The role of technology in supporting remote work for people with autism A case study in the telecommunications sector in Jordan

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ABSTRACT

The study aims to identify the role of technology in supporting remote work for employment with autism case study in the telecommunications sector in Jordan and the study used the descriptive analytical method and relied on the questionnaire as a tool for the study. The number of the study sample was 220 individuals.

The study found high level of role of technology in the telecommunications sector in Jordan and high level of remote work for employment with autism in the telecommunications sector in Jordan and Positive correlation between role of technology and remote work for employment with autism and the more it increased role of technology by 1% is the level of remote work for employment with autism in the telecommunications sector in Jordan has increased by 0.958%

The study recommended the necessity of necessity of working to increase the awareness of institutions in Jordan of the importance of working to improve workers' ability to use remote work as a means of enhancing their performance and improving their work and achieving the goals that institutions seek, necessity of working to increase the awareness of the senior management in the institutions operating in Jordan by working to provide all the technical, technological and training needs of the workers in order to increase the levels of their performance of their work, Interest in the presence of flexibility when applying regulations and systems related to the application of remote work, which contributes to overcoming all difficulties and problems that may appear when any changes occur, whether internal or external and Directing researchers to conduct more studies and research on how to implement remote work and how to use technology efficiently and effectively

Keywords: role of technology - remote work for people with autism - telecommunications sector in Jordan

INTRODUCTION

ICT is affecting work for individuals with mental imbalance as an industry that produces more positions and as an instrument that empowers laborers to acquire new kinds of work in new and more adaptable ways. The arising potential open doors in light of data and correspondence innovation are significant considering the way that different nations of the world are hoping to create higher-quality jobs that have a beneficial social and financial impact on business and society. ICTs provide up new avenues for job generation, which can help to alleviate global unemployment. Consider the industry of portable applications: For example, a company that develops complex apps for the Apple App Store has access to the records of the 500 million people who already have an Apple Store account. (Mangipudi, D. M., R.Prasad, D. K., Muralidhar, B. , 2020 and Vaidya, D. R.and).

ICTs interface for individuals with chemical imbalance to occupations. Online work commercial centers right now assist almost 12 million individuals all over the planet find with working by associating them with managers all over the planet. BabaJob in India, Douma and M-Kazi in Kenya, and Soqtel in the Middle East and North Africa are just a few examples of companies that use internet and mobile-based tools to find work. Such administrations make work showcases more comprehensive of all sections of society. For instance, Sogtel targets low-pay networks (Allen, K. K. , 2021).

ICTs are likewise helping new and more adaptable types of for individuals with mental imbalance and work, for example, (Allen, K. K. , 2021):

- Internet getting that utilizes data and correspondence innovation to build admittance to open positions all over the planet, particularly for more modest entrepreneurs. Well known suppliers incorporate oDesk and Elance. In 2012, around 2.5 million job openings were posted on these two sites, ranging from customer service to programming enhancement.
- Miniature business gatherings as CloudFactory, MobileWorks, and Samasource separate huge business processes into single, more modest assignments - like information passage and reviewing, script composing or visual communication - and disseminate them to laborers across topographies. Examiners gauge the market size today at around $1 billion and anticipate that it should develop to $5 billion by 2018.

ICTs set out open doors, and yet they represent a test to laborers and managers. Numerous ICT-subordinate open positions are transitory or contract-headed, for instance, which prompts the partition of work from social wellbeing nets like medical coverage or annuities. Be that as it may, for youngsters specifically, they diagram a way toward more conventional vocation ways, just as give extra salaries.

Accoding to Fowkes, L. (2020) The likely gains for ICT-empowered organizations are not without dangers and difficulties, but rather the effect of ICTs on business is unavoidable and will help those understudies, laborers, organizations and legislatures for which it is ready."

