

IMPACT OF TECHNOLOGY ON AN ORGANISATION

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Abstract— “Technology” the word means practical application of science to organization. It is the discipline that applies scientific knowledge to practical problems. In today’s world technology is growing as fast as the human race. Now this fast growing technology has a huge impact on an organization like computers, a technology which we are using has changed the trend of working because the work which used to be tedious and cumbersome once is now done in just a click of a button. The study shows how much a technology impacts on an organization. The study was made to the staff working in any organization in various cities of India like Ratlam, Indore and Jaipur. The sample size of this study was 53 employees. The sample was collected through questionnaire with open ended questions. CRONBACH’S ALPHA reliability of questionnaire was realized using SPSS (Statistical Package for Social Science) version 16.0. Further Independence T Test is applied on the data which resulted in five factors. Finding of the study suggests the importance of technology on an organization, how the technology is helping and that to a very great extend to an organization. Employee feel ease and like to work in an organization which uses appropriate technology for its employee. A gender specific study suggest that both male and female feels the importance of technology and the impact it has on an organization and to achieve its goal.

Index Terms— Technology, Organization.

I. INTRODUCTION

Technology is basically the knowledge of techniques and various processes etc and this technique when embedded with machines, devices, industry etc can be operated by people without knowing a much about it. Technology is like a basic need of an organization whether you are a part of a small firm or a big company.

When an employee enters the organization the first thing he is encountered to are the technologies. Technology is an activity that is changing the culture very fast, the working culture especially. There was a time when a room filled with hand written files was used to store the data but now with the invent of technology that can be stored in a tiny chip or a pen-drive. The working culture of an organization completely depends on technology as it ease the work of an employee and

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he/she will feel more attached to the organization apart from this the overall throughput of the organization also increases with the help of technology. Technology helps in a better communication within the organization as people are linked in a close loop with each other even though if they are geographically not.

II. HISTORY OF TECHNOLOGY

Man is changing technology with his age from stone tools to metal tools from fire to clothing and shelter to energy and transport. In the 18th century there was a industrial revolution which was a period of great discoveries in the areas like agriculture , minning , metallurgy, transport etc. Then technology takes a U-TURN with the invention of electricity, later on the technology results in the advancement of chemistry, medicine, engineering etc. Technology from then on is creating a huge impact on an organization people are so adapted to the technologies that they can’t imagine their daily life without it. The condition for the development of The condition for the development of the heart of an organization and helps an organization in its effective working. More and more business firms including the large scale as well as the small scale firms are trying their best to incorporate the latest technology in their business and all the latest technologies are helping an business to grow and expand even faster.

III. WHAT ARE THE IMPACT OF TECHNOLOGY ON AN ORGANIZATION

The contribution of technology and how it is impacting an organization is emphasized by Nadler, who states, “ perhaps the largest only influence on an organizational architecture and design is the advent of technology. Due to the help of a technology one can do his/her work at any time, anyplace, anywhere the virtual workplace provides you the information you need. Now the employees are not tied with their job and office but they can do their job from home also this has changed the daily routine of an employee job from 9 to 5 and performing the work on desk. Even the employee will love working in such a independent working culture where he is not tied with a computer but his evaluation or performance management is done by the assign task and its rather than just depending upon face to face interactions.

slowly and steadily it has developed its roots in India. Now the technologies are not only restricted to computers but big machines, fast processing system, quick moving system. Technology is now

- There are several other ways in which technology impacts on an organization
- Due to the mechanization of organization the work load on an employee decreases and he can complete his work far more efficiently

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- Computer provides a network in an organization which helps to link in linking employee in an organization
- The assessment of an employee is far more easily done with the help of technology as it exists various recorded statistics to decide about his/her failure success in a particular task.
- A better linking within the various departments of an organization exists because of technology
- Technology plays a very fine role in the development of an employee as any new technology which he learns in an organization can be used in future and it will be an add on to
- his skills which he can use in near future
- People get adapted to the technology they used in their organization; this will help them a lot as they become the master of their work and efficiency of their work increases to a great extend
- People get a friendly environment in the office because of technology; they just love to do their work for example an employee watching a cricket match while doing his work simultaneously in an organization
- Technology is helping an employee to serve hi/her organization in a better and organized way.
- The use of effective relationship also affects the relationship of a firm with their customers.
- It helps the supervisor to manage a large number of employees without requiring a daily reporting to him.
- Technology leads to outsourcing which is the trend in market due to which the workforce is less and can be easily managed.

IV. IMPLEMENTATION OF NEW TECHNOLOGIES

An organization must understand the need of an era of the technology because going with the primitive way of technology won't be helping them to a great extend. Therefore the organization must realize the change, a change in the technology which will help them to serve the organization in a better way. For example an IT sector company cannot use a primitive black and white computers with a very less storing capacity for its employee because working on such a computer would be more cumbersome therefore computer used in an IT firm is far more advance and have better specification.

