



# Assignment 3

Part 1

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## Question 1

Keeping in view the Pakistani workplace scenario, do you think we can move towards being paperless? Why or why not?

### Answer

Pakistan being paperless looks as if it is a phenomenal idea, but its practical implementation will be a challenge. Going paperless means less cutting of trees, a greener environment, a technology-oriented country, a mobile workforce, efficient work, adequate data handling and storing, less physical storage, and easily transferable data. But Pakistan will have to overcome a bunch of hurdles before it can go paperless.

The alternate for paper is a computer, mobile, and other modern gadgets. Although these devices are very user-friendly but still the user must be educated to use them efficiently, whereas keeping in mind the literacy rate of Pakistan, education, and training will have to be provided to our workers, clerks, and other office-bearer. Moreover, with the current economic conditions and resources of the country, affording the initial cost of these devices is going to be a marathon runner. Then we have load shedding, which is a great setback to this idea. The process of digitalizing huge piles of official data will also be very hectic.

But the greatest hurdles will be the Pakistani people themselves as going under any changes is not appreciated by them. Moreover, this automation will take the jobs of clerks and shelf keepers, so resistance is expected from them. Not only that, but as more educated employees will also be needed, a spike will appear in the average salary, thus organizations will not be comfortable with this transition as well.

Efforts have been made to go paperless like in, Indus Hospital, Karachi, going completely paperless. The e-challan and e-ticketing system. FBR also initiated the process of handling its activities through their website, going completely paperless. These efforts are very miniature, but it indicates, Pakistan could go towards being paperless, but this will take a significant amount of time.

## Question 2

In the age of COVID 19, what potential problems can you foresee in the modern workplace dynamics?

### Answer

Covid-19 has had an impact on almost everything, be it a college or a large-scale event, it is bound to face difficulties operating the same way as it did before the outbreak. Countries that had addressed all the dimensions around Covid-19 rather than just restricting themselves to health and well-being of the public, are the ones truly surviving in today's economy. With that said, it is indubitably better for organizations to take necessary measures to maintain productivity keeping in mind the implications of Covid-19 on the dynamics of modern workplace.

The first and foremost effect of Covid-19 pertaining to workplace is the *mode and mean of working* itself. A survey in 2020 concluded that only 12% of the workers wanted to go back to the same way offices were operated, a few were satisfied with Work-from-Home and the majority of 72% wanted a hybrid remote model for work. This leaves the organizations in a dilemma to put forward a system which maximizes productivity, minimizes redundancy whilst taking health and safety precautions to reduce the spread of Covid-19.

Furthermore, *age* is a factor that organizations are expected to take into account while on a recruitment drive. Technological advancements are now faster than ever, and how well the elderly population adapts to it, especially with technology being heavily implemented in all sectors of workplace, may put them in an unfair spot competing with the younger generations. This, as a result, increases unemployment to a great degree in the society.

Humans are social beings that thrive on communication to lead and maintain a happy lifestyle. Due to the outbreak, social interactions have definitely diminished considerable. Talking to people that share the same interests as you through video calls just does not have the same impact when done in-person. This implicitly takes a toll on the productivity of a worker which once prolonged can have dire effects on the enthusiasm for the work field itself.