Free other essay example

ASSIGN BUSTER

The Addition of New Equipment to Increase Productivity in Workplace

The introduction of new equipment or tools in order increase productivity in the workplace can be a challenge in many aspects. Employees may feel offended as new tools may be seen as replacement of their skills and competencies. Also, employees may feel that their skills are not enough to achieve the organizations overall goal. However, there are various ways as to how the introduction and addition of new equipment in the workplace can increase the employees' productivity.

Such project is a form or change within the organization. Adding new equipment in the workplace will enhance the employees' productivity if the application of such project will be executed along with various supporting factors. In relation, proper training of employees will reduce potential resistance to change such as the adding of new tools in the workplace. The employees should be trained in order to keep abreast when it comes to technological advancements (flexstudy. com). The technologies that involve in the application of new equipment include information systems telecommunications and technology. These will change the usual office tasks as well as the approach of conducting business. However, the organization must have an effective training model so as to ensure that various resistance factors will be reduced if not prevented. The training methods and approach must interject the importance of new tools in the workplace to increase the employees' productivity as well as increasing safety within the workplace. Figure 1 shows new equipment was added in the workplace. Miller (2014) says that utilizing new equipment will provide positive effects to the business

in three various ways. These positive effects are safer equipment provides safer employees, additional revenue for new services, and in line with project, new equipment will increase employee's productivity and efficiency (Miller, 2014). With the management's approach to highlight the safety of their employees, rejection and resistance from new equipment in the workplace will be reduced.

In order to decrease the employee resistance, proper communication with the employees must be executed. Part of the communication is more than just emphasizing the new equipment's advantages. The management must interject how such equipment can be used through their own safety by implementing steps and guidelines. There are four steps that can be applied in the process. These are the ways how to identify hazards, assess risks, control the risks, and how to review the controls (Safe Work Australia). Identifying hazards involves finding situations and things that might cause harm to employees. Assessing risks is the consideration of potential events that could happen if an employee will be involved in a hazard. On the other hand, controlling risks could be the most important part of the training when it comes to utilizing new equipment in the workplace. This will prevent any potential harm within the workplace before it could happen. Thus, it will also reduce the employees' exposure to hazards when it comes to using new equipment in the workplace.

In this case, introducing and further adding new equipment in the workplace will not just improve the employees' productivity, but will also increase the profitability of the organization. Furthermore, the utilization of the new equipment as a project will be enhanced through proper employee training

along with adequate communication with the employees. Some other parts of the project that could be enhanced are the gradual application of new equipment, an imposing rewards system to the employees so that will not feel offended with the organizational change.

References

Miller, A. (2014, October 3). How Better Tools and Newer Equipment Can Help Your Business | InsurTexas. Retrieved from http://www. insurtexas. com/blog/how-better-tools-and-newer-equipment-can-help-your-business

Safe Work Australia. (2011, December). How to Manage Work Health and Safety Risks. Retrieved from https://www. safework. sa. gov. au/uploaded_files/How_to_Manage_Work_Health_and_Safety_Risks. pdf

Training for a Changing Workplace. (n. d.). Retrieved from http://www. flexstudy. com/catalog/schpdf. cfm? coursenum= 95032