The Nature of Work is a Dramatic Advancement

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ABSTRACT:

This is an absolute age of instrumental civilization. Any individual is into the robotic technology, where work is a rational endurance to be utterly achieved through a usual reciprocation. The nature of work is absolutely complexed and cognitively sound. It is basically designed on the basis of a team and target, which denotes the systematic competence and organizational magnificence. On the other hand it is more time pressured and outcome oriented. Moreover the working nature is very agile and less organized about the job security. But in other words just due to modern technology and internet any esteemed work flow touches the entire globe as per the need and the real magnitude of the organization.

Key Words: Organizational Magnificence, Job Security, Indomitable Infrastructure.

INTRODUCTION:

Work Life should be an absolute organized life, where each and every individual employee is absolutely happy and they are enough satisfied for their job. So that it would be very convenient for them to be more accustomed in an organization and they would be able to apply their cognitive intellect to provide the best outcome within a given time frame. More over it is very true that, personal happiness does not depend upon the more earning but it has large impact on our well being. Life is changing day by day as per the social change and organizational infrastructure. That is why life balance is changing and that is different from one individual to another. No specified rule is there to be recognized for everyone. But now a days it is to be scene that, personal happiness is really complicated because the most influential personal well being is entirely ignored or it gets the low priority in work life. Therefore we do not find our life so easy and determine those factors which are never related to our life and personal happiness.

FINDINGS:

In today’s world any work life has been entirely complicated and it is likely to be very different due to competitive pressures and some technological advancement. Organizations are more focused to identify the value from the customer’s perspective. Organizations are very dynamic for the real competitive movement. They are real higher archival in structure for making the decision. In other words organizations have become really target oriented at all.

CHANGES IN ORGANIZATIONAL STRUCTURE AND RELATIONSHIPS:

Organizational pressure has been increased and it is absolutely customer focused, which is suitable for the lean enterprise. These changes have been supported and enabled by communications technology.

KEY ORGAIZATIONAL CHANGES:

REDUCED HIGHERARCHICAL STRUCTURE:

It is really management based and cannot respond quickly to change the market demands. Higher archys are being replaced by cross unit organizational groupings which can take place every now and then.
Organizational structure is the legitimate design of managerial higher archies. It provides the real professional shape for the company growth and the meticulous work flow inside the company. On the other hand it is very significant to develop the organizational culture as well, which is really very appealing to create the best motivational platform for the employees ever. The culture has to be changed.

**STEP-1**
All the individual employees have to be involved in the planning stage. They have to perform well and they have to receive the feedback from the top managerial higher archy. Accordingly they will be competent enough to motivate other employees regarding the planning process and regarding the changing excitement.

**STEP-2**
Advancement of everything related to that organization should be conveyed to the entire employee force just before their capitalization of same thoughts into the real field.

**STEP-3**
Top Management should call a monthly common meeting for all the individual departments. They will be conveying the change to the respective departments and how all the employees will be benefited through this change in the future.

**STEP-4**
Organizations must have to frame a performance appraisal for the employees. As a result of that employees would be dedicated enough to perform well and they will be spending real crucial time for the organization. So that the productivity of the organization would be more and real organizational culture will be changed and developed since this performance appraisal will be entirely related to money and promotion.

**REFERENCE:1**
“According to Dan R. Dalton (Indiana University) has said in Academy of Management Review, 1990 that: Organizational structure may be considered the anatomy of the organization providing a foundation within which the organization functions.
All organizations have structure. Hall suggested that, structure has two basic functions.. Each of which is likely to effect the individual behavior and organizational performance. First structure is designed to minimize or atleast regulate the influence of individual variations or the organization and structure are the setting in which power is exercised”.

**FEATURE OF CHANGING WORK NATURE:**

**A.MISMANAGEMENT:**
Any organization should be structured. Different parts of the organizations have to devote more and they have to perform. But all the managers and professionals do need to share their task and knowledge & on the contrary they should be allotting the job as per their potential, caliber, nack & experience. Otherwise mismanagement will be taking place.

**B. Goal Orientation:**
The real team ship of an organization might change the organizational culture just within a while through proper decision making, requisite planning & rapid change of work process.

**C. Motivation:**
Workers are the followers. They do inculcate the learning exposure from the managers and the leaders. So the managers and the leaders should be more cooperative and supportive to motivate employee rather than their command.
D. Systematic Change:
The basic change of organization is very crucial. Because that reflects and recognizes the organizational outcome. That is very profitable for the employees as well. If they are migrated from one to other then they might be performing more and they would be trying to provide the best outcome.

