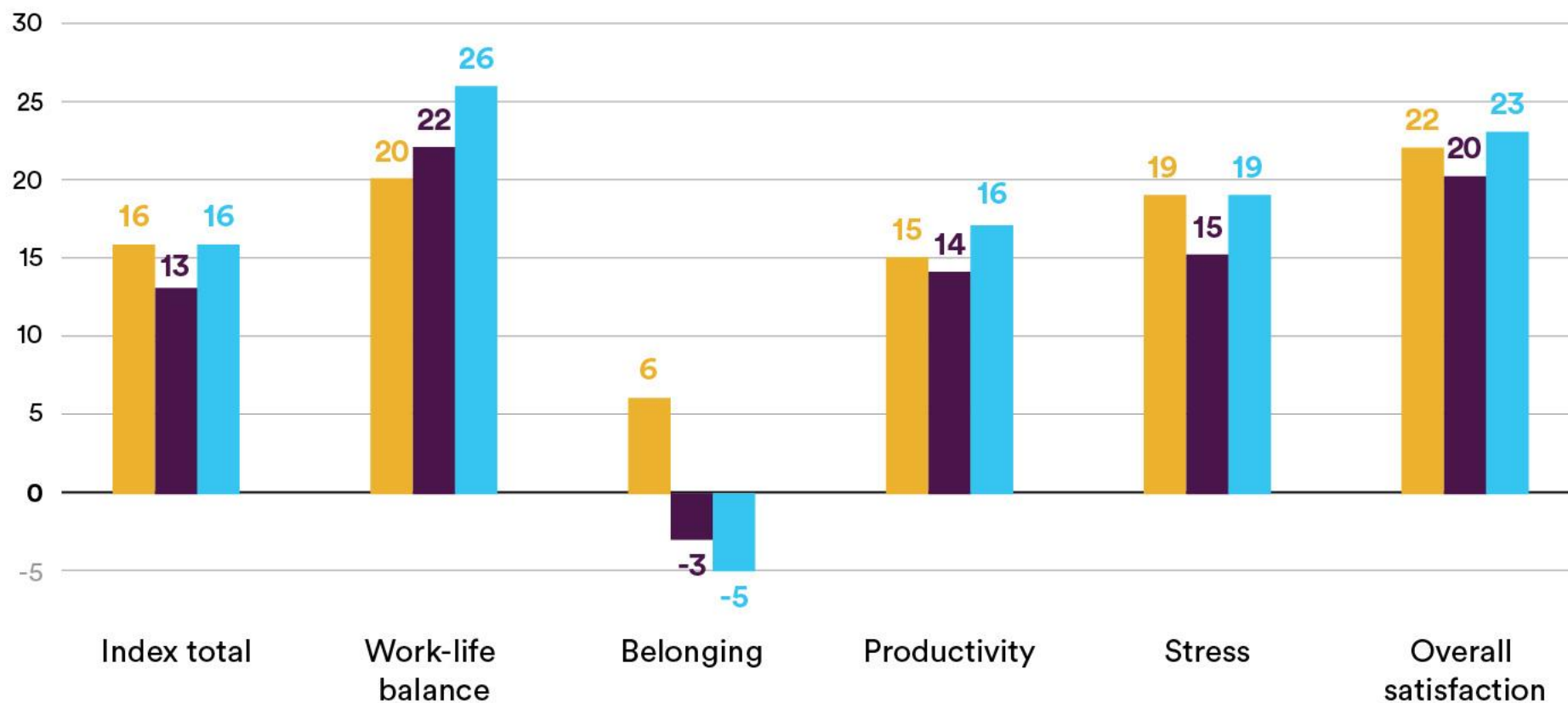
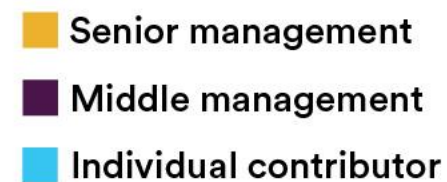
The Remote Employee Experience Index measures perceptions of key elements of working life, such as productivity, sense of belonging and work-life balance.



The highest possible score of +100 would indicate that all employees feel working from home is much better than working in the office. A neutral score of 0 would indicate on balance, working from home is the same as working in the office. The lowest possible score of -100 would indicate that all employees feel working from home is worse.

The Remote Employee Experience Index is based on data from a survey of 9,032 knowledge workers who identify as “skilled office workers” in the U.S., the U.K., France, Germany, Japan and Australia. It analyzes the key perceptual elements of the working experience for 4,700 of the workers surveyed who are primarily working remotely. The survey was fielded between June 30 and August 11, 2020, via GlobalWebIndex, a third-party online panel provider, and commissioned by Slack. Results were weighted based on sector and population.

Remote Employee Experience Index scores by seniority



Remote Working Productivity



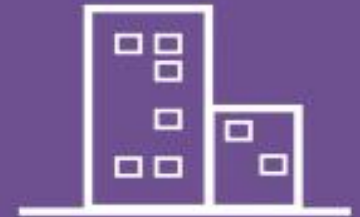
77% of remote workers reported higher productivity and efficiency

Working from home reduces employee attrition by

50% and employee satisfaction when working from home is generally higher



Remote employees work **1.4 more days** per month more than their office-based counterparts, meaning



additional weeks of work per year

CloudCall 

<https://www.businessnewsdaily.com/15259-working-from-home-more-productive.html> | <https://emailanalytics.com/15-working-from-home-productivity-statistics/>

نتیجه:

دورکاری از بهره‌وری قابل دفاعی **از منظر**
دورکاران برخوردار است.

بهره‌وری پدیده‌ای چند عاملی

81%

of HR decision makers believe allowing pets in the workplace increases productivity, according to a *Banfield Pet Hospital* study.

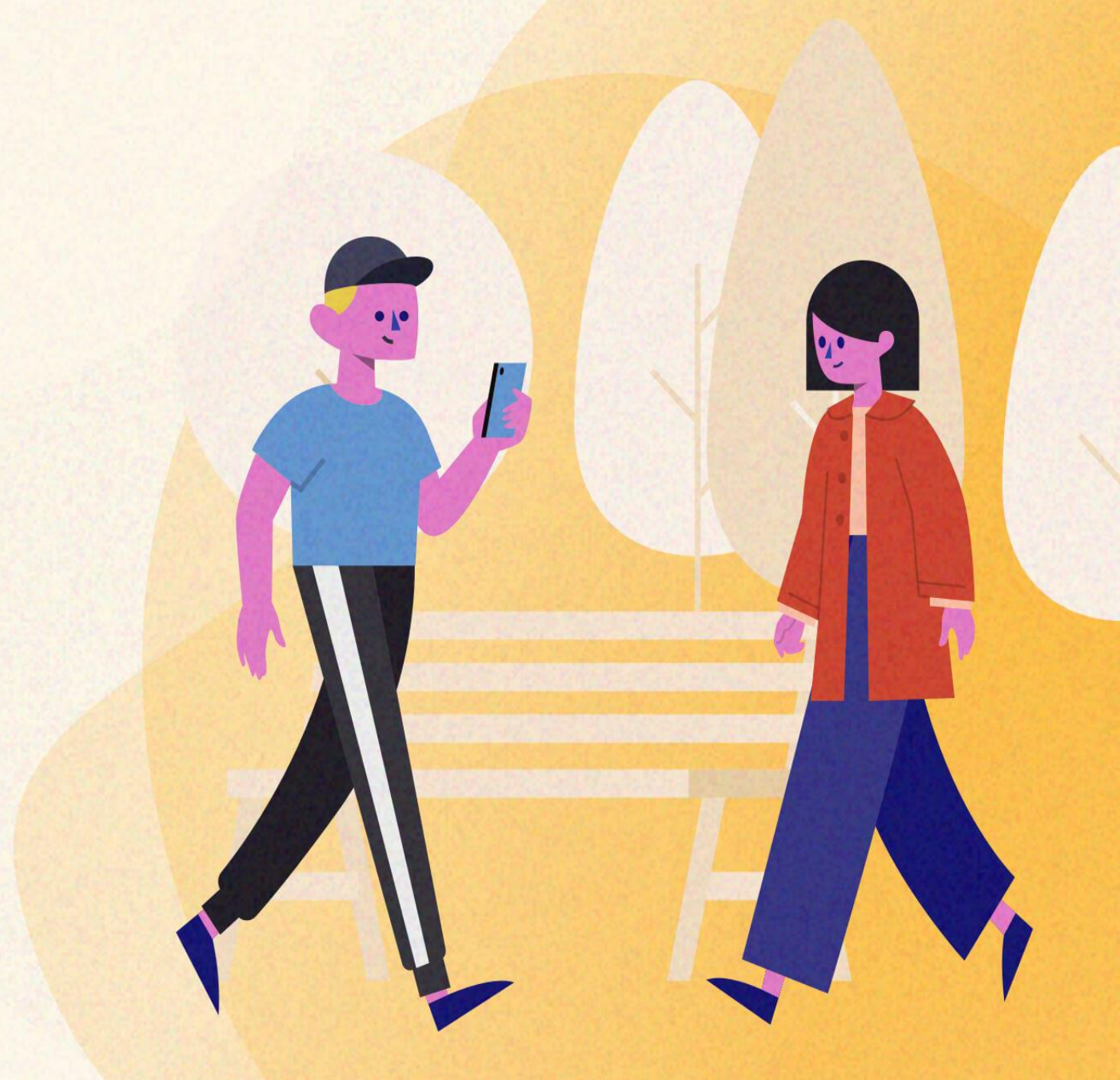
<https://www.banfield.com/about-us/news-room/press-releases-announcements/banfield-shares-data-on-the-positive-impact-of-pet>

