

Critically evaluate the strengths and weaknesses of labour process theory for our...

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The strengths and weaknesses of labour process theory The labor process theory anchors its mode of operation on Marxist theory of capitalism, which fosters the realization of maximum profits with the fate of the employees notwithstanding. It is noteworthy that LPT is enhanced by the unending advancement of ICT. It is imperative that the LPT leads to deskilling of the workforce. This happens following the introduction sophisticated machines, which replaces the work done by skilled workers and are operated by the unskilled workforce. This poses a weakness in that it leads to lose of jobs by various skilled workers (Susen 2012). In this regard, the workers will lack an opportunity to develop and build on their talents. It is important to note that the adoption of LPT leads to the compromised output to the work done. The affinity of the machines to making mistakes is higher than that of human skills. LPT limits the aspects of innovation in that discoveries are hard to be deduced by the use of machines as opposed to the use of skilled work force (Price & McConney, 2012).

Conversely, LPT fosters management control in that by using the ICT, the management system of the organization enables the management of the organization network and monitors all transactions done by the respective employees. LPT enables the use of various softwares such as the use of the Transaction processing systems among others. Data mining and cloud computing enables the activities of the organization to be managed from one central point. This is beneficial to the organization in that it is able to monitor the trend and performance of its employees (Downard 2009).

References

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