When an organization realizes the change of a technology they have to choose the best technology which can help them and that to in a cost effective manner. Only those technologies are installed which are relevant in future and which will help the organization to achieve its goal in an effective manner. Now that technology is tested in a real world among the employee, its working and how people using it are adapting it.

V. THE LITERATURE REVIEW

The literature view is conducted to provide conceptual framework from which to plan and organize effective research and find the result. The literature review entails recent recent and relevant literature and then presenting the quality of material.

The main purpose was to gain the knowledge from the journal studied and idea based on previous experiments and study

conducted. The research paper idea based on previous the establishment. The journal studied to conduct this research provide strength and weakness were in order to further enhance and upgrade the integration.

VI. OBJECTIVES

The objectives of study were

1. To find out the impact of technology on an organization.
2. How much the use of technology affecting the organization.
3. Dependence of an organization on technology.

VII. RESEARCH METHODOLOY

DATA COLLECTION: Data was collected from various employees of different organization through questionnaire containing 21 questions. The data collected was analyzed and summarized with the help of IBM SPSS version 20 following inferences were drawn after data analysis:

1. Details of Respondents: total respondents were 53 out of 44 were male and 9 female. There were 33 respondent of age group 20-30, 18 respondents were of age group 30-40 and 2 respondent of age group 40-50.
2. Research design: The data collected was through close ended questionnaire from employees of different firms.
3. Sampling Frame: Sampling unit- firms and industries Sampling size- 53

VIII. ANALYSIS TOOL

INDEPENDENT SAMPLE T TEST: The independent sample T test compares the means of two independent groups in order to determine there is statistical evidence that the associated population means are significantly different. It is parametric test. A T-test is any statistical hypothesis in which the test follows student's distribution if the null hypothesis is supported. It can be used to determine if the two sets are significantly different from each other and are most commonly applied when test static follow a normal distribution.

IX. RELAIBILITY TEST

The reliability statistics is shown in following table

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.675	.671	21

X. FINDINGS AND DATA ANALYSIS

GROUP STATISTICS BOX

Group Statistics					
GENDER		N	Mean	Std. Deviation	Std. Error Mean
VAR00002	Male	44	1.8864	.38675	.05831
	Female	9	1.7778	.44096	.14699
VAR00003	Male	44	1.4318	.58658	.08843
	Female	9	1.8889	.60093	.20031
VAR00004	Male	44	1.6364	.53226	.08024
	Female	9	1.7778	.66667	.22222
VAR00005	Male	44	1.7045	.50942	.07680
	Female	9	1.4444	.52705	.17568
VAR00006	Male	44	1.5455	.50369	.07593
	Female	9	1.6667	.50000	.16667
VAR00007	Male	44	1.5455	.54792	.08260
	Female	9	1.6667	.70711	.23570
VAR00008	Male	44	1.7500	.48823	.07360
	Female	9	1.7778	.66667	.22222
VAR00009	Male	44	1.4318	.54550	.08224
	Female	9	1.4444	.52705	.17568
VAR00010	Male	44	1.7273	.49947	.07530
	Female	9	1.6667	.70711	.23570
VAR00011	Male	44	1.5909	.54210	.08172
	Female	9	1.6667	.50000	.16667
VAR00012	Male	44	1.7273	.45051	.06792
	Female	9	1.7778	.44096	.14699
VAR00013	Male	44	1.6818	.51817	.07812
	Female	9	1.6667	.50000	.16667
VAR00014	Male	44	1.3864	.49254	.07425
	Female	9	2.0000	.50000	.16667
VAR00015	Male	44	1.6364	.48661	.07336
	Female	9	1.5556	.52705	.17568
VAR00016	Male	44	1.5227	.50526	.07617
	Female	9	1.7778	.66667	.22222
VAR00017	Male	44	1.6136	.49254	.07425
	Female	9	1.6667	.50000	.16667
VAR00018	Male	44	1.8409	.60782	.09163
	Female	9	1.7778	.66667	.22222
VAR00019	Male	44	1.8182	.44579	.06721
	Female	9	1.8889	.60093	.20031
VAR00020	Male	44	1.5455	.50369	.07593
	Female	9	1.5556	.72648	.24216
VAR00021	Male	44	1.5909	.58342	.08795
	Female	9	1.6667	.50000	.16667
VAR00022	Male	44	1.8182	.58161	.08768
	Female	9	2.2222	.66667	.22222

In the first box of group statistics box the mean for condition 1(male) is 1.88. The mean for condition 2(female) is 1.77. The standard deviation for condition 1(male) is .38675 and for condition 2(female) is .44096. The numbers of male participants are 44 and female participant are 9. Such information for all variables can be seen in the table above.

