

## A STUDY ON TECHNOLOGY IN ORGANIZATION MANAGEMENT OF EMPLOYEES

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### ABSTRACT:

Technologies have turned into an inborn segment of our working lives. They are penetrating each feature of our lives and receiving an inexorably natural quality as they turn out to be, artistically, some portion of us, as opposed to something "out-there", as they have experienced out mankind's history. These innovations will unquestionably make it less demanding, snappier, and more affordable for all individuals to speak with each other. They may add to the globalization of not just exchange and trade and to more prominent worldwide political, social and social joining and a move far from the inborn and ethnic clashes that have commanded mankind's history. Other than frameworks to administer" mechanical changes have been evidently unsuccessful, as creative headway has continually out passed the limit of governments or business to coordinate its use. The progress from country based mechanical age to a worldwide advanced age will require individuals other than specialized authorities to give enter into growing new administration and initiative aptitudes. It at that point takes a gander at their consequences for associations and administration rehearses and their potential effect on worldwide association without bounds. Likewise, this paper inspects how pioneers and administration can manage the effect of new innovations on their associations, representatives and workplace. Innovation can likewise be utilized to clarify the idea of occupations, work groupings, chain of importance, aptitudes, qualities and states of mind in associations. The associations of work around a given innovation can be utilized to control work costs, to control basic leadership, to control the relative status of various gatherings in an association and to control advancement and profession prospects.

**KEYWORD:** Technological Innovations, Humanitarian Aspect, Industrial Engineer, Personnel, Anthropologists.

**INTRODUCTION:**

A dialog of the effect of data innovation on association is to a great extent a matter of theory, since we are a little while ago start to perceive its belongings. One danger, obviously, is that expectations may demonstrate off-base. This isn't as extraordinary a peril as one may assume, in any case, since the emotional improvements in the field of data innovation make it likely that any expectation, on the off chance that it is adequately inventive and alluring, will inevitably demonstrate amend. In any occasion, reasonable supporting can limit the likelihood of mistake, and defective recollections will lessen the punishment of a blunder if the prognosticator is sufficiently indiscrete to make it self-evident. A more genuine and quick entanglement is that the hypothesis might be trite and typical. This danger is especially slippery when discussing data innovation and association, since we as of now have been given such a rich plenitude of theory regarding the matter. Assert that I have maintained a strategic distance from this danger by and large, yet I have endeavored to decrease the hazard by restricting my discourse to a portion of the less investigated issues involved. According to **Appleby** (1987: 107) organization is defined in a number of ways. In the study of management it can refer to the structure of relationships among individuals. A less static approach define organization as a process or an element of management concerned with change or growth of the structure. **Thompson and McHugh** (1995: 3) characterize associations as deliberately made game plans to accomplish objectives by aggregate means. Organizations are also defined as behavioural processes which live on influence and power (**Hunt**, 1992: 63). So, organization can be defined as a collection of people working together in a division of labour to achieve a common purpose. Aim of the study: To know the organisation used in the technology.

**OBJECTIVES:**

1. To study about the usefulness of technologies.
2. To know the employees linked with organisation.
3. To know the technology plans should be connected with strategic plans
4. To know the new technology have an effect on the productivity growth.
5. To know the technology up drawing of the employees in organisation culture.

**HYPOTHESIS:**

**HO:** There is no technology in organisational management of employees.

**HA:** There is technology in organisational management of employees.

**MATERIALS AND METHODS:**

The present study deals with analytical research and descriptive study. Data for this research is collected from primary and secondary sources. Data collection methods are

- Interview
- Books and articles
- Magazines
- Journals.

**OBSERVATION:****PROCESS OF MANAGEMENT:****Communication:**

Imagine you want to organize a party. About twenty years back, such circumstances would have required you to call the residence or office numbers of your invitees, ensuring that you catch them at the right time, in the right place. Another option was to send the invites by post, which was quite cumbersome and impossible to use at a moment's notice. Today, all one needs to do is create a group on a particular Smartphone application, and voila! The message reaches everyone in no more than a few seconds, wherever they are in the world. I seem to have little notes in my post box from neighbors telling me that I should expect some noise on a certain night and by 1am this will stop. At the same time I am informed that the police are also aware should anything happen. I ask myself how long before this is communicated in another form as well.