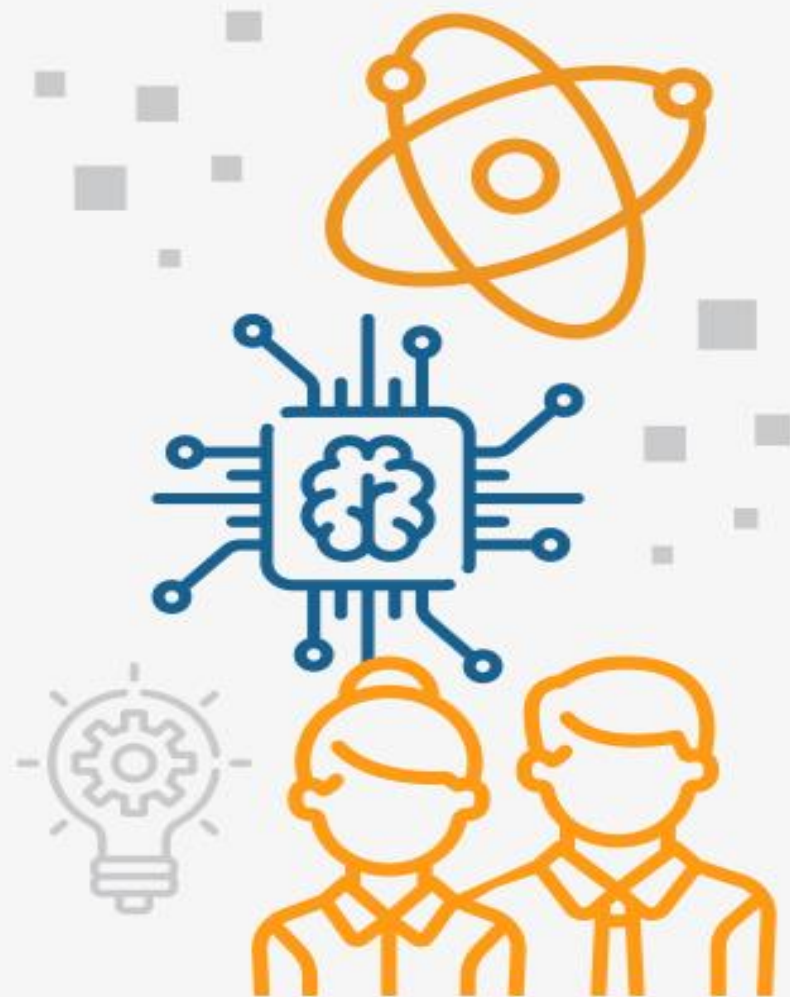


42%

of respondents to the *Mobility, Performance and Engagement Report* said the ability to access information quickly and easily has the greatest impact on how productive they are.

<https://www.arubanetworks.com/pdf-viewer/?q=/assets/EIUStudy.pdf>





AI Technology and Expert Systems

are projected to increase labor productivity by

40% by 2035

Source: Accenture



20 - 30%

INCREASE IN

PRODUCTIVITY

Benefit of online
collaboration tools and
digital workplaces



83%

OF

EMPLOYEES

depend on
technology for
collaboration

Source: McKinsey, Alfresco

 **FinancesOnline**
REVIEWS FOR BUSINESS

Monday is the most productive day of the week.

Percentage of tasks completed by day of the week:

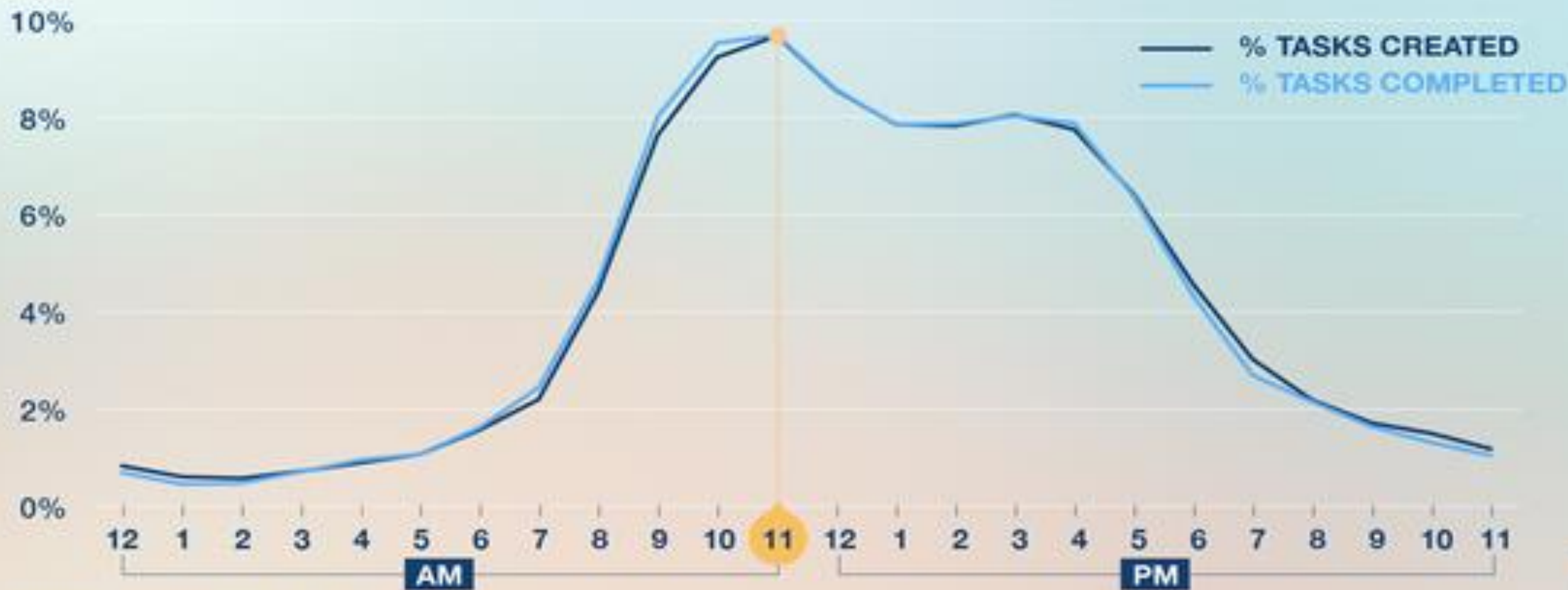


Sources: Redbooth (Oct 2016 – Oct 2017)

BBC
capital

11am is the most productive time of the day.

Percentage of tasks created and completed by time of day:

