

IMPACT OF EMPLOYEES BEHAVIOR TOWARDS TECHNOLOGICAL INNOVATIONS IN EDUCATIONAL INSTITUTIONS

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Research Article

IMPACT OF EMPLOYEES BEHAVIOR TOWARDS TECHNOLOGICAL INNOVATIONS IN EDUCATIONAL INSTITUTIONS

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ABSTRACT

This paper will check the impact of technological implementations on employees' behavior in educational institutions. The present technology driven world, technology has covered its own way in every field of business. It plays a both constructive and destructive role in this current changing industry environment. In this modern day no individual no educational institution and no business can undergo without implementing the usage of technologies. The positive side of usage of technology will make the employees to work more effectively which will recover the overall performance of the organization. All together adoption of new technology facade certain level of stress on the employees. Technological innovations are having a noteworthy impact on educational systems at all levels. Educational software, Online courses, social networking tools teaching aids and other rising technologies are unruly the traditional classroom environment. Technology in education is critical to develop strategies and techniques to manage and use for understanding the effects that technological innovations have on students, teachers, and schools. The present study is focusing on the role of technology on employee's behavior & their performance and influence of technology on employee inter- personal relationships.

Keywords: Employee behavior, Employee inter - personal relationship, Employee performance, Influence of Technology, Techno- stress, Motivation, Training

1. INTRODUCTION

Technology has certainly changed the way we live. Technology has an impact on different facet of life. Undeniably, technology plays an important role in every area of life. Technology has revolutionized the field of education. Technology has become a part in every organization, in factors of production.

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It happens to be a necessity for an organization to get updated with the new technologies in today's scenario. Other than profit, Success of an organization is precise by its employees, their attitude towards their work. Technology brings a change in the organization which has an impact on working system of the employee with both positive and negative effect on behavior, on their performance and on their interpersonal relationship.

Today the importance of technology in schools, colleges and universities cannot be ignored. In fact, with the onset of computers in education, it has become easier for teachers to convey knowledge and for students to attain it. The use of technology has made the process of teaching and learning all the more pleasurable. Educational institution cannot run with old technologies. Technology increase human performance when human or employees use technology for the benefits of the educational institution and use with ethical values. Educational institution does not require many employees to perform one job. Due to technological advancement human effort is reduced. Every employee will perform its job without any problem.

There are two factors which has an impact of technology in educational institutes:

1. Awareness of new teaching and learning process
2. Acceptance of technology by the employees.

2. IMPORTANCE OF THE STUDY

The studies enrich the management with a choice of information pertaining to employee behavior, employee inter-personal relationship and their performance with regard to technology. This will facilitate the organization to make decision in adopting a fresh technology and helps to afford training to its employees in learning the technology. Just the trained employees can execute their duties well which will help the organization to accomplish its goal. This study will make the organization to realize about the techno-stress which will be helpful for them to aid their employees to prevail over the stress

3. REVIEW OF LITERATURE

Kendra M. Turner (2017) studied on the effect of a system implementation upgrade on employees' job performance. It was found that employees initially felt positive about a change but after some period of time they felt that they are in the need of training and management also increased their job duties and responsibilities without salary hike.

Muhammad Imran.,etal(2014) studied the effect of technological advancement on employee performance in banking sector. It was found that technological advancement has significant impact on motivation and training of employees. Motivation has significant impact on employee performance but training has no significant impact on employee performance. The result reveals that there is significant relationship between technological advancement and employee performance.

Yan-Hong Yao et al (2014) explore the influences of leadership and work stress on employee behavior, and the moderating effects of transactional and transformational leadership on the relationship between work stress and employee negative behaviour. The results showed that there is a positive correlation between work stress and employee negative behavior. Transformational leadership has negative impacts on work stress and employee behavior, whereas transactional leadership has positive influences.

Technological advancement is the process of combining and reorganizing knowledge to generate new ideas. The development of technology has an impact on firm performance (Mumford, 2000). Technological advancement comes from internal advancement (Pavitt, 1990), and internal

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advancement comes from employee capability. So there is a close relationship between technological advancement and employee performance (Huselid, 1995).

Organizations can improve its employee's skills and efficiency through training and development. Research shows that investment on employees in the field of decision making, teamwork tasks and in problem solving results shows that firm's outcome level increases. In some organizations research proves that training is positively correlated with employee output. Training is not short term process. It is nonstop and systematic process. Organizations have done employee's analysis and also asses the need of firm. Then specified training program is adapted after that analysis. Organization adapts that method of training which is consistent with employees and as well as fulfil the goals of organization (Singh & Mohanty, 2012).

