



People And Technology In The Workplace

**Dirk vom Lehn, Will Gibson, Natalia
Ruiz-Junco**



People And Technology In The Workplace:

People and Technology in the Workplace National Research Council, National Academy of Engineering, Commission on Behavioral and Social Sciences and Education, 1991-02-01 Quick introduction of new technology is essential to America's competitiveness. But the success of new systems depends on their acceptance by the people who will use them. This new volume presents practical information for managers trying to meld the best in human and technological resources. The volume identifies factors that are critical to successful technology introduction and examines why America lags behind many other countries in this effort. Case studies document successful transitions to new systems and procedures in manufacturing, medical technology, and office automation, ranging from the Boeing Company's program to involve employees in decision making and process design to the introduction of alternative work schedules for Mayo Clinic nurses. This volume will be a practical resource for managers, researchers, faculty, and students in the fields of industry, engineering, design, human resources, labor relations, sociology, and organizational behavior.

Valuing People and Technology in the Workplace: A Competitive Advantage Framework Hughes, Claretha, 2012-03-31 Valuing People and Technology in the Workplace: A Competitive Advantage Framework introduces a more proactive strategic approach to bring employees into and develop them within an organization. Interpreting and accepting this concept requires managers to think of employees as they would think of technology. Technology equipment and systems are strategically aligned within organizations. Integrating the literature from strategic technology management, strategic human resource management, and human resource development and exploring how this integration can provide competitive advantage to organizations for better implementation of people and technology development initiatives is a potential solution. Valuing People and Technology in the Workplace: A Competitive Advantage Framework provides a comprehensive framework that can be used to develop and design case studies that could measure the identified values that people, technology, and strategy can provide to the organization. This book aims to serve as a guide for managers and leaders as they develop strategies to introduce new people and technology into the workplace.

Valuing People and Technology in the Workplace: Ethical Implications and Imperatives for Success Hughes, Claretha, 2023-04-03 Technology's use has exploded, and many employees have been left behind during the COVID-19 pandemic. Organizations are constantly trying to balance people and technology within the workplace. In today's highly technological, globalized economy, it is essential that practitioners and researchers understand that people and technology do not exist in isolation from each other within the workplace. Valuing People and Technology in the Workplace: Ethical Implications and Imperatives for Success explains how philosophy, ethics, and systems theory influence the five values of people and technology development. The three main areas that are included to explain how philosophy, ethics, and systems theory relate to the five values are the three philosophical perspectives: diversity, intelligence, and the workforce. Interpersonal diversity, talent management system. Covering topics such as ethics, organizational philosophical perspectives, and

value creation model this premier reference source is an essential resource for business leaders human resource managers entrepreneurs technology professionals students and educators of higher education researchers and academicians

Assistive Technology in the Workplace Desleigh de Jonge, Marcia Scherer, Sylvia Rodger, 2006-09-19 The first book of its kind this text outlines and defines the process for selecting integrating and utilizing assistive technology in the work environment Each stage of the process is examined in depth and effective strategies are presented to help overcome the barriers likely to be encountered at each stage The book also provides insight into the client s experience by drawing on research that explores the experiences of people using assistive technology in the workplace and the issues they face in acquiring and using their technology in the work environment Results from the Assistive Technology User Study are explained an extensive and unique research project undertaken by the authors that examines the experiences of AT users in the workplace the barriers they experience and the support strategies they use to function in the work environment AT user quotes and anecdotes bring immediacy to obstacles faced in the workplace Vignettes and case studies throughout the text encourage students to apply principles to real life situations Appendices include listings for various professional organizations funding listservs and research resources as well as lists of questions therapists and clients should ask in various situations Material progresses in a logical manner examining each facet of workplace AT beyond its theory and evaluation Consumer client centered focus takes the client s needs into account featuring anecdotes from the users interviewed in the AT User Study Employer concerns are addressed using anecdotes to illustrate issues from the employer s perspective an essential factor to consider when selecting appropriate technology