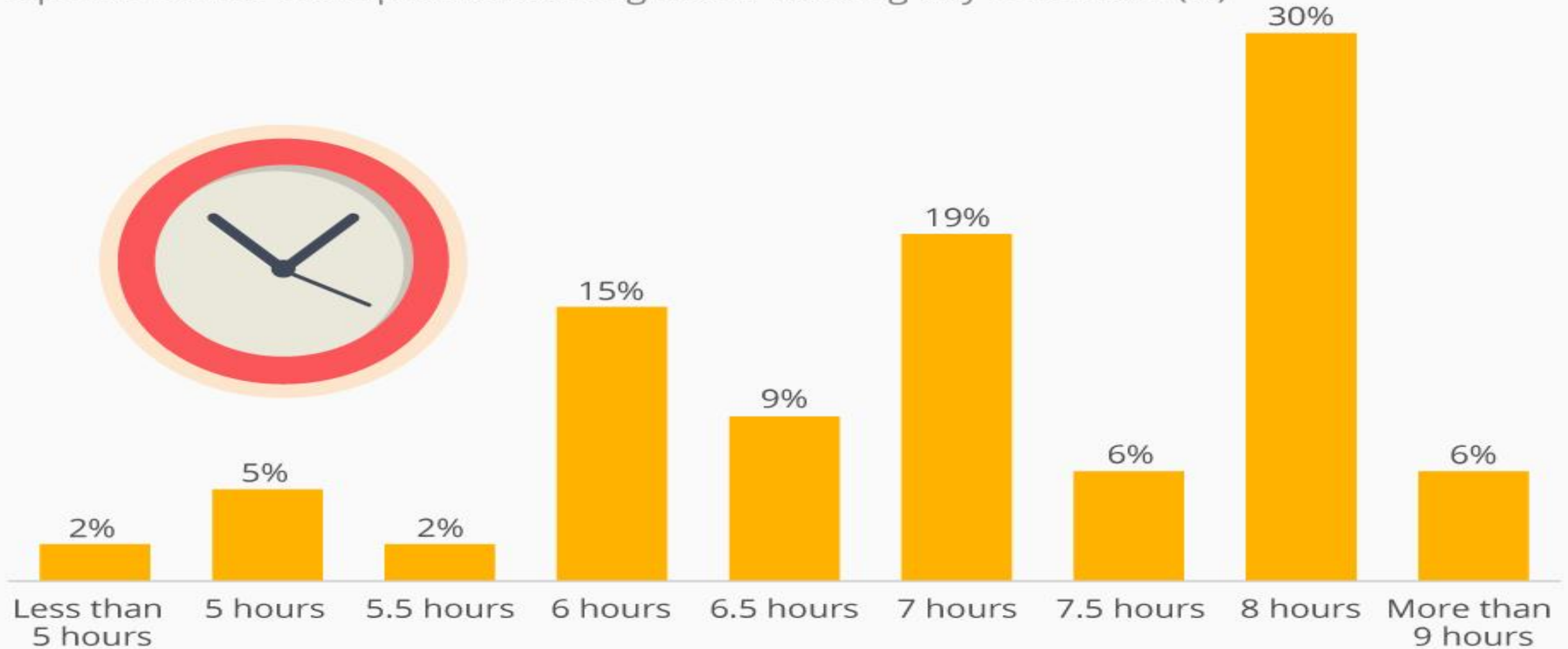


Sources: Redbooth (Oct 2016 – Oct 2017)



Is The 40-Hour Work Week Really Productive?

Opinion on the most productive length of a working day in the U.S. (%)



@StatistaCharts

Source: YouGov

statista

October is the most productive month.

Percentage of tasks completed by month:

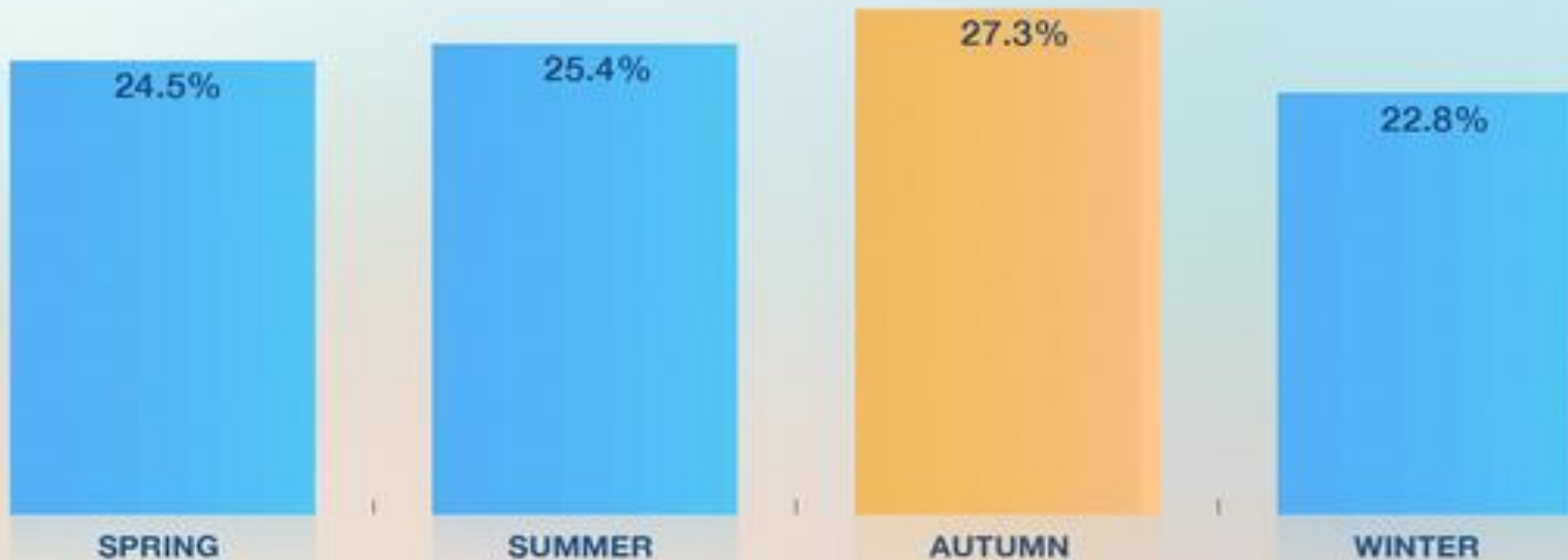


Sources: Redbooth (Oct 2016 – Oct 2017)

BBC
capital

Autumn is the most productive season.

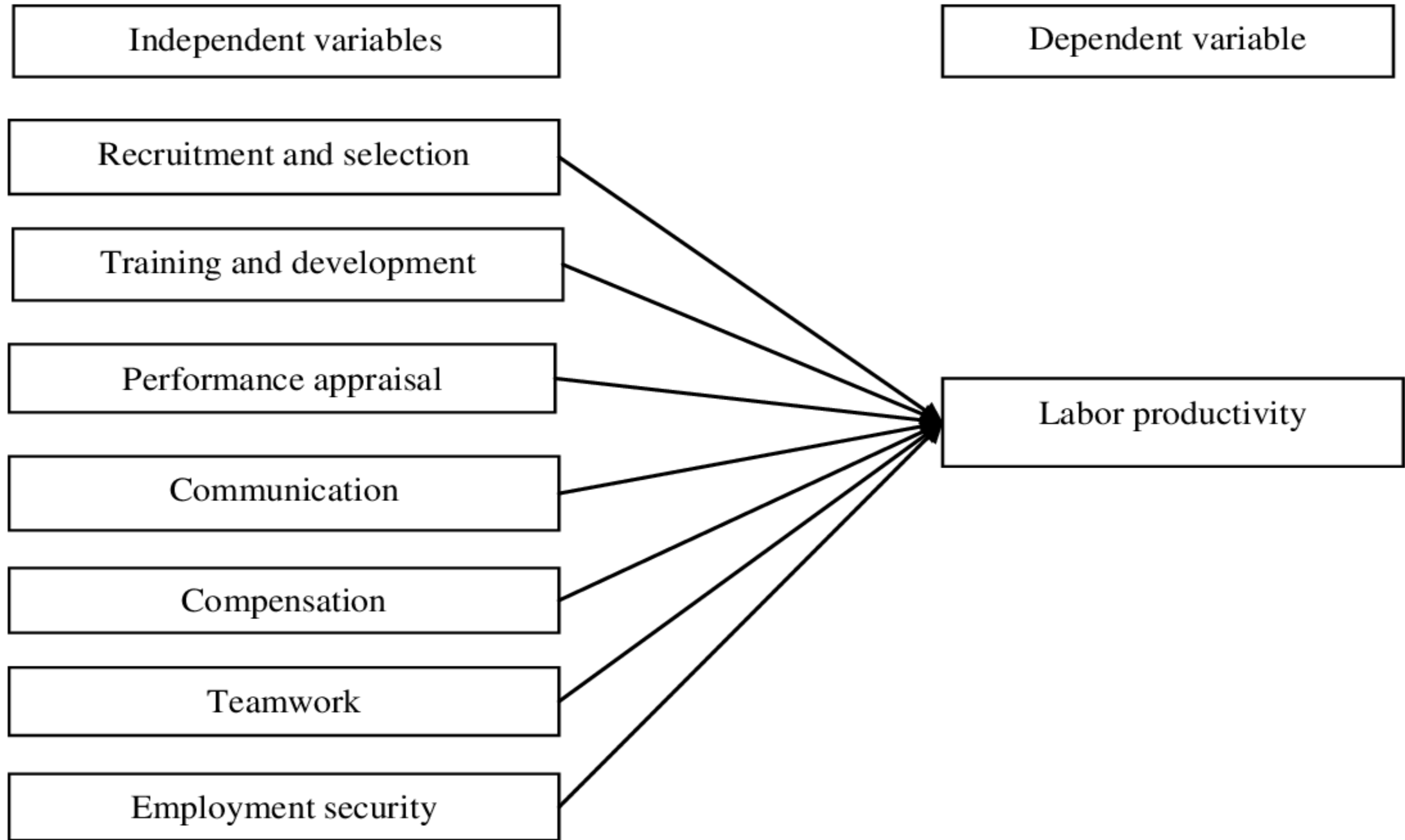
Percentage of tasks completed by season:



Sources: Redbooth (Oct 2016 – Oct 2017)

BBC
capital

عوامل سنتی تاثیر گذار بر بهره وری نیروی انسانی



What affects the productivity?