REFERENCE: 2
“Emma Walter has said in a case study of a typical work in the media industry, 1st April, 2006 that, The International Labor Conference in Geneva adopted the Employment relationship recommendation, 2006 (no.198). Leading up to that conference, the sectoral activities department and the bureau of workers activities commissioned the International Federation of Journalists to undertake research into the changing nature of work in the industry. An important question to be answered was the impact of the changing nature of work or press freedom, workers rights and professional journalism”.

CORPORATE SCENARIO:
As per the modern statistics of work nature has been dramatically changed. Most of the employers are highly professional. They do ask for the outcome only just to survive in this competitive world. According to the changing nature both the employers and the employees are not in a same track of relationship. Both the employers and the employees are losing their Psychological contact with each other. Employees are more concerned about their competency evaluation, training, shifting from one department to other as per the requirement. Today’s work life does not have any time limitation. They are restricted on some issues. Which are as follows:

A. Corporate Rigidity:
Corporate life does not compromise workers now a day. All the workers are bound to perform well under any unavoidable circumstances. They do complete their allotted assignment within a given time frame for the advancement and the sentiment of an organization. This is how they do avoid the organizational hazard.

B. Self Commitment:
Now workers are very self centered. They somehow do not focus regarding the organizational development. They do concentrate upon their own progress. But own focus is somehow or rather advantageous for organizational progress.

C. Time Limitation:
Most of the organizations do not have the time limitations. They do have the specific working hours. So as a matter of the fact is Workers do loose their efficiency level.

REFERENCE: 3
The Denver work place project was responding initially to GSA’S world class work place for a World Class Work Force program me to provide the better work environments for associates and to ultimately attract the retain new workers.

Their Key Goals:
A. They do develop the internal working relationship.
B. They do reduce the workplace stress.
C. They do use the Leadership role and new work place design.

Work Place Solutions:
All the top level Managers have made some solutions.
a. Open spaces at central notes for spontaneous interaction.
b. Employees should have more meeting spaces.
c. A centrally located café for meetings as refreshments.
d. A de-stress space with pool table, exercise room & recreation room for the employees.
PROSPECT OF CHANGING NATURE OF WORK LIFE:
According to our modern diversified life prospect of changing work life is really dramatic. And moreover it is having an enormous prospect in deed.

A. Individual Strength:
Any individual employee is able to enhance their individual potential to perform well for surviving.

B. Capability of Participation:
Moment any employee is comfortable to adapt the new work environment, that person will be strong enough to participate into the real insight of the organization.

C. Self Realization:
It is very easier for the employee to realize his/her actual nature of job. So accordingly they do focus about their career goal and success. So the organization can have the better productivity always.

CORPORATE SOCIAL RESPONSIBILITY:

It is really important and pertinent to find the managerial effects, attitudes, behavior, motivation, present status of the employee in an organization. As per the envision of top level management as long as the managers interaction is not to harm the employee and try to increase the quality of work life. The conscious management relates the attitudes, motivation and behavior is not unethical at all.

Ethics is really very significant. Many behaviors are very ethical and unethical. It depends upon the decisions of an employee. When people cannot agree whether a particular behavior is ethical then personal values and the cultural values of an organization has to play a role. Employees must reflect their values.

REFERENCE: 4
As per Magnus Sverke in 2006 from SALTSA joint program I for working life Research in Europe has said:

“Working life has been the subject to dramatic change over the past decades. These changes concern issues such as increased economic dependency between countries rapidly changing customer’s markets and escalated demands for flexibility within as well as between organizations. As a consequence organizations have been forced to engage in various adaptive strategies in order to tackle new demands and remain vigorous in this unpredictable environment. Organizations have, as noted by among others Casio (1998) two options to become more profitable they can either increase their gains or decrease their costs, often by reducing the number of employees. These organizational options are often realized in actions like outsourcings, privatizations, managers, and acquisitions often in combination with personal reductions through layoffs, offers of early retirement and increased utilization of subcontracted workers. Although these recognition strategies differ in many ways, they usually have at least one thing common. They lead to the work force being permitted with worries regarding the future. Such feeling may concern the survival of the organization as a hole as well as the future existence of the employee present job or valuable future of the job.

CONCLUSION:

The changing nature of work life has motivated the employee in all the regards. That is undoubtedly conducive for the organizational sustainability across the globe.
REFFERENCE:
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