RA 1

**Introduction**

Operation management is the management of the resources which are owned by an organization in producing products of the company. Operation management is also responsible with ensuring that the production process in the organization is effective and efficient. Therefore, operation management strategies are the decisions which the operations department comes up with which will help in increasing the productivity of the organization. For example, the operations department can decide to introduce new technology in the company. This will be a strategy which will be geared at improving the productivity of the organization and improve service delivery. There are different themes which are explained in about introduction of new and established technology in organizations (Stone & Peter Stone, 1983, Sep 25).

**Themes discussed in articles**

1. **Increase in productivity**

There are different themes which have been explained about introduction of new and established technology in the articles used in this paper. The first theme discussed is the productivity improvement. These articles explain that introduction of new and established technology in organizations led to an increase in the number of units produced by a company in a specific time span (Padgett & Mulvey, 2007). Technology has been found to improve the productivity of organization in such that machines and technological systems are faster than people in carrying out tasks. This is because machines never get exhausted as fast as people. This makes machines to be productive than human beings because they will keep running for a very long time. Due to this reason introduction of new and established technology leads to introduction of machines which work faster than the old ones. This means that the new technology will be effective than the old one hence enabling the operations management in achieving their goal (Connell, Gough, McDonnell & Burgess, 2014).

1. **Reduction of costs**

The other theme which has been discussed in the articles is that introduction of new and established technology helps an organization in experiencing a reduction in costs. The reduction in cost is achieved through various ways after the introduction of new technology in an organization (Connell, Gough, McDonnell & Burgess, 2014). For example, machinery replaces many employees in the organization. This means that there will be a reduction in the number of employees in the organization. A reduction in the number of employee leads to a reduction in the amount of money which would have been used in paying salaries. This means that the organization will experience a reduction in the costs. In case a company experiences a lot of costs, then it is always at the verge of incurring losses. This is because calculation of profits and losses is done by subtracting the revenue gained by the company with the costs incurred. In case the costs are higher than the revenue, then the company will suffer losses (Seth, 1985, Sep 16).

1. **Increase in profits**

Introduction of new and established technology in an organization leads to an increase in the profits gained by a company (Witt, 2006). Any organization wishes to increase its revenue and reduce its costs. Introduction of new technology according to the articles leads to an increase in revenue. This is connected to the first theme which is increase in productivity of a company. An increase in productivity leads to an increase in the amount of sales which eventually leads to an increase in revenue of the company. As discussed in the second theme, introduction of new and established technology leads to a reduction of costs. Profit of any organization is estimated by subtracting the costs incurred by the company from the revenue collected. This means that in case there is an increase in revenue and a reduction in costs then the organization experiences an increase in profits (Padgett & Mulvey, 2007).

1. **Unemployment**

It is discussed in the articles that introduction new and established technology in an organization leads to unemployment. This is a negative impact to the employees but positive to the organization. This is caused by the new technology replacing the employees (By, 1985, Sep 16). For example, in case a textile producing organization introduced new technology in the company that would help in balancing the financial statements of the company, then some of the accountants may lose their jobs because the organization will only require one employee who will be feeding the system with the financial information and then the system will provide all the required financial statements. This also leads to improvement in the accuracy of the information provided for the company. This has been condemned by Peter Stones in his article claiming that unemployment will lead to decline in the country’s economy. The other articles have supported this theme claiming that this will lead to organization reducing the amount of losses they incur in every financial year (Witt, 2006).

**Comparison of the themes in the articles**

Most of the themes in these articles are similar as discussed above. The first similarity in the articles used in this paper is that they all agree on the theory of constraints (TOC). This is a theory which is used in operation management to tackle any constraint experienced in the organization. This theory is used in operation management to identify the constraint, and then changing the organizational environment around it in such a way that the constraint will be powerless. This is a strategy which is used in countering constraints which could cripple the operations of the organization if they are not handled fast.

The other similarity is that all the articles agree that introduction of new technology in an organization improves its productivity and efficiency of service provision to the customers. This is because the introduction of new and established technology leads to increase in the speed of production, and also technological machines and systems do not get exhausted very fast as human beings do.

There are differences too in themes as explained by the articles. The first difference is that the article by Peter Stone (what’s new in the workplace; handling new technology) explains that introduction of new technology has a negative effect in that it leads to loss of jobs by many employees, but the other articles explain this theme as a positive impact. Peter Stones argues that unemployment may lead to many unemployed people in the society who may cause deterioration of the country’s economy, but the other articles explain that this is a positive impact since organizations experience a reduction in the costs. This is the only difference in theme which has been experienced from all the articles used in this paper (Stone & Peter Stone, 1983, Sep 25).

**Implications to successful management and leadership**

Operation management strategies have various implications on the leadership and successful management. First, operation management strategies help in improving the relationship between the leaders and the employees. This is because the management will realize that the employees were very productive in effecting the operation management strategies. For example, the employees can provide the management with the idea that introduction of new and established technology in the organization can help in improving the productivity of the organization. In case this strategy becomes successful, then the employees can earn respect from the management which means that the leadership style in the organization will become participative (Stone & Peter Stone, 1983, Sep 25).

The other implication of the operation management strategies on leadership and management is that there will be employee empowerment. This is whereby the employees are given the mandate by the management to manage their activities in the organization. This is because the management will be seeking a way to motivate the employees after their contribution in the success of the strategies (Lavtar, 2013).

**Conclusion**

In conclusion, introduction of new and established technology in an organization helps in improvement of the operations of the company in very many ways. This means that technology is an operations strategy which should be embraced by all the companies. Technology has led to increase in profits gained by a company, and it has also led to the improvement in the productivity of the company.

This means that a company which embraces new technology is always at the verge of overtaking its competitors in the industry and becoming the most superior organization. This may lead to unemployment but the operations of the organization will become very efficient and effect which is the responsibility of any operations department (Connell, Gough, McDonnell & Burgess, 2014).

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