Managing Technology and Middle- and Low-skilled Employees Claretha Hughes, Lionel Robert, Kristin Frady, Adam Arroyos, 2019-07-23 Managing Technology and Middle and Low Skilled Employees explores the rapidly changing use of digital and systems innovations in the management of specific sectors of the workforce in the modern workplace across different industrial contexts

The Psychology of Workplace Technology Michael D. Coovert, Lori Foster Thompson, 2013-07-24 Recent advances in technology have dramatically altered the manner in which organizations function transforming the way people think about and perform their work The implications of these trends continue to evolve as emerging innovations adapt to and are adapted by organizations workers and other components of the socio technical systems in which they are embedded A rigorous consideration of these implications is needed to understand manage and drive the reciprocal interplay between technology and the workplace This edited volume brings together top scholars within and outside of the field of industrial and organizational I O psychology to explore the psychological and organizational effects of contemporary workplace technologies A special section is included at the end of the book by four experts in the field entitled Reflections and Future Directions

The Future of Work and Technology Andreas Cebulla, 2023-12-20 This book examines how global technological advances shape the way we work and allocate work today and how we might do so in the future exploring advances in

robotics artificial intelligence green technology and implications for workforce skills and future welfare It uses Australia as a case study contrasting the country's experience to those elsewhere The book is a cross disciplinary collaboration that brings together the expertise of engineers data scientists economists and sociologists The reader is offered an overview of the current uses of advanced digital technologies and what it means for today's workforce society and economy The book also looks to the future Current uses of advanced technologies lag its already existing capability The contributions note potential future applications of technology and the economic social and workplace implications of technological change This book should be of interest to anyone studying and wishing to better understand what work might look like in the future and how we might prepare for likely changes *Valuing People and Technology in the Workplace* Claretha Hughes,2023 This book explores and further develops the five values of people and technology development through the enhanced seven point Hughes Value Creation Model for Organizational Competitive Advantage The original five point model was derived over 20 years of personal experience within high performance manufacturing industries academia and consulting The original model depicted opportunities for examining the similarities between technology development and human resource development and how these similarities could be used for value creation within organizations The model provided a starting point to determine the extent to which location use maintenance modification and time value creation may be obtained from integrating technology development and human resource development from the cognitive behavioral and cultural philosophical perspectives Hughes 2010 2012 Bridging the Gap Between AI and Reality Bernhard Steffen,2025-09-30 This open access book constitutes revised selected papers from the Second International Conference on Bridging the Gap between AI and Reality AISoLA 2024 which took place in Crete Greece in October November 2024 The papers included in this book extend the presentation in the AISoLA 2024 on site proceedings They focus on the following topics AI Assisted Programming health care approaches using formal methods and AI responsible and trusted AI an interdisciplinary perspective statistical model checking and verification for neur symbolic artificial intelligence Impact of Diversity on Organization and Career Development Hughes, Claretha,2014-11-30 Today's workforce represents individuals of various backgrounds and experiences The influence of such individuals is becoming an important component in the workplace and researchers continue to explore the challenges of understanding the connection between employee profiles and the overall success of a company Impact of Diversity on Organization and Career Development brings together a reflective discussion on the previous approaches and strategies of companies in relation to the paradigm shift in workplace equity of today's workforce By examining both old and new strategies the research included in this publication will present a unique approach for future company enhancement and employee success This publication is an essential reference source for researchers practitioners managers and students interested in the effects of multicultural representation on both a company and its employees through professional growth and advancement *Encyclopedia of Computer Science and Technology* Allen Kent,James G. Williams,1999-05-14 An