- To amplify the positive effect of ICTs on positions, the note prescribes that approach creators focus on five help frameworks, adjusting the blend to country needs:
- Human resources frameworks: pools of laborers with abilities in the field of data and correspondence innovation, As well as mindfulness and mechanical talents, which provide you an advantage in the job market.
- Foundation frameworks: ICT pervasive network; admittance to power and transportation; and foundation to help development and innovation reception for little and medium undertakings.
- Informal organizations: networks that appreciate trust and acknowledgment by laborers and bosses, social wellbeing nets, and measures to decrease possible unfortunate results of work through ICT channels.
- Effective and transparent monetary structures to ensure that pay rates are paid on time, and that financing is gotten to help advancement and business venture.
- Administrative bodies: An empowering climate that sets out business open doors and expands work market adaptability while securing work freedoms.

Research problem

Many jobs appear to be on the verge of transitioning from the traditional pattern to a new model of remote employment, with certain jobs potentially undergoing digital transformation and a concentration on multi-skilled creative jobs. These intriguing developments make us wonder about the future of emote work for individuals with autism, and whether it will live up to the aspirations of some philosophers and theorists who have previously recommended it, and it turns out that technology will eventually lead to the abolition of the human work force, massive investments in the social economy, and the hope for the emergence of a society that is less concerned with trade and more concerned with solidarity.

Technological advances in software and computers have contributed to the second strong winds of change. Because of it, companies were able to get rid of the base of the bureaucratic hierarchy, which could include an unlimited number of workers and assign them routine jobs. Relatively inexpensive programs became capable of carrying out the tasks of these workers, and therefore the companies did not hesitate much before dismissing them. After they enjoyed the support and protection of governments and trade unions, the labor market turned to become like other markets, almost completely dependent on the mechanisms of supply and demand.

With the increase in technological changes, intellectual and administrative reviews and the emergence of the human management movement, new perceptions of emote work for people with autism forms have been put forward that take care of the work of employees through coordination and interconnection between them through an electronic medium without the need for their physical presence, especially since electronic platforms accommodate large numbers of participants who can discuss and receive instructions and tasks in one time. If individuals are bound in their physical presence by the usual administrative hierarchy, then the virtual presence is not required to do so, as any participant can interact at any time. And if coming to the official workplace requires certain arbitrary times to start, perform and complete the work, then the virtual work requires greater flexibility in that. These and other features have resulted in the emergence of the so-called Virtual Organizations or virtual companies

Through the previous presentation, the main research question is the following:

What is the role of technology in supporting remote work for people with autism case study the telecommunications sector in Jordan?

Research objective

The research seeks to achieve the following objectives:

✓ Describe and diagnose the research variables represented in technology and supporting remote work for employment with autism

✓ Providing a theoretical and field framework for technology and supporting remote work for employment with autism

✓ Testing the correlation and influence between the research variables.

✓ The extent to which the surveyed companies are interested in technology and supporting remote work for employment with autism in the field of work.

✓ Providing a series of recommendations to the surveyed respondents regarding their interest in technology and support for remote work for people with autism.

Significance of the Study

Managerial Relevance

It is because of the significance of the field of study in which the research is conducted, It is the telecommunications sector in Jordan

Scientific Relevance

This research is an attempt to keep the field's research efforts The role of technology in supporting remote work for people with autism in telecommunications sector in Jordan. And offer results for future studies to compare within the same country or with other countries, resulting in knowledge expansion in this sector.

Research Methodology

The current study employed the analytical technique, in which statistical methods were used to analyse the questionnaire study's research data in order to meet the study's objectives.

Research Hypothesis

"There is statistically significant impact of role of technology in supporting remote work for employment with autism in the telecommunications sector in Jordan"

Research Model

Independent variable   Dependent variable

Technology	→	**remote work for employment with autism**

Data Analysis

The research will use the SPSS23 to analyze the data of questionnaire using percentages , Alpha coefficient, Frequencies, standard deviation, mean, relative weight, Regression coefficient and Pearson correlation coefficient

Study population and sample:

The study population comprises of Jordanian workers in the telecommunications sector, and the study used a simple random sampling by link for the electronic questionnaire form, with a total sample size of 220 people.

