

# A Study on Impact of Workplace Technology Adoption on Employees' Performance Sri Hari Alloy Cast, Coimbatore

<sup>1</sup>Dr. P. JAYASUBRAMANIAN, <sup>2</sup>Mr. S. GOWTHAM, <sup>3</sup>Ms. D. MOHANA PRIYA

<sup>1</sup>Professor, Department of Commerce CA, Dr. N.G.P. Arts and Science College, Coimbatore

<sup>2</sup>B. Com CA, Department of Commerce CA, Dr. N.G.P. Arts and Science College, Coimbatore

<sup>3</sup>M. Com CA, Department of Commerce CA, Dr. N.G.P. Arts and Science College, Coimbatore

## ABSTRACT:

Workplace technology has become a vital component in modern organizations, significantly influencing employee performance and organizational efficiency. This study, titled "A Study on the Impact of Workplace Technology Adoption on Employees' Performance at Sri Hari Alloy Cast, Coimbatore," aims to examine how the adoption of technological tools affects employees' productivity, efficiency, and overall job performance.

The research focuses on understanding the relationship between workplace technology and employee performance by analyzing employees' perceptions, experiences, and adaptability to technological changes. The study adopts a descriptive research design and is based on both primary and secondary data. Primary data was collected through structured questionnaires from 103 respondents working in different departments, while secondary data was gathered from journals, books, and online resources.

The findings of the study reveal that workplace technology has a significant positive impact on employee performance. A majority of respondents reported improvements in work quality, communication, accuracy, and productivity due to the use of technological tools. However, the study also identifies several challenges faced by employees, such as technical issues, complexity of systems, lack of training, and difficulty in adapting to frequent technological changes.

**KEY WORDS:** Workplace Technology, Technology Adoption, Employee Performance, Productivity, Work Efficiency.

## 1. INTRODUCTION:

Workplace technology has become one of the most significant drivers of organizational transformation in the modern business environment. Organizations across industries are increasingly adopting advanced technological tools to improve operational efficiency, enhance communication, and support employees in performing their tasks effectively. Workplace technologies such as computers, enterprise software systems, cloud platforms, automation tools, and digital communication applications have reshaped the way employees work and interact within organizations. In today's competitive business world, the ability of organizations to adopt and integrate these technologies effectively plays a crucial role in improving employee productivity and overall organizational performance.

The rapid growth of digitalization has significantly influenced workplace practices, particularly in industries where speed, accuracy, and coordination are essential. Organizations are no longer relying solely on traditional methods of work; instead, they are integrating technological solutions that enable employees to complete tasks faster and with greater efficiency. Workplace technology adoption allows employees to access information instantly, collaborate with colleagues across departments, and manage workloads more effectively. As a result, technology has become an indispensable component of modern workplaces, influencing not only operational processes but also employee performance and job satisfaction.

Employee performance is one of the most important factors that determine the success and sustainability of an organization. When employees perform efficiently, organizations can achieve higher productivity, better quality of output, and improved customer satisfaction. The introduction of workplace technology has the potential to significantly enhance employee performance by simplifying complex tasks, reducing manual errors, and improving decision-making processes. For instance, digital tools such as project management software, data analytics platforms, and communication systems help employees organize their work more effectively and

collaborate with team members in real time. This technological support enables employees to focus more on strategic and creative aspects of their work rather than routine manual activities.

## 2. STATEMENT OF THE PROBLEM

In the modern business environment, organizations are increasingly adopting advanced Technological tools to improve efficiency, productivity, and communication within the Workplace. Technologies such as enterprise software systems, digital communication Platforms, and automation tools have become essential for managing daily operations and Supporting employees in their work activities. While these technologies offer numerous Advantages, their successful implementation largely depends on how effectively employees are Able to adopt and utilize them. In many organizations, employees face challenges such as lack Of technical skills, inadequate training, and resistance to technological changes, which can Negatively affect their productivity and overall job performance.