Approach to Complexity from a Human Centered Artificial Intelligence Perspective to The Virtual Workplace Cases on Sustainable Human Resources Management in the Middle East and Asia Jones, Stephanie, Graham, Sheena, 2015-02-28 In today's diverse workforce managers and administrators are challenged with maintaining an equal and harmonious work environment. Despite the efforts of companies and organizations training and maintaining employees of diverse cultural backgrounds in one setting continues to present challenges. Cases on Sustainable Human Resources Management in the Middle East and Asia presents a collection of teaching cases intended to examine the experience of modern executives implementing sustainable human resources practices in diverse corporations. Through highlighting practical examples of implementation in real world settings this book is an essential reference source for professionals and researchers working in the field of Human Resources Management interested in proven practices and effective strategies for managing diverse work environments especially across Asia and the Middle East. Human Work Interaction Design Torkil Clemmensen, 2021-09-23 An approach to socio technical HCI called Human Work Interaction Design HWID emerged around 2005. It has grown steadily and now is the time for sharing this research with a wider audience. In this book the HWID approach is used to discuss socio technical HCI theory, cases, methods and impact. The book introduces HWID as a multi sided platform for theorizing about socio technical HCI work design in the digital age. It presents design cases that illustrate the design of socio technical relations, provides specific advice for researchers, consultants and policy makers and reflects on the open issues related to theorizing about sociotechnical HCI. The benefits of HWID include that it meets the requirement of taking both the social and the technical into account while focusing strongly on the relationship between the social and the technical. In addition it is truly international and explicitly considers local cultural, organizational and technological contexts. *People, Technology, and Social Organization* Dirk vom Lehn, Will Gibson, Natalia Ruiz-Junco, 2023-10-19 This insightful and accessible book is a response to the increasingly important role that technology plays in everyday life and the urgent need for empirical studies that analyse the impact of technology on social practices. The chapters in this co edited collection reveal how technology is oriented to and embedded within the social organization of action in a wide range of settings and institutions including education, markets, arts and culture, health and social care, media, politics and science. In their analyses the contributing authors adopt interactionist perspectives to explore how the meanings of technology emerge and are negotiated within and through action and interaction. The volume comprises 14 empirical chapters from authors working in fields such as symbolic interactionism, ethnomethodology, conversation analysis, discourse methods, ethnographic enquiry, video based methods and others. The chapters are framed by an introduction and a concluding discussion by the co editors which draws out the key themes and issues that the individual chapters speak to and show the importance of these themes for the social sciences and for society. The book is primarily aimed at researchers in the social sciences including sociology, social psychology, organization studies and beyond whose work is concerned with the interplay between social interaction, technology and

institutions Work and Caring for the Elderly Viola M. Lechner, Margaret B. Neal, 1999 Work and Caring for the Elderly directly addresses the pressing issues of this worldwide dilemma by examining how 11 geographically dispersed countries in various stages of economic and social development are responding to this challenging problem Vision Zero at Work Gerard I.J.M. Zwetsloot, 2025-06-25 This book introduces Vision Zero a commitment to create workplaces free from serious accidents harm and work related diseases while delivering excellence in Safety Health and Wellbeing SHW Based on the principle that a safe and healthy working environment is a fundamental labour right Vision Zero integrates SHW aspects to promote understanding and deliver safer and healthier workplaces It places people at the core of business practices and offers an innovative perspective on achieving sustainable workplace safety and health Readers will discover the foundational values concepts and theories that define Vision Zero along with actionable strategies for a proactive preventive workplace culture The book emphasizes the importance of shifting from compliance to continuous improvement and innovation which is driven by leadership commitment from above and workforce collaboration from below Practical insights on integrating prevention measures during the early stages of planning and design ensure SHW challenges are addressed before they arise Real world examples and policies from international organizations further demonstrate the power of Vision Zero in action making the concept applicable to any workplace Readers will obtain the knowledge and tools to create safer healthier and more resilient organizations through the Vision Zero concept Vision Zero at Work Strategies for Sustainable Excellence in Safety Health and Wellbeing is essential for line managers leaders and professionals in workplace safety health and wellbeing or in human resource management as well as policymakers consultants and organizational change agents in business and management **Advanced Methodologies and Technologies in Business Operations and Management** Khosrow-Pour, D.B.A., Mehdi, 2018-09-14 Businesses consistently work on new projects products and workflows to remain competitive and successful in the modern business environment To remain zealous businesses must employ the most effective methods and tools in human resources project management and overall business plan execution as competitors work to succeed as well Advanced Methodologies and Technologies in Business Operations and Management provides emerging research on business tools such as employee engagement payout policies and financial investing to promote operational success While highlighting the challenges facing modern organizations readers will learn how corporate social responsibility and utilizing artificial intelligence improve a company s culture and management This book is an ideal resource for executives and managers researchers accountants and financial investors seeking current research on business operations and management Human-Technology Interaction Elena Malakhutka, Mikael Wiberg, 2025-04-08 Delves into the evolving landscape of human technology interaction HTI encompassing various facets from design and implementation to psychological impacts and strategic considerations The book begins with foundational theories in HTI and strategic design progressing to practical applications and implications across multiple domains such as human robot interaction augmented