Study tool

The questionnaire was created using an electronic questionnaire form as a study tool included (technology and remote work for employment with autism) and phrases questionnaire is 15 and the five-degree Likert scale was used,

The limits of the study
Objective limits
Study The role of technology in supporting remote work for employment with autism
Location limits
the telecommunications sector in Jordan
Time limits
 2021

LITERATURE REVIEW
Due to Sarkar, S. (2012) The term information and communication technology is not a single-meaning and specialized concept, as it is of interest to several disciplines: mathematics, communication, computer media, sociology, literature, communication engineering, psychology, philosophy ... and its original concept has appeared In the United States of America, as 'media technologies' resulting from the integration of computers with telephone lines, in Japan as computers and communication, and in some European countries (Spain, France....) in the name of telecommunications and informatics, influenced by the media sciences, the current term was popularized in Europe.
Sarkar, S. (2012) defines information and communication technology as: 'collecting, storing, processing and disseminating information using information, not limited to hordware or sofware, but also to the importance of the human role and the goals that they hope for from the application and use of those technologies, values and principles to which they resort. to achieve his expertise.
 Bieser, J. C., and Hilty, L. M. (2018) likewise characterized as: 'It is a data upheaval connected with the assembling, showcasing, capacity, recovery, show and dispersion of data through current, progressed and quick specialized means, through the utilization of PCs and present day correspondence frameworks working together. ICT is a useful asset for beating the advancement split among rich and helpless nations And facilitating endeavors to overcome neediness, hunger, sickness, ignorance and ecological corruption. These advancements can likewise bring the advantages of proficiency, instruction, and preparing to the most disengaged regions;
•   Data and correspondence innovation adds to financial turn of events: it permits individuals to get to data
•   information found anyplace on the planet at generally a similar second;
•   This innovation builds the capacity of individuals to convey and share data and information, which expands the shot at the world turning into a more tranquil and prosperous spot for every one of its occupants;
•   Data and correspondence advances, notwithstanding conventional and present day media, empower minimized and segregated individuals to have a voice in the worldwide local area, paying little mind to their identity, ethnic, public or strict association. They help to accommodate power and dynamic connections over at the neighborhood and worldwide levels,
•   It can engage people, networks, and nations to further develop their personal satisfaction in manners that were not already imaginable.
From this obviously data and correspondence innovation plays a significant part in advancing human, financial, social and social turn of events, on account of the last's unmistakable qualities and is more effective than conventional method for correspondence. The old method for correspondence couldn't arrive at it, as it is portrayed by the wealth and variety of data (Bieser, J. C., and Hilty, L. M. , 2018)
What's more instructive administrations for all various sections of individuals, accessible anyplace, whenever, and for a minimal price. It is a significant wellspring of data, regardless of whether for individuals, organizations of various sorts, or state run administrations. It likewise assumes a significant part in the advancement of the human component through the projects through which it is introduced, for example, preparing programs, schooling projects and others (Bieser, J. C., and Hilty, L. M. , 2018) .
Accordingly, it is important to focus on this innovation, foster it and use it viably, while preparing and instructing people on its utilization, and raising their familiarity with its significance being developed and advancement, by featuring its significance at the miniature and full scale levels (Hilty, L. M. and Bieser, J. C., 2018).

The characteristics of information and communication technology
Due to Khan, F. N., Sana, A., & Arif, U. (2020) it's include :
•   Effectiveness: It means that the one who uses these technologies is independent and transmitter at the same time, and that the parties in the communication process can exchange roles, and this is due to a kind of effectiveness between people, institutions and other groups.
•   Unlimited time: It means that messages can be received at any time, such as e-mail status (E-MAIL).