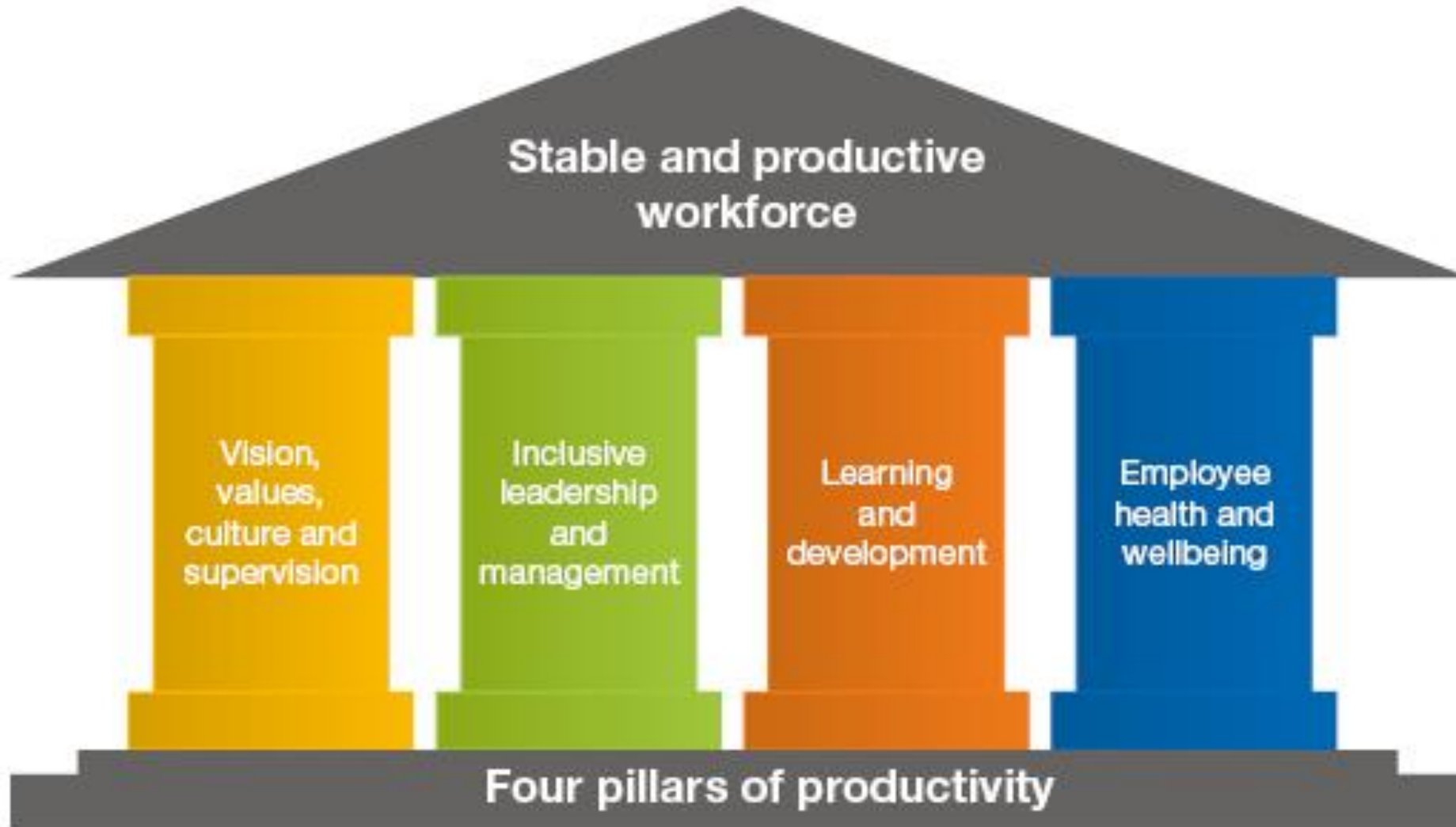


- Goal setting;
- Behavior and attitude;
- Wrong thinking/mind;
- Family/Social stress;
- Pressure from clients;
- Other stresses related factors;
- ...




"To do things right" vs "To do right things"

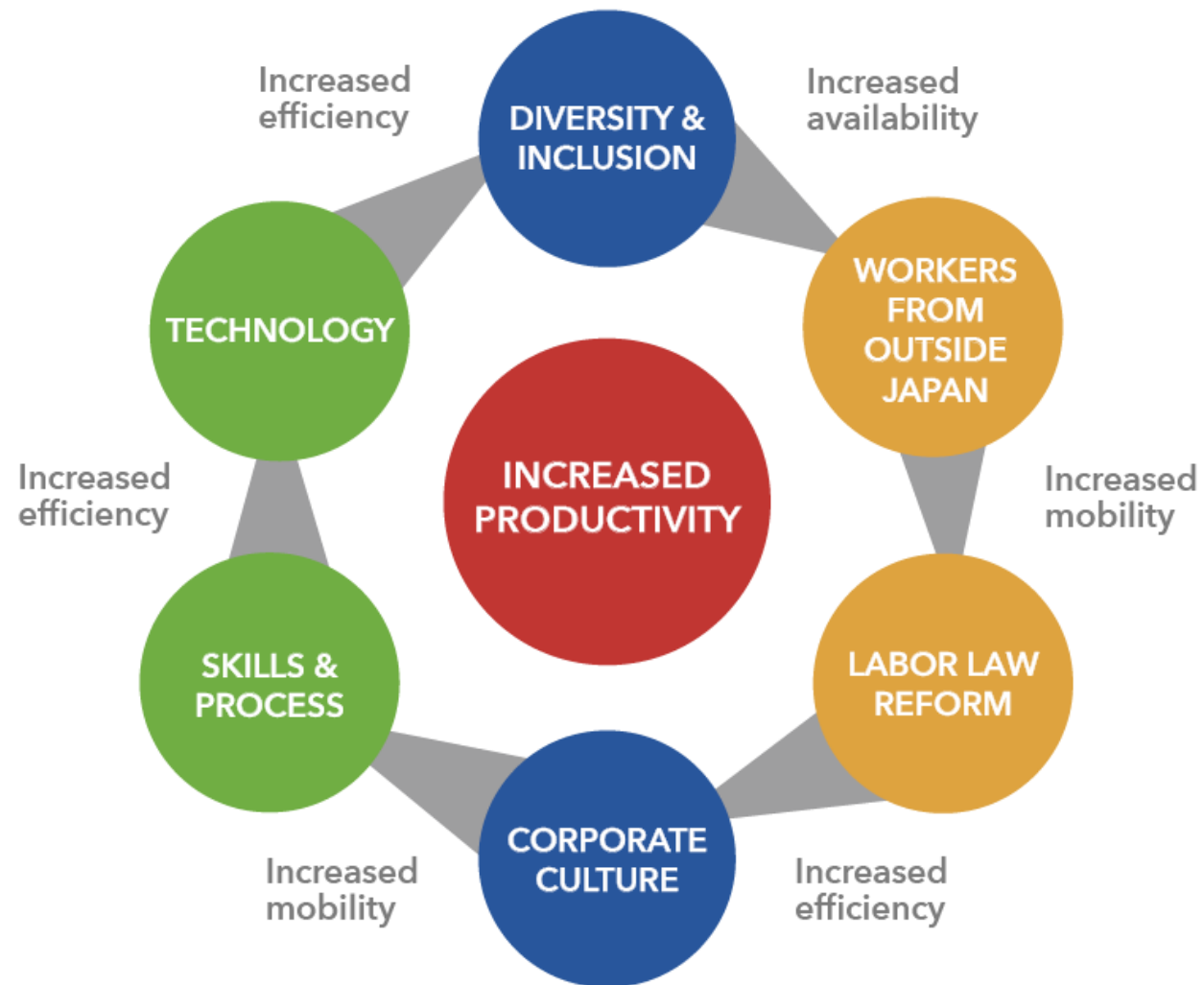
Managing energy, Not time





Workforce Productivity Enablers

-  Company control, culture
-  Government control
-  Company control, people, process, technology (PPT)