XI. INDEPENDENT SAMPLE TEST

Independent Samples Test										
	Levene's Test for Equality of Variances		t-Test for Equality of Means						95% Confidence Interval of the Difference	
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper	
	VAR00002	Equal variances assumed	.948	.335	.750	51	.457	.10859	.14478	-.18207
	Equal variances not assumed			.687	10.686	.507	.10859	.15813	-.24078	.45796
VAR00003	Equal variances assumed	1.768	.190	-2.122	51	.039	-.45707	.21543	-.88956	-.02458
	Equal variances not assumed			-2.087	11.342	.060	-.45707	.21996	-.93723	.02389
VAR00004	Equal variances assumed	1.02	.371	-.696	51	.490	-.14141	.20322	-.54940	.26857
	Equal variances not assumed			-.599	10.190	.563	-.14141	.23627	-.66652	.38369
VAR00005	Equal variances assumed	3.37	.064	1.388	51	.171	.26010	.18738	-.11611	.63631
	Equal variances not assumed			1.357	11.273	.201	.26010	.18173	-.16066	.68086
VAR00006	Equal variances assumed	3.226	.078	-.659	51	.513	-.12121	.18406	-.49072	.24930
	Equal variances not assumed			-.682	11.573	.521	-.12121	.18915	-.52190	.27947
VAR00007	Equal variances assumed	1.083	.303	-.575	51	.568	-.12121	.21065	-.54411	.30169
	Equal variances not assumed			-.485	10.057	.638	-.12121	.24976	-.67727	.43485
VAR00008	Equal variances assumed	1.134	.292	-.146	51	.885	-.02778	.19034	-.40990	.35435
	Equal variances not assumed			-.119	9.830	.908	-.02778	.23409	-.55060	.49505
VAR00009	Equal variances assumed	.076	.784	-.064	51	.950	-.01263	.19892	-.41117	.38992
	Equal variances not assumed			-.065	11.785	.949	-.01263	.19398	-.43812	.41087
VAR00010	Equal variances assumed	2.937	.093	.308	51	.759	.06091	.18659	-.33407	.45228
	Equal variances not assumed			.245	9.697	.812	.06091	.24744	-.49306	.61427
VAR00011	Equal variances assumed	1.182	.282	-.387	51	.701	-.07576	.19598	-.46921	.31770
	Equal variances not assumed			-.408	17.179	.690	-.07576	.16567	-.47654	.37803
VAR00012	Equal variances assumed	.434	.513	-.307	51	.760	-.06051	.16427	-.38029	.27928
	Equal variances not assumed			-.312	11.682	.761	-.06051	.18192	-.40436	.30335
VAR00013	Equal variances assumed	.070	.792	.080	51	.936	.01515	.18854	-.36336	.38366
	Equal variances not assumed			.082	11.795	.938	.01515	.18407	-.38867	.41697
VAR00014	Equal variances assumed	11.550	.001	-3.397	51	.001	-.81364	.18092	-.97625	-.65102
	Equal variances not assumed			-3.363	11.407	.008	-.81364	.18246	-1.01348	-.61379
VAR00015	Equal variances assumed	.467	.497	.448	51	.656	.08091	.18042	-.28140	.44302
	Equal variances not assumed			.424	10.971	.679	.08091	.18038	-.33836	.49907
VAR00016	Equal variances assumed	1.28	.274	-1.306	51	.197	-.25505	.18529	-.64711	.13701
	Equal variances not assumed			-1.086	9.965	.303	-.25505	.23491	-.77872	.26882
VAR00017	Equal variances assumed	.443	.509	-.294	51	.770	-.05303	.18092	-.41565	.30959
	Equal variances not assumed			-.291	11.407	.777	-.05303	.18246	-.45288	.34682
VAR00018	Equal variances assumed	.176	.677	.278	51	.781	.06313	.22588	-.36034	.51660
	Equal variances not assumed			.263	10.893	.798	.06313	.24037	-.46656	.58282
VAR00019	Equal variances assumed	.272	.604	-.408	51	.685	-.07071	.17323	-.41847	.27706
	Equal variances not assumed			-.335	9.879	.745	-.07071	.21128	-.54225	.40084
VAR00020	Equal variances assumed	6.382	.015	-.051	51	.960	-.01010	.19927	-.41015	.38965
	Equal variances not assumed			-.040	9.633	.969	-.01010	.25379	-.57851	.55830
VAR00021	Equal variances assumed	1.517	.224	-.363	51	.718	-.07576	.20895	-.49523	.34372
	Equal variances not assumed			-.402	12.890	.694	-.07576	.18845	-.49323	.33172
VAR00022	Equal variances assumed	.287	.594	-1.854	51	.070	-.40404	.21795	-.84159	.03951
	Equal variances not assumed			-1.691	10.637	.120	-.40404	.23889	-.93204	.12396

XII. DATA INTERPRETATION

For the first statement, p value (0.335) > 0.05, This implies that null hypothesis is Accepted which shows that there is no significant difference in the perception of gender that working without technology is impossible in my organization.