- Decentralization: It is a feature that allows the independence of new technologies NTIC such as the case of the Internet has continuity of work in all cases, it is impossible for any party to stop the Internet because it is a network of communication between people and institutions.
- Communication via the Internet: it is possible to connect devices even if they are of different manufacture between the manufacturing countries or cities.
- Mobility: It means that the user can benefit from services during his movement, such as a laptop and mobile phone
- Transformational process: it can send information from one medium to another, for example, sending an audible message to a written or spoken message, such as an electronic reading.
- Identity disclosure process: It means that we can send a message to a person, such as sending it to other people without going through the institution, and it can be controlled, such as the case of sending from the producer to the consumer.
- Distribution: means that the network can be expanded to include more people.
- Globalization: is the environment in which these technologies operate because it uses a larger space in any part of the world and allows the flow of information capital in the information capital.

The benefits of information and communication technology
Among the benefits it provides to the institution, we mention the following (Wang, D., Zhou, T., & Wang, M. , 2021) :
- Foster top administration devices by getting sorted out the skills of clients;
- work on the inner staffing of the association;
- Further developing usefulness and proficiency and creating administrations and items;
- Fast reaction to client prerequisites;
- Imagination and advancement without interference to remain in assistance and keep up with portion of the overall industry;
- Growing the dissemination organization and making offers reasonable for client prerequisites;
- The mainstay of imagination and improvement and the making of new items, new administrations, new business sectors, ... and so on;
- Add to working on the nature of administrations gave to clients;
- Building a solid connection between the foundation and its clients;
- The spread and development of electronic business.

Due to Yankov, K. V. (2021). The term "remote employment" appeared since the seventies of the twentieth century, during which the digital age came, and it was used to refer to working from long distances from the office or workplace and communicating with workers through wired and wireless communications or a personal computer. The literature has differed about the nomenclature of 'remote employment on the one hand and its definitions on the other. Some call it teleworking, working through networks, or working -a-distance. While others define it as Work Home or Flexible Working, all of these terms refer to the concept of remote employment as one of the alternative work options that ensure the continuity of working permanently or partially through the use of smart systems .

Also Yankov, K. V. (2021).mention that The application of remote employment aims to provide multiple work options for employees, especially in emergency situations and the spread of epidemics, and to ensure the continuity of providing government services under these emergency conditions. In light of the spread of the "Corona" virus, many major companies, such as Apple, Microsoft and Google, announced their adoption of the remote employment system to maintain the health of their employees, and to ensure the continuity of the appropriate pace of work in an attempt to achieve goals and reduce expenses.

According to Lyashok, V. (2020) The idea of remote employment, or remote communication, began to be implemented in the United States of America more than two decades ago. At first, the idea was limited to working from home using modern means of communication, but the idea expanded to include work in any place where electronic networks are available. Whether wired or wireless. Then the system of remote employment became popular in the United Kingdom, Sweden, many European Union countries, Japan and others. Experience has proven the success of this system in terms of increasing production and dedication to work, as it did not become necessary for workers to struggle daily with traffic every morning, and to arrive at their work exhausted, including psychological and health repercussions. The work period became flexible and not linked to specific working hours, and women were the most benefited from that system, as it allowed them to combine carrying out their domestic and family duties, and taking care of their family without conflicting with their work duties, and without psychological and nervous pressures. It is no longer difficult to combine work, family management and family care. The system also benefited companies by reducing and expanding office spending and reducing infrastructure costs.

Angrisani, M., Angelucci, M , Kapteyn, A., Bennett, D. M. , Schaner, S. G &. (2020) mention that It is worth noting that in the traditional work system, the central capitals and major cities usually receive the largest share of the economic movement, as the headquarters of giant companies that attract employees to reside and work in them are concentrated, but in the remote work system, people no longer have to move to cities in search of About a job opportunity, and geographical location is no longer a condition for joining jobs. For example, through remote employment platforms, an employee can join a company located in a geographical area far from his residence, and therefore in light of expectations that millions of jobs will disappear in the near future due to the development of artificial intelligence, remote employment will contribute to opening new labor markets And the provision of many job opportunities, to meet the needs of new emerging projects and companies that depend on the employment system and remote employment. Also, in this system, the employee's performance is not measured by the tools used in the traditional employment system, such as: attendance and departure dates, but by tracking the results he achieves.