عوامل نوین تاثیر گذار بر بهره وری نیروی انسانی

Employee happiness



Happy employees experience

31%

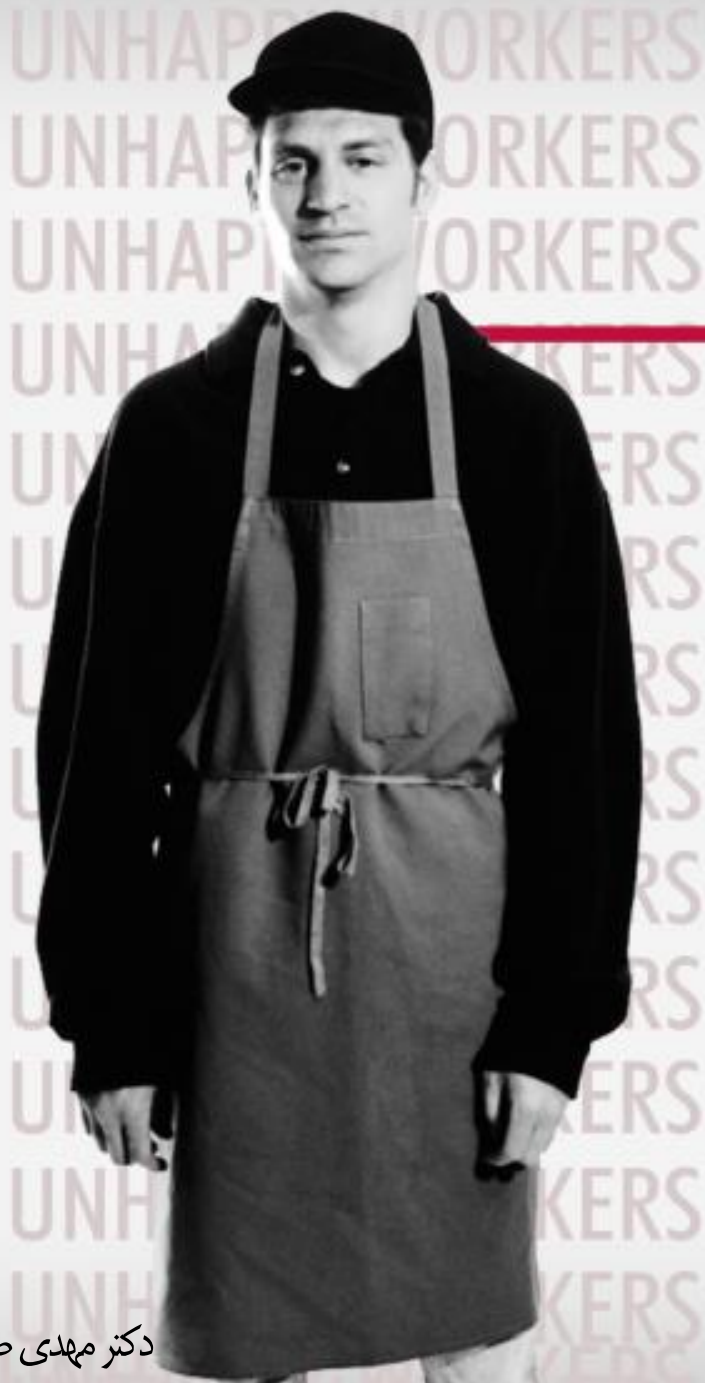
higher productivity at work

STUDIES SHOW THAT :

Happiness MAKES PEOPLE
12% MORE PRODUCTIVE

UNHAPPY WORKERS
ARE **10% LESS PRODUCTIVE**





HALF OF ALL WORKERS ARE UNHAPPY

32%

are seriously thinking about quitting

21%

have a negative view of their employer

Source: Mercer



Engaged employees perform **20%** better than their disengaged counterparts.

202%

Companies with engaged employees out perform up to **202%** better.

HAPPY EMPLOYEES HAVE:



31% Higher Productivity



37% Higher Sales



3x Higher Creativity

Happy EMPLOYEES are



31%
Productive



3X
Creative



37%
Higher sales



87%
Loyal



41%
Lesser Quality defects



19.2%
Operating income



147%
Higher earning in
share for the
companies



Happiness

Happy workers:
12%
more productive



Unhappy workers:
10%
less productive

Trust

Higher salaries aren't the only way to improve productivity.

10% increase
in how much
workers trust their
managers

equals the job
satisfaction
impact of a

36% increase
in salary



MUSIC FOR BOOSTING PRODUCTIVITY



CLASSICAL MUSIC improves accuracy by **12%**

POP MUSIC reduces mistakes by **14%**

AMBIENT MUSIC improves accuracy of data entry in **92%** of people

MUSIC AND BUSINESS

77%
of small- and medium-sized
business owners believe music
increases employee morale



65%

of business owners believe
music makes employees
more productive

40%

of business owners believe
playing music increases sales



AMBIENT MUSIC improves accuracy of data entry in **92%** of people



DANCE MUSIC improves proofreading speed by **20%**



CLASSICAL MUSIC improves accuracy by **12%**

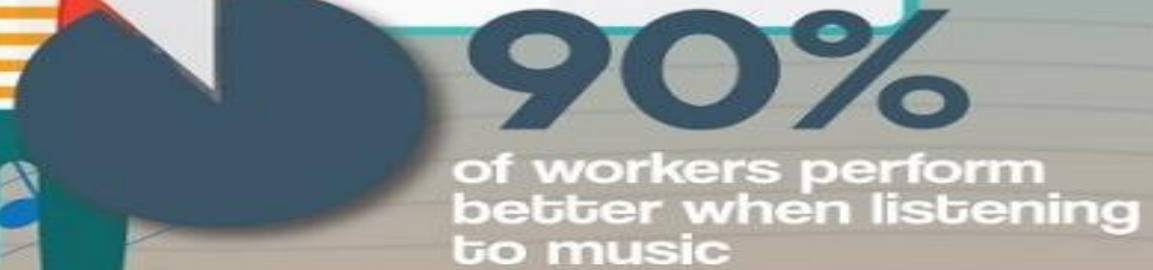
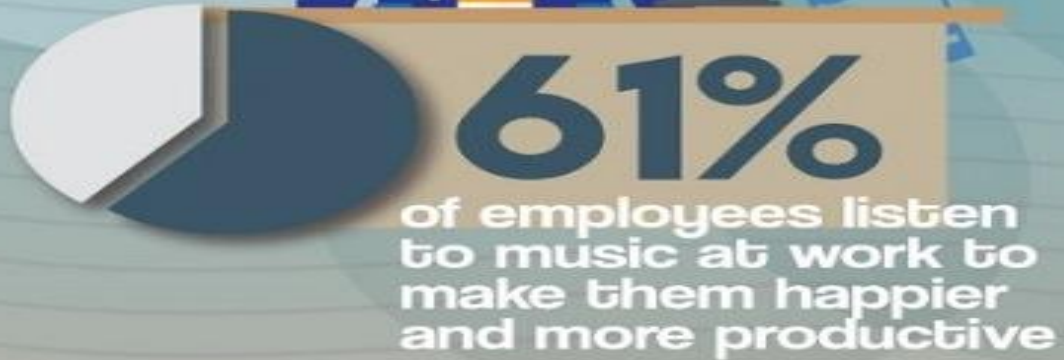


POP MUSIC reduces mistakes by **14%**



58% of people completed data entry tasks faster when listening to POP MUSIC

MUSIC AND PRODUCTIVITY



The image features a large, solid red speech bubble with a white outline, pointing downwards. Inside the bubble, the words "Employee engagement" are written in a bold, white, serif font. The background is white with faint, light gray concentric circles and dashed lines, suggesting a ripple effect or a signal. The overall design is clean and modern.

Employee engagement

What is Employee Engagement ??

In simple terms, Employee engagement is the level of commitment and involvement an employee has towards their organization and its values.

Employee Engagement is a deep and broad connection employees have with an organization that results in a willingness to go beyond what's expected of them to help the organization succeed.



29%

Engaged

52%

Not Engaged

19%

Actively
Disengaged



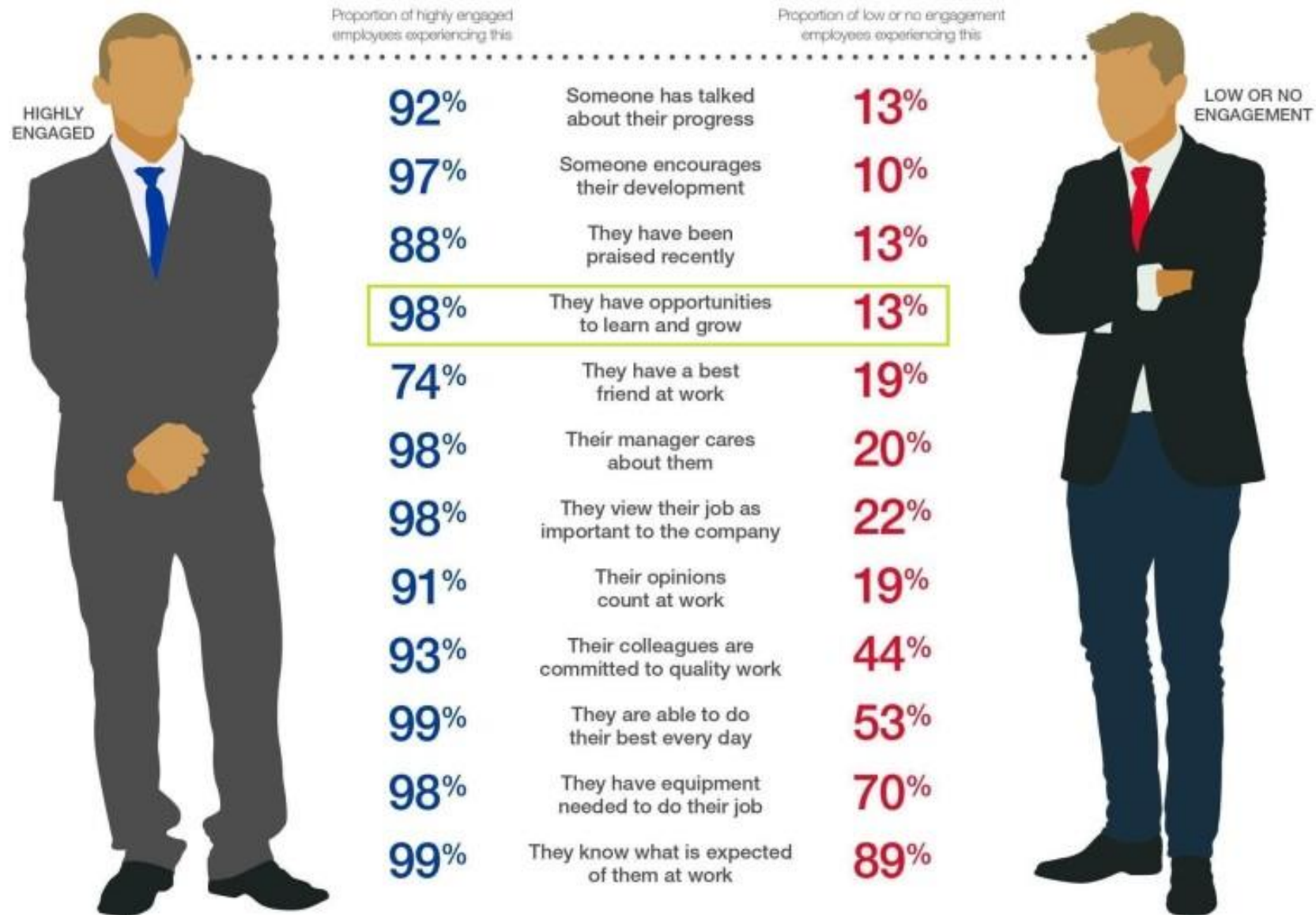
Loyal and psychologically committed . More productive; higher retention.