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For the second statement, p value (0.190) > 0.05, This implies that null hypothesis is Accepted which shows that there is no significant difference in the perception of gender that overall throughput of my organization increases with the help of technology.

For the third statement, p value (0.751) > 0.05, This implies that null hypothesis is Accepted which shows that there is no significant difference in the perception of gender that technology is the backbone of my organization.

For the fourth statement, p value (0.564) > 0.05, This implies that null hypothesis is Accepted which shows that there is no significant difference in the perception of gender that new technologies are always welcome in my organization.

For the fifth statement, p value (0.078) > 0.05, This implies that null hypothesis is Accepted which shows that there is no significant difference in the perception of gender that technology helps to prevent uncertainty in my organization.

For the sixth statement, p value (0.303) > 0.05, This implies that null hypothesis is Accepted which shows that there is no significant difference in the perception of gender that technology helps in better communication within employee.

For the seven statement, p value (0.292) > 0.05, This implies that null hypothesis is Accepted which shows that there is no significant difference in the perception of gender that technology helps in better linking between employee

For the eight statement, p value (0.784) > 0.05, This implies that null hypothesis is Accepted which shows that there is no significant difference in the perception of gender that technology helps to keep an eye on employee.

For the nine statement, p value (0.093) > 0.05, This implies that null hypothesis is Accepted which shows that there is no significant difference in the perception of gender that technology decreases workload in an organization.

For the ten statement, p value (0.292) > 0.05, This implies that null hypothesis is Accepted which shows that there is no significant difference in the perception of gender that technology provides a friendly ambience in an organization.

For the eleventh statement, p value (0.513) > 0.05, This implies that null hypothesis is Accepted which shows that there is no significant difference in the perception of gender that technology increases efficiency.

For the twelve statement, p value (0.792) > 0.05, This implies that null hypothesis is Accepted which shows that there is no significant difference in the perception of gender that they feel technology helps them to serve better.

For the thirteen statement, p value (0.00) < 0.05, this implies that null hypothesis is Rejected which shows that there is significant difference in the perception of gender they love to work at office because of friendly technology.

For the fourteen statement, p value (0.497) > 0.05, This implies that null hypothesis is Accepted which shows that there is no significant difference in the perception of gender that they are adapted to technology used in my office.

For the fifteen statement, p value (0.724) > 0.05, This implies that null hypothesis is Accepted which shows that there is no significant difference in the perception of gender that they feel technology helps to ease my work.

For the sixteen statement, p value (0.509) > 0.05, This implies that null hypothesis is Accepted which shows that there is no significant difference in the perception of gender that they feel technology help in development of an employee.

For the seventeen statement, p value (0.677) > 0.05, This implies that null hypothesis is Accepted which shows that there is no significant difference in the perception of gender that they feel technology helps in better assessment of employee.

For the eighteen statement, p value (0.604) > 0.05, This implies that null hypothesis is Accepted which shows that there is no significant difference in the perception of gender that technology learn in this organization will help me in future.

For the nineteen statement, p value (0.15) > 0.05, This implies that null hypothesis is Accepted which shows that there is no significant difference in the perception of gender that technology learn in this organization increases my skills.

For the twenty statement, p value (0.224) > 0.05, This implies that null hypothesis is Accepted which shows that there is no significant difference in the perception of gender that technology help me to find out what I am good at.

For the twenty first statement, p value (0.594) > 0.05, This implies that null hypothesis is Accepted which shows that there is no significant difference in the perception of gender that technology keeps me updated.

CONCLUSION

This research is used to check the perceptions of male and female regarding impact of technology in an organization. The results show that only 1 hypothesis is rejected and 9 hypothesis are accepted. The research through a light on the importance of technology in an organization, how much an organization rely on the technology and how much the technology is important for an smooth working of an organization. The research concludes and put pressure to use more and more new technology in an organization for betterment and smooth working of an organization, it also focuses on friendly ambience created because of technology and skills of employees developed due to it.

LIMITATION

New technology are often rejected by company due to their access cost, and sometimes it becomes hard for employee to learn new technology. Due to this technologies are often not adapted in organization. Therefore organization should adapt technology which are beneficial and cost effective also which can help employee to ease their work.

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