Angelucci, M., Angrisani, M., Bennett, D. M., Kapteyn, A., & Schaner, S. G. (2020) said that there are many advantages to implementing the remote employment system, most notably the following: increasing employee productivity, reducing operating expenses for work sites such as: electricity and water consumption costs, cleaning, guarding, renting office spaces, parking spaces for employees and customers, and courses Training, travel and accommodation costs...etc, as well as reconsidering the size of organizational structures and the number of jobs. The implementation of the remote employment system also changed many traditional concepts, such as the use of electronic means to communicate and supervise employees, stopping paper correspondence and relying on e-mail, which enhanced the concept of environmental protection and energy sustainability, in addition to holding meetings by virtual visual means, and the adoption of electronic systems To accomplish various transactions, which promoted investment and time management with high efficiency, effectiveness and flexibility.

Due to Gallacher, G., & Hossain, I. (2020) The application of this system also contributed to reducing traffic congestion, creating a more comfortable environment for work, and providing additional time to meet family requirements, especially for working mothers, and ensured, in these exceptional circumstances, the continuity of work in all sectors, which allowed the application of the principle of social distancing, and reduce the chances of infection. The infection of the virus at work sites, which subsequently led to raising the employees' sense of social responsibility.

Additionally Gallacher, G., and Hossain, I. (2020) notice that Despite these benefits, there are difficulties that influence its level of adequacy, the most significant of which are: the absence of availability of certain organizations to change to the distant business framework, as the projects and exercises supporting its execution are not accessible, just as the requirement for specialized and specialized help, and the diverse level of understanding the idea among representatives, Weak adaptability in changing a few regulatory techniques, as well as fluctuating levels of obligation to working hours, keeping up with data security, low degree of collaboration among workers and working in a solidarity, powerless preparing on the utilization of far off work frameworks and applications, and absence of lucidity on the component of representative assessment and execution estimation

Thus, this requires the establishment of a culture of remote employment through: providing a safe technological environment, monitoring the rules pertaining to data privacy and confidentiality, codifying the authority to access technological systems, following up on employees, evaluating work, calculating working hours, and redistributing workers to the space allocated to them within The workplace in a way that reduces the chances of infection from any virus that may appear in the future (Tonkikh, N., Markova, T., & Zaborova, E. , 2021).

Tonkikh, N., Markova, T., & Zaborova, E. (2021) said that While automation and artificial intelligence are fully capable of raising productivity and boosting economic growth, in return, millions of people around the world will be forced to change or lose their jobs if they do not work hard to upgrade their skills to enable them to keep pace with these digital changes. According to a 2018 World Economic Forum report, traditional jobs that made up 41% of total global jobs, such as: manual work in factories and warehouses, driving cars and trucks, data entry, secretarial and reservations, accounting and auditing jobs, customer service and postal services, will begin With a decline of only 26% during 2022. On the other hand, another group of digital jobs that made up 8% in 2018 will start to rise and increase to reach 21%, and these digital jobs are as follows: e-commerce, information technology, and services Medical, logistics/distribution, and software engineering. As a result, new business trends are likely to emerge, the growth of emerging employment markets and consequently more job opportunities.

In the coming years, the working environment will be considerably different from what it is now. Listed below are a few features of potential future jobs (Belozerova, O. A. , Spanagel, F. F., Kot, M. K. &, 2020) :

1. The disappearance of offices: In the future business world, offices are likely to vanish. There's no need to drive for hours to get to the office when you can simply open your laptop and transform it into a virtual office. As a

result, the job will surely become more flexible, and it will be possible to complete it from anywhere and at any time.