Productive , but they are not psychologically connected to their company. They miss more workdays; more likely to leave.

Physically present, but psychologically absent. They are unhappy and insist on sharing this unhappiness with others.

**Same boat, different engagement.
Some drive it, some jump off it.**

WHAT MAKES AN EMPLOYEE HIGHLY ENGAGED?



EMPLOYEE ENGAGEMENT







Source: Gallup "State of the Global Workplace Report"

Figure 1. The simply irresistible organization®

What we have learned: Five elements drive engagement

				
Meaningful work	Hands-on management	Positive work environment	Growth opportunity	Trust in leadership
Autonomy	Clear, transparent goals	Flexible work environment	Training and support on the job	Mission and purpose
Select to fit	Coaching	Humanistic workplace	Facilitated talent mobility	Continuous investment in people
Small, empowered teams	Invest in management development	Culture of recognition	Self-directed, dynamic learning	Transparency and honesty
Time for slack	Modern performance management	Inclusive, diverse work environment	High-impact learning culture	Inspiration
A focus on simplicity				



Employee recognition

Employee recognition also known as Social Recognition:
is the act of publicly acknowledging your people for who they are and what they do. With **employee recognition**, workers recognize each other and make the workplace feel more inclusive and human.

MONEY, FEEDBACK AND RECOGNITION

How they work TOGETHER to improve performance

All these three elements are likely to improve performance...

... but when combined, they seem to be even more effective!



Source: Stajkovic, A. D., & Luthans, F. (2003). Behavioral management and task performance in organizations: conceptual background, meta-analysis, and test of alternative models. *Personnel Psychology*, 56(1), 155-194.

SCIENCE FOR WORK

HOW

RECOGNITION

- Subjective behavior
- Unknown reward (*surprises*)
- Spontaneous: Unexpected
- Emotional value first
- Monetary value secondary
- Values-based
- Focused on many winners

WHAT

INCENTIVES

- Quantifiable business goals
- Programmatic rewards
- Programmed: known time intervals
- Extrinsic value: known reward
- Intrinsic value: ranking among peers
- Metrics-based
- Reward the top, move the middle

A large red speech bubble graphic with a white outline, pointing downwards. The text "Employee Experience" is centered inside the bubble in a white, bold, serif font. The background features faint, concentric circles and dashed lines in light gray.

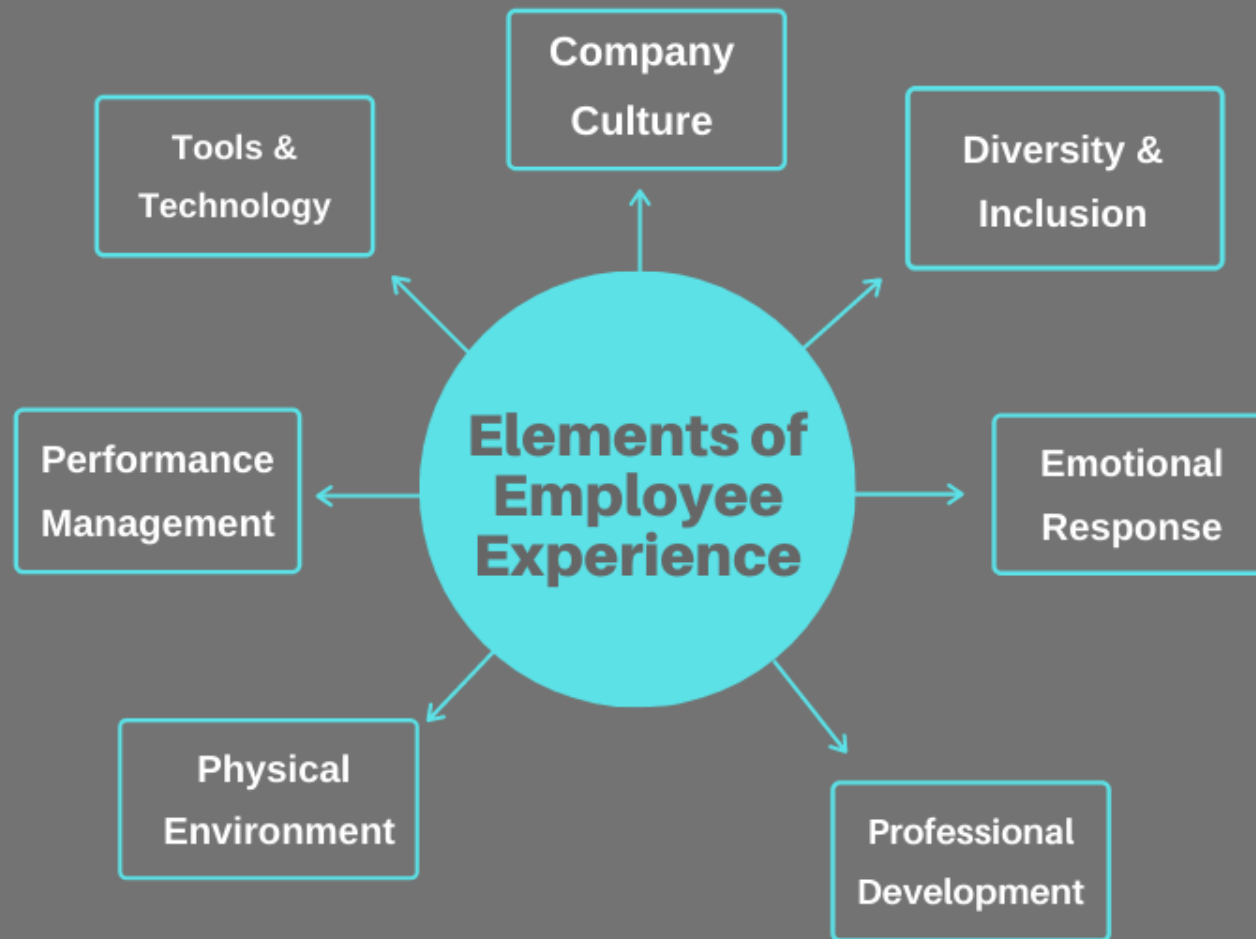
Employee Experience

What Is the Employee Experience?

The employee experience is the journey an employee takes with your organization. It includes every interaction that happens along the employee life cycle, plus the experiences that involve an employee's role, workspace, manager and wellbeing.