At the organizational level, it is no different. The development of E-mail, Instant Messengers and obviously, Mobile Phones has changed the substance of Communication today. Web Conferences, utilization of Smartphone Applications, for example, Whatsapp and so forth give an exceptionally helpful condition to circumstances, for example, the one specified above, of 'telecommute,' or even what is for the most part named as 'offsite' work. Today, an organization can send its delegate to another branch or a partner or customer organization and still remain on the up and up of the advance of an undertaking through the methods for innovation.

Truth be told, numerous sorts of programming have been presented in various associations, particularly for inside correspondence – the IP delegate. For outer correspondence, from business-related themes to general Christmas welcome and other such Brand Loyalty based exercises; everything can be accomplished with innovation.

The quantity of little associations today who are setting up shop with cloud based apparatuses like Office 365 permit and urge for colleagues to telecommute. Truly, this raises various concerns however it likewise takes into consideration adaptability.

### **Marketing and Branding:**

The Marketing and Branding part has picked up a great deal of unmistakable quality in the recent decades, significantly because of the expansion in intends to accomplish the same. Gone are the days when daily papers, or the radio, or TV (which are all, obviously, to a great degree critical creations) were the main methods for promoting and showcasing one's image.

Today, Social Media is one of the most grounded devices to do as such, what with different locales, for example, Facebook, Twitter and obviously, the maker of Professional Networks, LinkedIn, all of which unite brands and individuals worldwide to perceive each other, as well as talk about different current patterns in the market, and in addition Best Practices in an assortment of Management and Organization-based issues.

### **The role of planning within the organization :**

An association comprises of an order of subunits seeking after a typical set of goals. Steady, intentional conduct with respect to all subunits is accomplished through arranging. The aftereffects of the arranging are communicated in such structures as objectives, plans, spending plans, timetables, approaches, and techniques.[Pak HS](#). Arranging, similar to the association itself, has a various leveled structure. The aggregate procedure is "considered" into a chain of importance of backup forms. Arranging at one level has as its motivation the accomplishment of plans detailed at the following larger amount. On the other hand, abnormal state arranging goes for forcing requirements that prompt "great" lower-level arranging that, thusly, in the long run outcomes in "great" hierarchical conduct. More elevated amount arranging in this way influences conduct just in a roundabout way through lower-level arranging.

Abnormal state arranging ([Dr.Lakshmi T and Rajeshkumar S](#)) for the most part manages total factors reaching out finished moderately prolonged stretch of time ranges. Lower-level arranging continuously includes more noteworthy detail inside the limitations gave by the more total designs. For instance, a

quarterly far reaching calendar may be opened up by bring down level arranging into week by week departmental timetables. Arranging at a given authoritative level is obliged by current working designs, as well as by less transient types of higher-level.planning. The objective structure of the association, for instance, fills this need. Hence, fundamental long-run "targets" confine the decision of ([Trishala A , Lakshmi T and Rajeshkumar S.](#) ) medium-run "objectives" that cutoff the decision of here and now "plans." Similarly, strategies and methodology characterized at one level in the association give requirements on bring down level arranging ([Agboola. A, 1964](#)) . These types of arranging are, obviously, intended to oblige bring down level arranging in a way that will realize acceptable hierarchical conduct. All most minimal level designs taken together portray the coveted conduct. Keeping in mind the end goal to do this with adequate accuracy to make the portrayal unequivocal (inside "sensible" resiliencia), the composite most reduced level arrangement should at last contain a lot of information.This data is communicated as such high-determination factors as planned every day generation of every unit, number of workers of every expertise grouping, and point by point conveyance plans.

#### **The effect of information technology on planning:**

This conveys me to the focal issue of this paper. Figuring of the worldwide goals of the association depends intensely on the present condition of data innovation. Data innovation influences hierarchical structure by allowing an expansion in the extent of the exercises falling inside a given subunit [Kapoor L.](#)  . As the association increases improved capacity to manipulate data, the allowed size of a "reasonable" errand grows. Worldwide goals hence require not be divided as finely as previously, and the quantity of authoritative subunits can be correspondingly lessened.

Expanding every subunit's "traverse of control" mitigates the issue of coordination among the subunits. Exercises that in the past included solid corporations among various units may now be incorporated inside a solitary comprehensive unit. Such union clearly diminishes the associations among subunits and allows nearer coupling of beforehand decoupled exercises.