2. Diverse work environments give employees more freedom and flexibility.
3. Smaller individual businesses: As the number of small businesses grows, so will the prospects for collaborative collaborations between these institutions. There will be no need to construct large corporations or invest large sums of money to start a firm in the future.
4. Return to the conventional career ladder structure: the business world will develop through teamwork, and traditional managers and bosses will have no role.
5. Make room for the younger ones: As the workplace undergoes a major transformation in leadership roles, more young leaders, ranging in age from 30 to 40 years, are altering the concept of leadership.
6. Virtual meetings: The concept of meetings will alter in the future, and may already have begun to shift, especially in light of the Covid-19 pandemic's limits on gatherings. Many corporate meetings are held electronically using apps like Zoom or Microsoft Teams, among others. These technologies will also be increasingly used for meetings with employees all around the world, allowing for more sharing of ideas and brainstorming.
7. The helper robot is an important aspect of the workplace: the greatest concern associated with technological advancement is that machines will take over human occupations.
8. The virtual leader's abilities are related to his capacity to develop trust within the work team, minimise feelings of isolation within the team, collaborate as a team, and maintain impartiality. This necessitates cognitive, social, and technological abilities, which are projected to be the most in demand and expensive in future occupations.
9. Remote employment necessitates digital security in order to reduce the danger of electronic attacks in a decentralised setting separate from the office, necessitating the investment in digital security solutions to protect the work environment.
10. Greater emphasis on public health: Future workplaces appear to be healthier than they are now.

Also Kot, M. K., Spanagel, F. F., & Belozerova, O. A. (2020) mention that the concept of remote employment reflects the change that has occurred in the content of work and methods of implementation, and the traditional and recognized concepts, work is no longer confined to the traditional form, but has become mobile through virtual headquarters and from anywhere in a way that dissolved geographical barriers between the employee and his workplace. Perhaps future changes will start from human resources management, whose future work requires a re-evaluation of workers, sorting out those who are able to develop their skills in line with the variables of work and the global labor market, or attracting and appointing new employees and workers with skills, knowledge, excellence and innovation. Accordingly, the first step begins with investing in technology and information technology, preparing training readiness and infrastructure to implement remote work systems, and the need to develop a new system to assess workers' productivity, and a legislative and legal system that regulates remote work between the employee and the employer, in terms of the number of working hours and vacations. wages...etc.

Applied Framework
Validate the study tool
First axis: role of technology

Table (1) Correlation between each phrase and First axis

Phrase	Correlation coefficient	P-value
The administration is interested in providing all modern technological methods in the field of work	0.839**	0.00
The administration works to provide training programs that contribute to workers' abilities to improve to deal with modern technology	**0.746	0.000
The administration is concerned with the application of electronic systems in all transactions within the company	0.646**	0.00
The administration is concerned with providing all software and applications that contribute to achieving the required goals efficiently and effectively	**0.685	0.000
Management works to provide rewards and incentives that encourage employees to develop their skills in the use of technology	0.876**	0.00

The management encourages employees to use technology in all their business and personal dealings	**0.592	0.000
The company is interested in designing electronic copies of all the tasks that are performed	0.783**	0.000
The company uses modern technological methods to assess the performance level of employees	**0.725	0.00
The company is working to increase coordination between all departments through modern technology	0.832**	0.000
The use of modern technology contributes to reducing the workload of the company	**0.640	0.000
The company is working to provide the technological infrastructure that contributes to increasing the effectiveness of the use of technology	0.803**	0.000
The company works to solve all technical problems that can face workers immediately and quickly	**0.641	0.000

Second axes: remote work for employment with autism

Table (2) Correlation between each phrase and Second axis

Phrase	Correlation coefficient	P-value
The company provides all the modern technological capabilities to remote work for employment with autism	0.761**	0.000
employment with autism send their tasks via e-mail	**0.743	0.000
Remote work is used to end all the company's work	0.560**	0.000
The company provides technical support for all methods of remote work for employment with autism	**0.651	0.000
The remote work system allows communication between employment with autism and the company at anytime and anywhere	**0.883	0.000
remote work for employment with autism contributes to achieving all company goals	0.726**	0.000
Remote work contributes to increasing the accuracy and efficiency of employment with autism completion of tasks and work	**0.862	0.000
The remote work system helps develop creativity and initiative among employment with autism	0.651**	0.000
The remote work system takes into account the individual differences between workers and people with special needs	**0.677	0.000

The tool exhibits structural validity, since all correlations for questionnaire questions were statistically significant in 0.01.