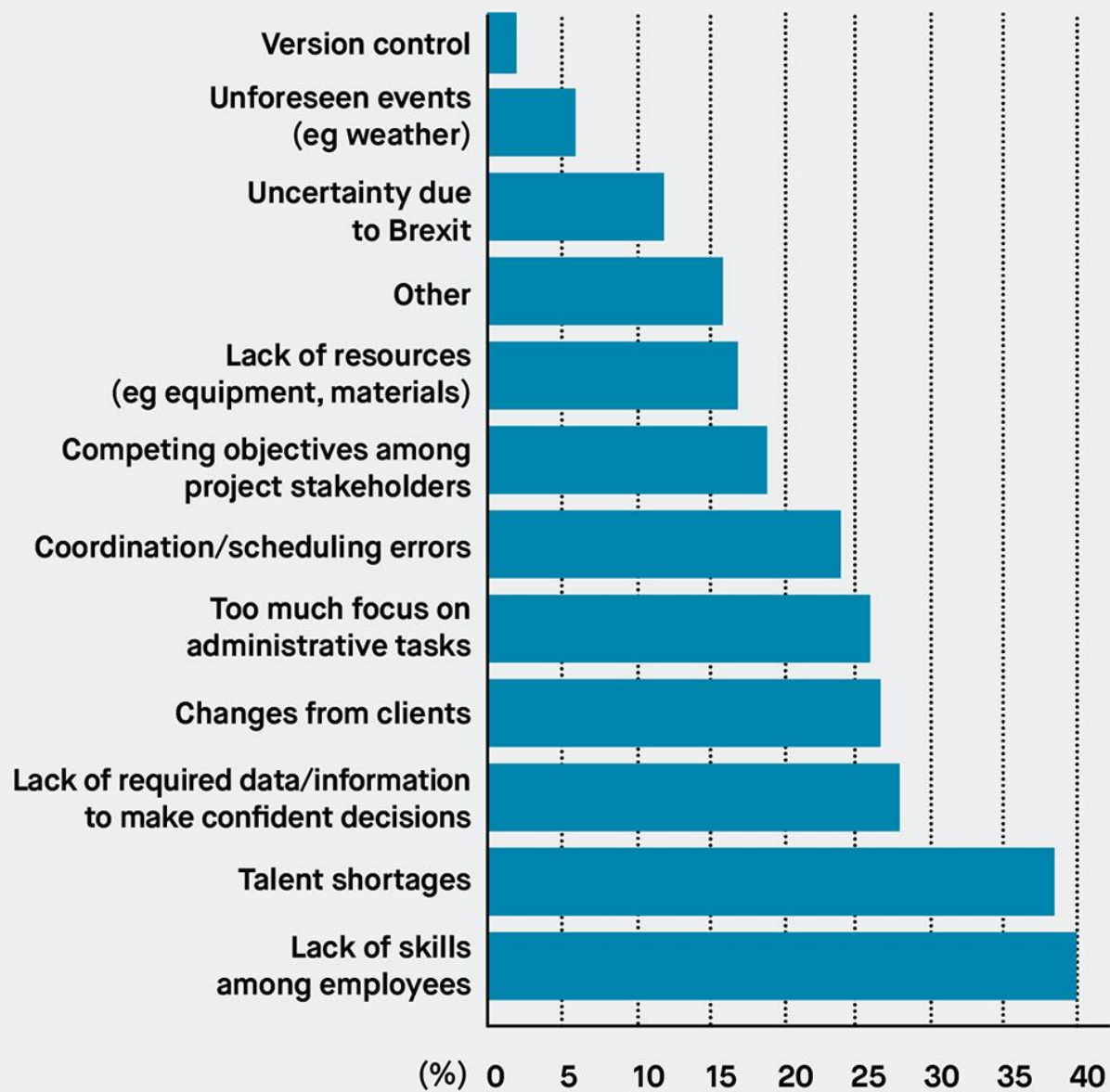
The Two Sides of Employee-Centricity





موانع فراروی بهره‌وری کارکنان

1. What do you believe are the biggest factors affecting productivity in your business?





Employee Productivity Prohibitors & Challenges

23%

Emails

22%

Lack of visibility
and
transparency

18%

Maintaining
relationships

25%

Team
communication

28%

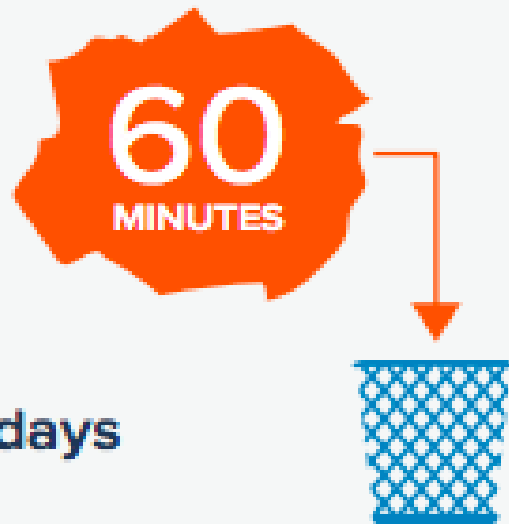
Focusing on
unnecessary
distractions

Finances Online

EMAIL AND MEETINGS ARE KEEPING WORKERS FROM THEIR PRIMARY JOB DUTIES



69% of workers **waste up to 60 minutes** a day navigating between apps.



That's up to **32 days** a year.



68%

toggle between apps up to **10 times** an hour.

بخش دولتی و چالش دور کاری:

چگونه می توان دور کاری را در بخش دولتی گسترش داد؟

How Organizations Can Help Employees Transition to Remote Work

The authors surveyed more than 350 HR leaders and other employees at the end of April 2020 and asked them to describe the most meaningful actions their organizations had taken to support their transition to remote work during the COVID-19 crisis. Using a natural language processing platform developed by CultureX, the authors clarified responses into hundreds of granular topics and aggregated topics under six broad categories.

دکتر مهدی صانعی

47%

Communicate frequently and well

- 23% High-quality communication
- 12% Frequent communication
- 5% Solicit input from employees
- 3% Provide clear guidance on policies
- 2% Transparent communication
- 2% Central repository of COVID-19-related information

45%

Provide technology for remote work

- 25% Provide or subsidize technology for remote work
- 12% Provide or subsidize collaboration platforms
- 6% Provide or subsidize home Wi-Fi
- 1% Provide furniture for home office

29%

Provide emotional & social support

- 11% Check in on employees
- 6% Support employee mental well-being
- 5% Provide emotional support
- 4% Organize virtual social activities
- 2% Senior leaders support employees

18%

Promote work-life balance

- 10% Allow for flexibility in schedule
- 4% Support working parents
- 2% Extend time-off policies
- 2% Help employees manage their workloads

24%

Maintain productivity & engagement

- 7% Share remote work best practices
- 6% Help employees remain productive
- 4% Frequent virtual meetings
- 4% Focus on keeping employees engaged
- 2% Empower employees to work remotely
- 1% Set clear performance expectations

15%

Ensure well-being

- 11% Promote physical well-being
- 2% Extend health benefits
- 2% Ensure onsite employees' safety

Source: The COVID-19 Pulse of HR survey was conducted by CultureX, Josh Bersin, and Waggl between April 19 and April 29, 2020.

دورکاری و چالش بهره‌وری در بخش دولتی

Small, cross-functional teams are essential to getting work done while reducing communication needs to manageable levels.

● Role 1 ● Role 2 ● Role 3

Principles of small, cross-functional team setup

Define clear, measurable organization objectives; set small team size: no fewer than 5, no more than 9

Minimize each team's dependence on other teams

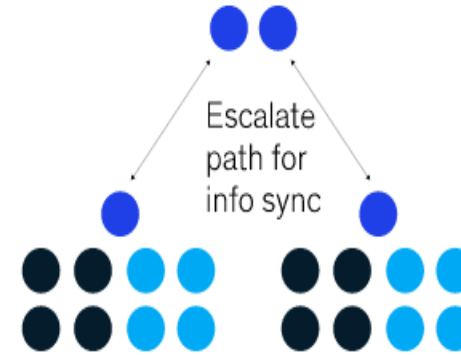
Include on team all types of competence necessary to complete work



