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**Assignment 1**

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**How has the role of manager evolved with advancements in technology?**

**Overview:**

Technology is one of the factors which has chiefly changed the way the nature, characteristics and structure of an organization is made in this 21st century. The importance and significance of automation comes into sharp focus in every one’s mind, since almost everything is being turned to a digital mode or form, finally affecting also the workplaces in many organizations.

The essay intends to investigate the impact of technology on organizations’ structure and operations. It involves investigating the extent of which technology has influenced the working behavior of employees and employers in general.

**How much could management roles change?**

“There’s aiming to be a part of assortment in how parts alter depending on the context,” says Helen Poitevin, inquire about bad habit president at Gartner. “Take for case the administration of information specialists. There you’ll see an expanded sum of computerization of regulatory errands such as following venture completion, marking of occasion demands and things around execution criticism – liberating up supervisors from an regulatory overload.”

“I think it’s getting to shift over diverse sectors,” BCS future tech master Chris Yapp, tells IT Professional. He accepts the speed at which a administration part changes depends on what the work entails and how specific the errands are. “Some segments it could hit within the another two or three a long time, but there are others where it may be 10-15 years,” he says. “In healthcare and development we’re seeing exceptionally clear illustrations of how AI and mechanization can progress efficiency, but there are other ranges where the errands are less organized and characterized, raising issues. Questions being inquired incorporate ‘do we really concur what the issue is that can be illuminated by AI?’, ‘does AI make it cheaper, quicker, more consistent?’ and ‘does it give me with the clarifications I got to do my job?’.

# **Pros of Technology in management**

1. It improves mobility.

Business management can now be incredibly mobile thanks to technological advancements. Customers and businesses management can track shipments in real time using scanners. Employees may work from nearly anywhere using mobile internet. Small businesses may accept credit cards digitally without investing in new infrastructure thanks to mobile payment solutions.

2. There is also a higher level of efficiency.

Imagine a meeting of a multinational corporation's key shareholders from five different countries barely 20 years ago. It would be necessary to choose a central location. It would be necessary for those involved to travel to that site. It's possible that the procedure will take weeks to finish. Travel is no longer necessary thanks to meeting and video streaming technologies.

### 3. The level of communication has improved.

### People can communicate with one another instantaneously, even if they are halfway around the world, thanks to technological advancements. When it is convenient for them, someone in Singapore can communicate with someone in Seattle. Emails allow you to convey information in real time.

### 4. There are more opportunities for collaboration.

### Coworkers can also collaborate on documents, forms, and tasks using technology, rather than having to create everything in triplicate. Because there aren't the same review delays as with manual forms and documents, everyone can enhance the same information at the same time, which improves output and quality.

### 5. Incorporating technology necessitates the appointment of new professionals.

### New technologies frequently necessitate the hiring of new people to handle the upgrading. If existing employees can be moved to the new technology, they may need training and updates on how to use it appropriately. All of this tends to raise the expense of the experience while also slowing down the implementation process.

# **Cons of Technology in management**

### 1) There are always factors to consider.

### You must continue to invest in technology once you've made an initial investment. After all, a Tandy 386 won't be able to match the performance of an HP Inspire. To keep up with the pace of business, you'll need to continually improving your technology. It's hard to make a one-time investment in technology.

### 2) There could be a drop in production.

### If a computer goes down and the work is saved on it, you now have an employee who is being paid to be unproductive. There is also an increased level of responsibility that comes with technology in terms of managing personal time in order to maximise productivity. These are situations that may be beyond the company's control.

### 3) Concerns about security grow.

### If a company is connected to current technology, it is far easier to hack into proprietary information than it is to acquire some paper documents. Email systems may improve communication speed, but they also expose a network to viruses, Trojan horses, and other software and hardware threats.

### 4) It has the potential to foster a sense of dependency.

### Using technology might lead to employees who are overly reliant on it to complete their tasks. When an employee's competence is improved, it may come at the sacrifice of other skills, such as interpersonal interactions. Sending someone an IM or an email is not the same as actually chatting to them across a desk.

### 5) Individual islands can form within teams.

### Because technology allows coworkers to be so mobile, it also tends to isolate them. Because they don't know if their coworkers are getting their work done, each employee may feel compelled to take on extra responsibilities. It is capable of erecting as many communication barriers as it is of removing them.

### 6. It exposes you to fresh temptations.

### Technology facilitates social interaction. This makes it all too easy for employees to waste time playing social games or checking Facebook instead of doing their jobs. Although it may limit office talks, it has the potential to increase personal messages and emails.

### Conclusion:

### Managers will doubtless be happy to hear they’re likely to be freed from some of the more mundane tasks they currently undertake, but different challenges will be taking their place. Whether their roles are likely to be affected in the next few years or not, for the next decade it’s important that individuals and businesses alike start considering what’s to come and how they should prepare.

### Technology tools and systems provide managers with knowledge and easy access to vital information for decision making. Since the role of the manager includes knowing who knows what, which enables the manager to leverage the knowledge of others having a sound IT infrastructure is relevant for business success in the information led or IT-economy of the 21st century. Effective managers must possess tacit IT knowledge conceptualized as a combination of both experience and cognition. In today’s business environment a manager’s experience must include personal computing, IT projects, and overall management of IT, along with cognitive constructs or mental models and ideas in dealing with business challenges and problems . Managers in today’s competitive business environment must effectively utilize IT to gain competitive advantage, increase market share, and deliver a leap in customer service . In order to accomplish this today’s managers must have enough knowledge in the use and application of IT systems and tools to address business problems and provide solutions. As such the outcomes expected from IT-competent business managers are chiefly two behaviors: an increased willingness to form partnerships with IT professionals and an increased propensity to lead and participate in IT projects. These collaborative partnerships and IT knowledge will further allow managers to respond to market risks and change as they venture into the new global economy.

# References

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