Motivation is define as change in behaviour not attribute to stable individual differences. Motivation mean is characteristic of an individual willing to expend efforts toward a particular set of behaviour (Quinone's, 1997). Employee motivation having a direct effect on technological advancement (Orpen, 1994). Employee require organizational incentives to enhance the advancement process (Harsanyi, 1969). The incentives or the employee can be divided into material incentives and non-material incentives; material incentive is mainly economic gain, and non-material incentive is mainly social acceptance. Material and non-material incentives can meet the different needs of employees in technological advancement activities (Gruber, 1996).

4. OBJECTIVES

1. To study the impact of technology on employee behavior and their performance
2. To analyze the stress level caused by technology and how technology influence employees inter personal relationship
3. The study the effect of motivation and training with respect to technological advancement on employees

5. RESEARCH METHODOLOGY

Both primary and secondary data are used for this study. Primary data has been collected through questionnaire method. Data has been collected by using a structured questionnaire. 250 questionnaires were distributed in which 205 were completed and 45 were found incomplete. And the secondary data were collected through articles, journals, magazines etc.

5.1 Statistical Techniques Used:

- Percentage Analysis based on demographic
- Descriptive Analysis based on the questionnaires

6. LIMITATIONS OF THE STUDY

- Time was the major constrain to collect data. Only small sample size collected due to shortage of time. This study is restricted only to Bhopal city so the results of the study cannot be generalized. The samples are selected on the basis of simple random sampling method. Hence the limitation applicable for simple random sampling method applies to this study and we are using Percentage Analysis for the interpretation as other analysis method can be used.

7. ANALYSIS & INTERPRETATION

Table

PROFILE		Frequency	Percent
Gender	Male	116	56.6
	Female	89	43.4
	Total	205	100.0
Age	Below 30	129	62.9
	30-40	46	22.4
	40-50	20	9.8
	50-60	10	4.9
	Total	205	100.0
Marital Status	Married	103	50.2
	Unmarried	102	49.8
	Total	205	100.0
Education Qualification	HSC	12	5.9
	Diploma	16	7.8
	Graduate	98	47.8
	Professionals	79	38.5
	Total	205	100.0
Income	Below 10000	12	5.9
	11000 – 20000	60	29.3
	21000 – 30000	58	28.3
	31000 – 40000	38	18.5
	Above 40000	37	18.0
	Total	205	100.0
Level of Employment	Entry level	49	23.9
	First level	63	30.7
	Middle level	74	36.1
	Top level	19	9.3
	Total	205	100.0
Work Experience	Below 5	106	51.7
	6 – 10	58	28.3
	11 – 15	23	11.2
	Above 15	18	8.8
	Total	205	100.0

From the table, it is inferred that out of 205 samples 56.6% respondents are male and 43.4% respondents are female. 62.9% respondents are under the age group of below 30, 22.4%

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respondents are under the age group of 30-39, 9.8% respondents are under the age group of 40-49 and 4.94% respondents are under the age group of 50-59. 50.2% respondents are married and 49.8% respondents are unmarried. 15.9% of respondents belong to HSC, 7.8% respondents are diploma, 47.8% are graduate respondents and 38.5% are professional respondents. 5.9% of respondents income level is below 10,000, 29.3% respondents are earning between 11,000-20,000, 28.3% respondents are earning between 21,000-30,000, 18.5% respondents income level are between 31,000-40,000 and 18% respondents earnings are above 40,000. 23.9% of respondents are working as entry level employees, 30.7% of respondents are at first level of employment, 36.1% of respondents are at the middle level and 9.3% respondents are at the top level. 51.7% of respondents are having below 5 years of work experience, 28.3% of respondents are having 6-10 years of work experience, 11.2% of respondents have 11-15 years of work experience and 8.8% of respondents have more than 15 years of experience.

8. CONCLUSION

Employees were satisfied with new technology implemented and they are willing to learn more about the new technology without any hesitation. This will boost their performance level. They tend to keep updated with technology as it helps them to become a certified in their own field. An employee shows an optimistic attitude towards technology as it constrains their work & made it straightforward and helps them to conclude their work in time. If organization not compel his employees to update their skills and provides enough time periods in adopting new technology, employees will feel stress free and convenient in adopting it which makes them to give more towards organization development. Technology doesn't affect the employee interpersonal relationship, it helps them to have an improved communication with their co-workers and wish to work in teams than as individual but it has reduced their personal connections. The employees prefer to have some frivolous activities to be organized by its organization.

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