and virtual reality and the Internet of Things Subsequent chapters explore the integration of AI and machine learning with human processes the psychological effects of technology and user experience design The authors address specialized areas including assistive technologies game design and the fusion of art science and technology and discuss the role of technology in learning and education and urban sustainability through digital innovations Concluding with a look at future trends like transhumanism Human Technology Interaction Interdisciplinary Approaches and Perspectives offers a comprehensive analysis of how technologies shape human experiences behaviours and societal development

Macro cognition: The Science and Engineering of Sociotechnical Work Systems Paul Ward, Robert R. Hoffman, Gareth E. Conway, Jan Maarten Schraagen, David Peebles, Robert J. B. Hutton, Erich J. Petushek, 2018-02-28 The increasing complexity of work systems and changes in the nature of workplace technology over the past century have resulted in an exponential shift in the nature of work activities from physical labor to cognitive work Modern work systems have many characteristics that make them cognitively complex They can be highly interactive comprised of multiple agents and artifacts information may be limited and distributed across space and time task goals are frequently ill defined conflicting dynamic and emergent planning may only be possible at general levels of abstraction or require adaptive solutions some degree of proficiency or expertise is required the stakes are often high and uncertainty time constraints and stress are seldom absent To complicate matters further cognition in complex work settings is typically constrained by broader professional organizational and institutional practice and policy These features of cognitive work present significant challenges to scientific methodology and theory and subsequent design of reliable interventions Historically philosophers and scientists have attempted to understand the mental activities experienced during cognitive work at multiple levels of analysis using divergent methods Some have examined cognition at an associative contextual functional or holistic level relying on naturalistic methods to understand the higher mental processes as they work in harmony during goal directed behavior Others have embraced experimental methods and favored internal over external validity often reducing cognition to a psychology of fundamental acts such as short term memory access with millisecond shifts in attention More recently Macro cognition has evolved as a complementary paradigm Macro cognitive researchers have studied the cognitive functions and processes associated with skilled adaptive collaborative and resilient cognitive work in the context of the aforementioned complexities of psychotechnical and sociotechnical work systems Typically this research has been carried out using cognitive task analytic techniques that draw on both naturalistic and quasi experimental methods The primary goals of research in Macro cognition are to better understand cognitive adaptations to complexity to increase our theoretical understanding of the organism environment relations by studying the mapping between cognitive work and real world demands and to promote use inspired research capable of improving system performance

Encyclopedia of Information Science and Technology, Fourth Edition Khosrow-Pour, D.B.A., Mehdi, 2017-06-20 In recent years our world has experienced a profound shift and progression in available computing and

knowledge sharing innovations These emerging advancements have developed at a rapid pace disseminating into and affecting numerous aspects of contemporary society This has created a pivotal need for an innovative compendium encompassing the latest trends concepts and issues surrounding this relevant discipline area During the past 15 years the Encyclopedia of Information Science and Technology has become recognized as one of the landmark sources of the latest knowledge and discoveries in this discipline The Encyclopedia of Information Science and Technology Fourth Edition is a 10 volume set which includes 705 original and previously unpublished research articles covering a full range of perspectives applications and techniques contributed by thousands of experts and researchers from around the globe This authoritative encyclopedia is an all encompassing well established reference source that is ideally designed to disseminate the most forward thinking and diverse research findings With critical perspectives on the impact of information science management and new technologies in modern settings including but not limited to computer science education healthcare government engineering business and natural and physical sciences it is a pivotal and relevant source of knowledge that will benefit every professional within the field of information science and technology and is an invaluable addition to every academic and corporate library

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