The stability of the study tool

Table (3) Stability of questionnaire

		number of elements
role of technology		
remote work for employment with autism		
Total questionnaire		

Cronbach's alpha value for all research tools is high, and the study tool is stable.

ANALYSIS AND RESULTS
Personal data

Table (4) sample according to Personal data

	Categories	N	%
Gender	Male	156	70.9
	female	64	29.1
Age	Less than 30 years	93	42.3
	From 30 to less than 40 years	61	27.7
	From 30 to less than 40 years	28	12.7
	50 years or more	38	17.3
Educational level	High School	27	12.3
	Bachelor	135	61.4
	Master	53	24.1
	PhD	5	2.3
JOB	Director	53	24.1
	Director's Deputy	12	5.5
	Director of the Department	24	10.9
	Employee	131	59.5
Years of experience	5 years or less	89	40.5
	From five to fewer than ten years	46	20.9
	From five to fewer than ten years	20	9.1
	15 years and over	65	29.5

Dimension of study
Dimension role of technology

Table (5) Phrases role of technology

N.	Phrase	Strongly agree %	Agree %	Neutral %	Disagree %	Strongly disagree %	Mean	S.D	Relative weight	Degree	Arrangement
1	The administration is interested in providing all modern technological methods in the field of work	26.36	47.27	17.27	7.73	1.36	3.895	0.928	0.779	High	8
2	The administration works to provide training programs that help workers become more	42.73	42.73	10.91	2.27	1.36	4.232	0.836	0.846	High	1

	capable of dealing with current technology										
3	The administration is concerned with the application of electronic systems in all transactions within the company	30.00	46.82	16.36	6.36	0.45	3.995	0.873	0.799	High	5
4	The administration is concerned with providing all software and applications that contribute to achieving the required goals efficiently and effectively	25.91	51.36	15.00	6.82	0.91	3.945	0.874	0.789	High	7
5	Management works to provide rewards and incentives that encourage employees to develop their skills in the use of technology	21.82	55.45	14.55	6.82	1.36	3.895	0.867	0.779	Medium	8
6	The management encourages employees to use technology in all their business and personal dealings	27.73	49.09	16.82	5.45	0.91	3.973	0.865	0.795	High	6
7	The company is interested in designing electronic copies of all the tasks that are performed	31.82	46.82	15.00	4.55	1.82	4.023	0.904	0.805	High	4
8	The company uses modern technological methods to assess the performance level of employees	25.91	36.82	21.36	12.27	3.64	3.691	1.096	0.738	High	11
9	The company is working to increase coordination between all departments	24.55	46.82	17.73	8.64	2.27	3.827	0.973	0.765	High	10

N.	Phrase	Strongly agree %	Agree %	Neutral %	Disagree %	Strongly disagree %	Mean	S.D	Relative weight	Degree	Arrangement
	through modern technology										
10	The use of modern technology contributes to reducing the workload of the company	28.18	53.18	13.64	3.64	1.36	4.032	0.830	0.806	High	3
11	The company is working to provide the technological infrastructure that contributes to increasing the effectiveness of the use of technology	26.36	44.55	21.82	6.36	0.91	3.891	0.900	0.778	High	9
12	The company works to solve all technical problems that can face workers immediately and quickly	37.73	46.82	10.91	4.55	0.00	4.177	0.800	0.835	High	2

expressions of role of technology were **11** in high and 1 in Medium and the high level of role of technology in the telecommunications sector in Jordan where average value was 3.965 with a standard deviation of 0.895