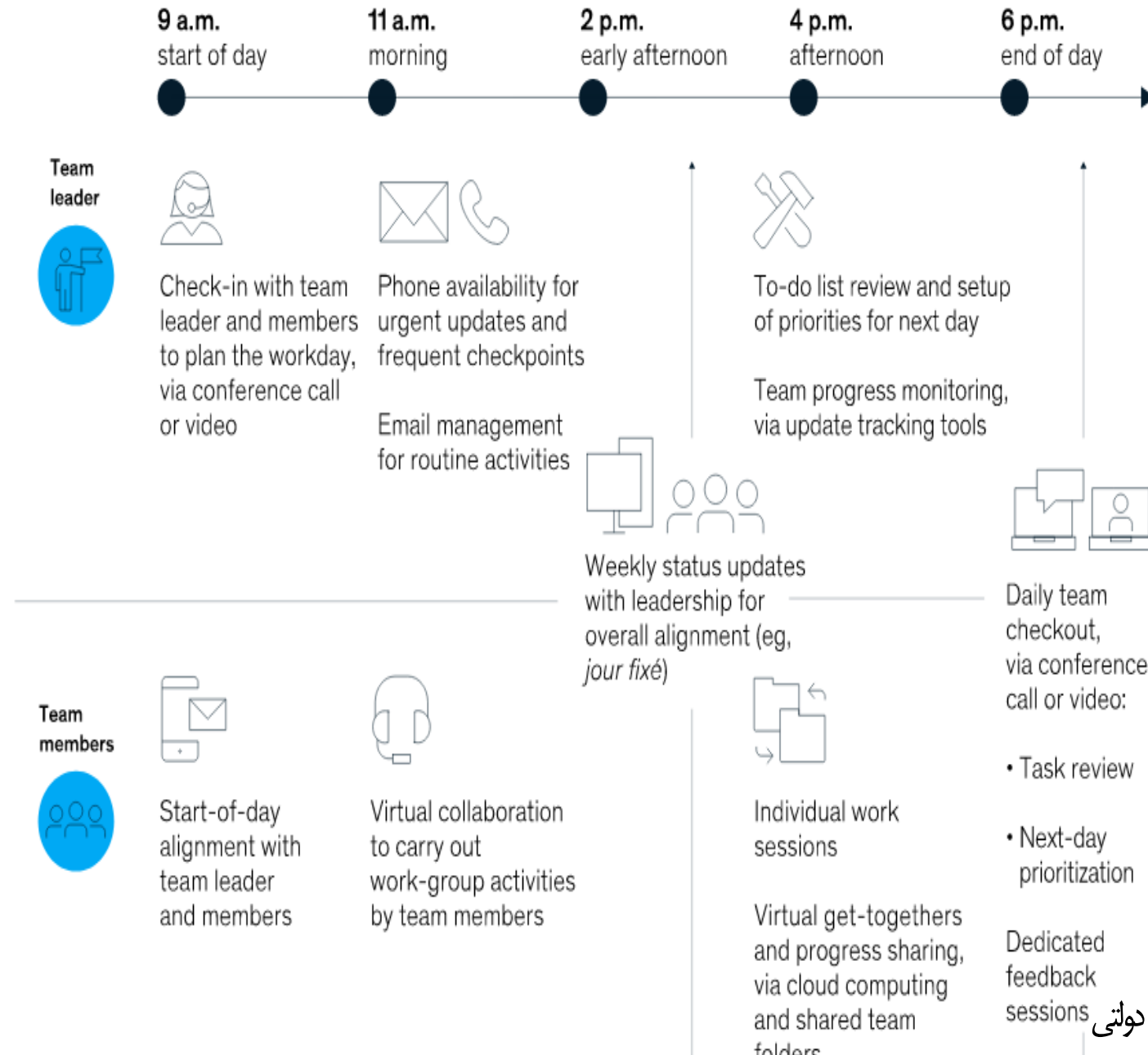
In office:
Large team, 20 people



From home:
Small, cross-functional team setup



Teams should set up clear daily and weekly collaboration schedules.



September 24, 2019

15 Government Agencies with Remote Jobs and Flexible Work

1. [NASA](#)

The National Aeronautics and Space Administration, or NASA, is responsible for aeronautics research and the civilian space program. NASA, which was founded in 1958, has made much progress in space travel and exploration, and has developed essential technology that's been adapted for use in the private sector.

Recent remote jobs:

- Research Physical Scientist

2. [U.S. Department of Health and Human Services – HHS](#)

The Department of Health and Human Services has 11 operating divisions that are responsible for protecting American citizens' health and providing necessary human services to those in need. With more than 300 programs, some of its services include public health, drug safety, grants, funding, insurance, and more.

Recent remote jobs:

- Chemist
- Nutritionist
- Health Insurance Specialist

3. [U.S. Census Bureau](#)

As a part of the U.S. Department of Commerce, the Census Bureau generates pertinent data about the nation's economy and its people. The U.S. Census Bureau collects a wide variety of data, such as the Decennial Census of Population and Housing, the Economic Census, the Census of Governments, and the American Community Survey (ACS).

Recent remote jobs:

- Partnership Specialist
- Regional Technician
- Recruiting Assistant

4. [U.S. Department of Transportation – U.S. DOT](#)

The Department of Transportation, or DOT, works to ensure that the nation's transportation system is “fast, safe, efficient, accessible, and convenient.” Officially established in 1967, it has roughly 55,000 employees working across the United States. A number of major federal agencies are under the DOT umbrella, including the Federal Aviation Administration – FAA and the Federal Highway Administration – FHWA.

Recent remote jobs:

- Technical Writer/Editor
- General Engineer
- Economist

5. [U.S. Department of Veterans Affairs](#)

A cabinet-level agency, the Department of Veterans Affairs is charged with overseeing comprehensive healthcare services, disability compensation, education assistance, and a host of other services and programs to the nation's military veterans. Established in 1930, the department employs roughly 378,000 people who work from VA facilities, as well as remotely.

Recent remote jobs:

- Physician/Psychiatrist
- Program Analyst
- Social Worker

6. [U.S. Department of the Navy](#)

Established in 1798, the Department of the Navy trains, maintains, and equips naval forces to be ready for combat, deter aggression, and protect maritime freedom. Its purpose is to provide a government organizational structure for the Navy and Marine Corps.

Recent remote jobs:

- Information Management Assistant
- Contract Specialist
- Distribution Facilities Manager

7. U.S. Department of Defense

Charged with maintaining military forces and protecting the nation, the Department of Defense employs more than 3 million people, making it one of the largest government agencies with remote jobs. The department's workforce includes all active-duty members of the military and more than 740,000 civilians.

Recent remote jobs:

- Accountant
- Contract Specialist
- Management Analyst

8. U.S. Department of the Interior – DOI

The U.S. Department of the Interior is a vast agency that encompasses myriad divisions like the National Park Service, the U.S. Geological Survey, and the Bureau of Indian Affairs. Responsible for oversight and conservation of federal lands and management of natural resources, the Department of the Interior employs more than 70,000 people.

Recent remote jobs:

- Program Specialist
- Program Analyst (International Relations)
- Legal Assistant

9. U.S. Department of Justice

The Department of Justice ensures public safety against foreign and domestic threats, and enforces “fair and impartial administration of justice for all Americans.” Known today as “the world’s largest law office,” it employs more than 113,000 people.

Recent remote jobs:

- Assistant United States Attorney
- Trial Attorney
- Supervisory Grants Management Specialist

10. U.S. Department of the Army

The Department of the Army handles institutional and operational missions, which includes conducting worldwide military operations and maintaining infrastructure to support the Army’s missions. The U.S. Department of the Army is the largest of the three branches that make up the United States Armed Forces.

Recent remote jobs:

- Supervisory Information Technology Specialist
- Lead Budget Analyst
- Training Technician

11. U.S. Social Security Administration

Formed in 1935, the Social Security Administration handles administering the social insurance program known as Social Security, which includes retirement, disability, and survivors' benefits. It has more than 1,400 offices throughout the U.S.

Recent remote jobs:

- Attorney-Adviser (General)
- Economist
- IT Specialist

12. U.S. Department of the Treasury

Set up by Congress in 1789, the Department of the Treasury is charged with managing the monetary resources of the United States by reporting daily financial transactions of the government, producing money for circulation, regulating national banks, and other related functions. An executive-level agency, the Treasury Department effectively “pays the nation’s bills.”

Recent remote jobs:

- Visual Information Specialist
- Director, Legislative and Intergovernmental Affairs
- Technology Project Manager

13. [U.S. Department of State](#)

The U.S. Department of State was founded in 1789 to support and oversee international and foreign relations. It seeks to build a just, prosperous, and peaceful democratic world in order to foster stability, conditions, and progress for the benefit of American citizens and people everywhere.

Recent remote jobs:

- Supervisory Human Resources Specialist
- Program Analyst
- Instructional Systems Specialist

14. [U.S. Department of Agriculture – USDA](#)

The Department of Agriculture's responsibilities include overseeing federal laws and regulations regarding food, farming, and agriculture production and trade. Also called the USDA, the department is involved with food safety, protection of natural resources, and helping to ensure food availability both domestically and internationally.

Recent remote jobs:

- Criminal Investigator
- National Program Leader – Plant Health
- Biological Science Aid

15. U.S. Department of Homeland Security

The U.S. Department of Homeland Security joins together 22 different federal departments and agencies. It was created in 2003 in response to the events that occurred on September 11, 2001. Its mission is to protect the nation from many potential threats by enhancing security measures, ensuring disaster resilience, managing U.S. borders, preventing terrorism, and more.

Recent remote jobs:

- Personnel Psychologist
- Associate Chief (LER), Supervisory Human Resources Specialist
- Operations Research Analyst

Find Government & Politics Jobs - Remote Work From Home & Flexible Jobs

 Overview

 Success Stories

- 100% Remote Work (31)
- Remote - During Pandemic (13)
- Partial Remote Work (32)
- Option for Remote Work (35)
- No Remote Work (13)

ics remote, part-time, freelance, and flexible jobs page! Just
ments in the government, so too are there many career
ine jobs may include government surveys, research,
tical data gathering. There are... [More >](#)

Location 

[Tips](#) ▼

Remote ▼

Job Type ▼

Schedule ▼

Career Level ▼

Accolades ▼

Title ▼

Travel ▼

[Clear](#)



mehdisaneiphd@yahoo.com



@msphd



@mehdisaneiphd



09122945096



از توجه شما سپاسگزارم