#### **Man-machine planning systems:**

Man-machine frameworks offer energizing potential outcomes for enhancing choice forms. The pitiful confirmation that we have recommends that a beneficial interaction between the man and the machine will demonstrate particularly intense and productive in

adapting to the hugely complex issues experienced in hierarchical arranging [Vargas-Lombardo M.](#) . To the human part in such a framework is consigned the responsibility for proposing elective designs and judging the appropriateness of their outcomes. The machine is allocated the computational errand of changing proposed activities into their outcomes by methods for a formal model.

The colossal preferred standpoint of man-machine frameworks is that they don't require the entire formalization of the choice procedure. Those choices that are surely knew and equipped for being depicted formally can be incorpo-evaluated into the PC display. Choices that can't be so formalized are basically held for the human chief.

An organizer equipped with a man-machine framework can utilize it to investigate top to bottom for enhanced plans. A consecutive, various leveled look shows up especially proficient ([Dauda, D. Y. Yves-Chantal Gagnon, 1964](#)) . Utilizing a total model, the organizer can scan for a prevalent abnormal state design. Each test in the "space" of choices gives data helpful to him in proposing further tests. He proceeds with his inquiry until the point when an attractive abnormal state design is found.

#### **Reasons for Introducing new technology:**

Numerous positive and helpful changes have occurred nowadays in the working environment as far as competency and viability with the creation of new innovations [Greenhalgh T.](#) . Notwithstanding that the presentation of new innovation makes numerous difficulties to associations. One of them is to accomplish client acknowledgment and endorsement of new innovation and in the meantime holding a satisfactory level of profitability and execution. There are various components that that affect a person's mentality toward new innovation, for example, age, sexual orientation, and associates' states of mind and recognitions. Over and over, here and now monetary advantages are accomplished with the assistance of composed advances and there is inadequacy energetically accessible specialized abilities that might be connected to meet the measure of association yearnings in a more solid and tried and true way. [Pierre Voyer.](#)

As per Dawson, these are a portion of the reasons why associations choose to present new innovation: To lessen costs; to build efficiency; to expand quality; to decrease reliance on talented work; since it generally returns appears a smart thought to be state-of-the-art; since contender associations are likewise presenting new innovation; in light of the fact that new innovation is intriguing; keeping in mind the end goal to change the relations between different gatherings in the association [Dauda, D.Y.](#)

The new innovation however has constantly confronted different difficulties that have hosted its adequacy. All proposals are connected with some weight gatherings and with no employer stability the general population can't be useful for giving recommendations for development. Besides the energy of the exchange associations fluctuates and relies upon various components. There might be the interests of the workers related with the presentation of the propelled level innovation et cetera. [Jake09, R. \(2011\)](#)

#### **Organizational Barriers to Technology Changes:**

The cutting edge supervisors have the duty to present and coordinate new procedures and aptitudes to deal with them to their representatives keeping in mind the end goal to increase high capability in the new working styles. They should be upheld in getting change their vocation and work-style and be promptly acknowledged in the new framework with confidence. The change must be made straightforward and simple and broadcast another time for the achievement of everybody including administration with the goal that the fixation might be feasible for consideration to the most astounding level. Technology investigate recommends that there are authoritative and mechanical elements that point of confinement the appropriation and utilization of advances. To be sure there is confirm that various perspectives, for example, authoritative size, assets, administration support, and development history impact the degree of innovation selection ([Gupta, M.C., 2007, p.20](#)). The change because of another innovation in an association faces monetary obstructions as well as numerous political and social hindrances. Because of inadequate fund or inept representatives an association may smother during the time spent advancement. While an association with great assets of cash, time and specialized mastery can increase focused edge over its adversaries. In addition absence of aggressiveness among associations likewise represents a risk to reception of new innovation. As to political obstructions to innovation, I concur with Acemoglu and [Aliyu, A.A](#) that the presentation of new innovation, and monetary change all the more by and large, may at the same time influence the conveyance of political power. Specifically divisions the administrative obstructions to passage additionally play a critical errand in choosing the specialist of associations [Khajeh, S., 2011.](#) .

