

Seven major changes in the workplace

[Business](#), [Work](#)



Running head: SEVEN MAJOR CHANGES IN THE WORKPLACE Seven Major Changes in the Workplace Seven Major Changes in the Workplace With the ever-growing population and technological changes many employers are going to have to adapt. Robert Barner highlights seven major changes that will affect the places where we work, both for the employer and employee (Kreitner, 2004, p. 76).

The seven major changes are (1) The virtual organization (2) The just-in-time workforce (3) The ascendancy of knowledge workers (4) Computerized coaching and electronic monitoring (5) The growth of worker diversity (6) The aging workforce and (7) The birth of the dynamic workforce (Kreitner, p. 76). I will discuss how these seven changes major changes will affect the managers at my company, Blake Inc. The Virtual Organization We are living in a time wheretechnologyis in the forefront. Things are constantly changing and companies must be able to keep up with it.

Right now in my company my managers are scrambling to keep up with the constantly changing technological world. Managers are now being set up with access to their computers from home. So if they are unable to come in to work or need to leave early they can still communicate with us. They can do everything from home that they can do at the office. They are also working on a plan, in case of an emergency or the office building is no longer usable that we can set up shop somewhere else within 48 hours.

My manager is also setting up a web site that will be accessible by all employees to get update information concerning the company, such as business decisions, software help and 24 hour technical support. The Just-In-

Time Workforce At Blake we are aligned with Temp Agencies that are able to supply us with workers at a moments notice. My managers know that must be able to meet high demands. They also set up incentives for employees wishing to put in extra work.

They understand that is better to have people who know the business to do the work rather than a temp who really has no interest or knowledge in the company. The Ascendancy of Knowledge Workers Now more than ever it is important that companies hire very knowledgeable people. My managers are now trying to hire more people with a technical or analytical background to help with reports and other information needed by employees. Employees must know what they want and what they need so that they can effectively communicate this to the technical staff.

Also, the managers at Blake must be able to step up and jump in when needed. This means they must know their job and all aspects of the company. The managers must know the responsibilities of each of their employees and make sure that their employees are knowledgeable as well. We have recently been asked to create a manual entailing our job responsibilities so that if something happens someone else will have knowledge of what we do. Computerized Coaching and Electronic Monitoring Being an internet-based company all employees has access to a wealth of information through the intranet.

From the intranet you can look up other employees, find customer information such as contracts and orders placed, to information on employee benefits. At Blake employees just found out that their internet access was

truly being monitored. Upon finding this out Managers took away internet access from all employees in which it is not a job necessity. This did not go well with employees as they felt as though their privacy was being invaded. As a supervisor I had to make sure that my employees had access to the websites they needed but nothing more. Employees feel that they are not trusted and treated like babies.

Managers at Blake must be careful not to alienate employees in order to try and gain more efficiency. The Growth of Worker Diversity Blake employs a very diversified group of people. In fact some employees can barely speak English well. At times it gets kind of hard to understand them. My Managers must work hard not to alienate any one group of people. Every employee must be given the same chance to excel. They also must be proactive in learning about each group's backgrounds and or cultures as to not offend anyone. Managers at Blake are becoming more understanding o different beliefs and cultures and do not punish people for partaking (taking a day off) in these beliefs. The Aging Workforce Managers at Blake encourage continuing education. In fact anyone who wishes to go to school can do so for free, it is mentioned on our website how they will provide up to \$50, 000 for each employee towards their education. Education is encouraged whether you are young or old. Managers really respect the older employees because they hold so much knowledge and experience, so they must be careful not to quickly replace them with a younger face.

It is important to have a good mix, as not all young college grads are a good fit as not all older people are. The Birth of the Dynamic Workforce Blake

managers must work to be more encouraging. They will have to be able to motivate employees and encourage cross training. Employees must be able to help out in other departments when needed. Slow times in one department may mean a chaotic time in another. Being able to meet the demands in the high productivity department and use workers from the slow department can decrease cost.

Managers must be able to think ahead in order to keep up with competition and stay ahead of the game. Blake is a pretty good company to work for but has been behind the times for a while. My managers are proactively trying to keep up with industry standards. This has caused a lot of revamping and the recruiting of more knowledgeable employees. Blake Managers understand that if they want to stay in business they must come to terms with the changes in the 21st century. Reference Kreitner, R. (2004). Management (9th ed.). Boston, NY: Houghton Mifflin Company.