## 3. OBJECTIVES OF THE STUDY

1. To examine employees' adaptability to new workplace technologies.
2. To identify challenges faced in adopting to workplace.
3. To analyze the impact of workplace technology on employee performance.

## 4. RESEARCH METHODOLOGY

- **Research Design:** Descriptive research
- **Source of Data:** Primary data and Secondary data
- **Sample Size:** 103
- **Sampling Method:** Simple random sampling

## 5. STATISTICAL TOOLS USED:

- Percentage Analysis
- Descriptive statistics

## 6. PERCENTAGE ANALYSIS

**TABLE 6.1 SHOWING THE REASONS FOR ADOPTION OF WORKPLACE TECHNOLOGY OF THE RESPONDENTS**

Reason	Frequency	Percentage
Improve productivity	35	35%
Increase paperwork efficiency	32	32%
Reduce manual work	26	26%
Avoid unnecessary involvement	7	7%
Total	103	100%

Source: Primary Data

## INTERPRETATION:

The table explains the main reasons for adopting workplace technology in organizations. The majority of respondents (35%) believe that technology is used to improve productivity. Around 31.07% feel that it helps in managing paperwork efficiently

About 25.24% stated that technology reduces manual work. Only 6.79% believe it helps avoid unnecessary involvement in tasks. This indicates that the primary goal of workplace technology adoption is to increase efficiency and productivity.

**TABLE 6.2 SHOWING OVERALL IMPACT OF TECHNOLOGY ON EMPLOYEE PERFORMANCE OF THE RESPONDENTS**

Impact	Frequency	Percentage
Positive	82	79.61%
Neutral	14	13.59%
Negative	7	6.80%
Total	103	100%

Source: Primary Data

**INTERPRETATION**

The table presents the overall perception of employees regarding the impact of workplace technology on performance. The majority (79.61%) believe that technology has a positive impact on their work performance. Around 13.59% feel the impact is neutral, while 6.80% believe it is negative. This indicates that workplace technology generally improves employee productivity, efficiency, and work quality. Organizations should therefore continue investing in digital tools and training programs.

**TABLE 6.3 SHOWING CHALLENGES FACED WHILE USING WORKPLACE TECHNOLOGY OF THE RESPONDENTS**

**Frequency Table**

Challenge	Frequency	Percentage
Technical issues	48	48%
Complexity of tools	22	22%
Lack of training	21	21%
Lack of management support	9	9%
Total	103	100%

Source: Primary Data

**INTERPRETATION**

The above table shows the major challenges faced by employees while using workplace technology. It is observed that 48% of respondents face technical issues, which is the most common problem. Around 22% feel that technological tools are complex, making them difficult to use effectively. About 21% of employees reported lack of training as a barrier to using technology. A smaller percentage (9%) indicated lack of management support as a challenge. This shows that organizations should provide better technical support and training programs to improve technology usage.

## 7. FINDINGS:

- Majority of employees are in the 25–35 age group.
- Most respondents have 4–6 years of work experience.
- Technical issues are the most common challenge faced by employees.
- Most employees learn technology through colleague guidance.
- Technology mainly improves work quality and communication.
- 79.61% employees believe technology positively impacts performance

## 8. SUGGESTIONS:

- Organizations should provide regular training programs to help employees adapt to new technologies.
- Software systems should be designed to be simple and user-friendly to reduce complexity.
- Companies should strengthen technical support systems to solve issues quickly.
- Employees should be encouraged to develop digital skills and technological knowledge.
- Organizations should improve network infrastructure and system reliability.
- Knowledge sharing among employees should be encouraged to improve technology adoption.
- Management should introduce new technologies gradually and provide sufficient support during the transition period.

## 9. CONCLUSION:

The study titled “A Study on Impact of Workplace Technology Adoption on Employees Performance” examined how workplace technology influences employee productivity and efficiency. The results indicate that workplace technology plays a significant role in improving work quality, accuracy, and communication within organizations. Most employees believe the technology helps them perform their tasks more effectively and improves overall work performance. However, several challenges such as technical issues, complex software systems, and lack of training still affect the successful adoption of technology.

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