Dimension: remote work for employment with autism

Table (6) Phrases remote work for employment with autism

N.	Phrase	Strongly agree %	Agree %	Neutral %	Disagree %	Strongly disagree %	Mean	S.D	Relative weight	Degree	Arrangement
1	The company provides all the modern technological capabilities to remote work for employment with autism	30.00	48.64	14.55	6.82	0.00	4.018	0.849	0.804	High	3
2	employment with autism send their tasks via e-mail	28.18	51.36	16.36	3.64	0.45	4.032	0.796	0.806	High	2
3	Remote work is used to end all the company's work	32.27	49.55	13.64	4.55	0.00	4.095	0.797	0.819	High	1
4	The company provides technical support for all methods of remote work	31.82	45.91	10.45	8.18	3.64	3.941	1.039	0.788	High	7

	for employment with autism									
5	The remote work system allows communication between employment with autism and the company at anytime and anywhere	27.73	50.91	15.00	5.91	0.45	3.995	0.841	0.799	High	5
6	remote work for employment with autism contributes to achieving all company goals	27.27	30.45	21.82	14.09	6.36	3.582	1.208	0.716	Medium	9
7	Remote work contributes to increasing the accuracy and efficiency of employment with autism completion of tasks and work	26.82	51.36	15.91	4.09	1.82	3.973	0.870	0.795	High	6
8	The remote work system helps develop creativity and initiative among employment with autism	28.64	50.00	15.00	5.45	0.91	4.000	0.860	0.800	High	4
9	The remote work system takes into account the individual differences between workers and people with special needs	25.91	45.00	16.82	8.64	3.64	3.809	1.034	0.762	High	8

expressions of remote employment were 8 in high and 1 in Medium and the high level of remote work for employment with autism in the telecommunications sector in Jordan where average value was 3.938 with a standard deviation of 0.922

Test Research Hypothesis:
"There is statistically significant impact of role of technology in supporting remote work for employment with autism in the telecommunications sector in Jordan"

Table (7) correlation between role of technology and remote work for employment with autism

variable	remote work for employment with autism
role of technology	**0.735

Is a positive correlation between role of technology and remote work for employment with autism at 0.01, shows correctness of the hypothesis study and positive impact between level of role of technology and level of remote work for employment with autism in the telecommunications sector in Jordan

Table (8) impact of role of technology on the remote work for employment with autism

B	R^2	T	F	P-VALUE
0.958	0.541	**16.015	**256.476	0.000

The significance of (F) is 0.01, and the role of technology has a statistically significant impact on remote work for employment. with autism it turned out that the more it increased role of technology by 1% is the level of remote work for employment with autism in the telecommunications sector in Jordan has increased by 0.958%

CONCLUSION
- ✓ The high level of role of technology in the telecommunications sector in Jordan where average value was 3.965 with a standard deviation of 0.895
- ✓ The high level of remote work for employment with autism in the telecommunications sector in Jordan where average value was 3.938 with a standard deviation of 0.922
- ✓ Positive correlation between role of technology and remote work for employment with autism and the more it increased role of technology by 1% is the level of remote work for employment with autism in the telecommunications sector in Jordan has increased by 0.958%

Recommendations
- ✓ The necessity of working to increase the awareness of institutions in Jordan of the importance of working to improve workers' ability to use remote work as a means of enhancing their performance and improving their work and achieving the goals that institutions seek.
- ✓ The necessity of working to increase the awareness of the senior management in the institutions operating in Jordan by working to provide all the technical, technological and training needs of the workers in order to increase the levels of their performance of their work.
- ✓ Interest in the presence of flexibility when applying regulations and systems related to the application of remote work, which contributes to overcoming all difficulties and problems that may appear when any changes occur, whether internal or external
- ✓ Directing researchers to conduct more studies and research on how to implement remote work and how to use technology efficiently and effectively

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