

Good the addition of
new equipment to
increase productivity
in the workplace
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[Business](#), [Management](#)



With advanced technology improving very rapidly, keeping up with the trend gives an organization a chance at competing with its rivals. Although change provides opportunities for the staff to learn new ideas and attain new skills, most workers resist change or introduction of equipment to increase productivity.

The management team is initiating the changes should be aware that people naturally resist change even without finding out the benefits of change.

Some people who are in serious competition with others or feel their efforts have not been rewarded may influence others to resist the change. With increased resistance, the success of the equipment is subject to failure or poor performance.

Changes that include installation of software or larger equipment are often met with resistance from employees who believe the company no longer trusts them enough to work efficiently. The disappointment leads to low morale among the employees consequently affecting their normal performance and overall productivity as well. Despite the actual intentions of the software, many employees treat change as an offensive tact by the management to replace them. For instance, the management may buy a machine with the intention of helping the workers work easily and effectively to increase their production and cut down their work-load and work hours. However, with poor communication (by the management team), employees may develop resistance and react negatively to the new programs.

The fear of losing their jobs may lead to the employees' incompetence in learning the uses of the new equipment. Without the vital skills, they become more vulnerable and at risk of retrenchment. Office politics also

affects a smooth transition into change and use of new equipment. Rumors, myths and rivalry hinder the steady growth and reliance in new technology or equipment.

The supervisor should, therefore, give a detailed review and explain the benefits to the new equipment to the staff and assure them that their jobs are safe. Assurance is vital in getting the employers to support the change.