The associations must welcome advancements eagerly to make due in the present turbulent business situation. There are numerous associations which are on edge of progress the reason might be unavoidable conditions. Previously, the general public finds fitting answer for the social issues the going with changes uncover these issues at dangers with more noteworthy speed. The concerned specialists must be watchful and utilize changes in their method for functioning all things considered issues obstruct the development of the association. Thus, it

requests a style of administration, remunerate framework and completely another mindset among worker's relationship and authoritative issues. The administration must be expelled as they make deterrent during the time spent change. Old styles and methods must be refreshed to accomplish better success and efficiency. [Yves-Chantal Gagnon](#).

**The effect of greater centralization on middle managers :**

Undoubtedly, enticing counterarguments can be gathered against more noteworthy centralization. Numerous people may concur that there exists an unmistakable pattern toward centralization, however discover the prospect both bleak and startling. With Dr. Malik, they view such a world as having "consummate progressive system, idealize organi-zation, add up to proficiency; however no soul, no opportunity, no euphoria, no cleverness, and subsequently no man." ([Ugwu, L., 1963](#)). It is, obviously, exceedingly hard to evaluate the impact of more noteworthy centralization on the people making an association (and I absolutely assert no extraordinary ability to do this without anyone else's help). All things considered, a case can be made against the more bleak forecasts about man's part in a brought together association. In attempting to do this, I will concentrate consideration on center supervisors, since they are the ones that seem most powerless and have the most to free from centralization. A supervisor working amidst a substantial bureaucratic association faces a few conceivable hazards. [Dawson, B.](#)

**FINDINGS:**

The outcomes got could be helpful for the overseers and IT directors as far as organizing of approaches, permitting them a superior joining of these sorts of advances as to the business methodologies, all to apportion the rare assets all the more effectively. In like manner, they can be useful in larger amount instructive establishments, given that the outcomes could be utilized as a base to outline and refresh think about projects, and additionally to advance further examinations that add to reinforcing the writing with respect to the achievement of the IS in the associations, got from the constraints found to decide it at an authoritative level. At long last, this work adds to the writing on the estimation of the achievement of the IS with regards to a nation with a developing economy, and specifically in permitting to completely recognize the estimation of its adequacy and occurrence in the execution factors.



**SUGGESTIONS:**

- ❖ **Target:** Useful tools for measuring how well an organizational sub-unit or individual has performed. At the point when targets are set, the Organization moves above and beyond in accomplishing its goals.
- ❖ **Measuring Sticks:** Without objectives, managers at all levels would find it difficult to make coordinated decisions. It is apparently obvious that these objective moves management in setting yardsticks which could be used in measuring performance.
- ❖ **Commitment:** The very process of getting an employee to agree to pursue a given objective gives that individual a personal stake in the success of the enterprise. The individual commitment gives rise to Organizational achievement.
- ❖ **Motivation:** People usually feel good about themselves and what they do when they successfully achieve a challenging objectives. In other words, achieving objective is a source of achievements to Organizational goals.

**CONCLUSIONS:**

It is additionally in light of a legitimate concern for an association to keep and take after an open correspondence approach about the expected mechanical changes in the framework. All prone to be influenced or generally concerned must be kept educated and ought to be kept in picture appropriate from the underlying stage. Representatives ought to approach all data about the progressions an association means to bring and the abilities that will be required for that. This will admonish the specialists and they will know where they are probably going to remain in the new set up. [Martin M.](#) This however fragile, will give them sufficient time and chance to design their future and how they should change themselves keeping in mind the end goal to stay pertinent to the association. The individuals who can get themselves refreshed with the expansion of some more abilities ought to be urged to do as such. Since it is a helpful angle, individuals have a privilege to know in what way they are probably going to be influenced and how they need to address the new difficulties. Administration approach must be to retain the surpluses quite far by engrossing the gifted, regular wastage or deliberate redundancies. The impact of innovation and adjustment of new innovation on the authoritative conduct and the idea of work inquired about especially from the data innovation point. It is gotten from the writing that the new innovative improvements and adjustments are unavoidable for the associations on account of numerous reasons. Amid this adjustment procedure not just the creation strategies or systems of these associations influenced yet additionally the social methodology and nature of the

associations' are influenced. These impacts can be certain and negative for the two associations and workers.

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