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Modern management techniques:

Technology's role on sociology

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Abstract

This paper discusses the technological element in modern management strategies with special reference to how technological changes have impacted on management practices. The text describes the historical development of managerial practices and presents the most significant advancements in technologies, including automative technologies, big data, and digital media. Case studies from the areas of management such as Contingency Approach, Quantitative Approach, and Systems Approach are best used to showcase how they interact with technology. The practice of these techniques with reference to technology is discussed and changes in efficiency, communication, and decision-making occurring from the use of big data are noted. Sociological frameworks are also adopted given that the study looks at the effects of technology on organizational culture, power distribution and social relations.

I. Introduction

Contemporary management theories have influenced the operations of organizations in tremendous ways, especially due to technology. These techniques include many different methods and approaches that assist leaders to manage employees and corporate culture. In the current dynamic business environment, appreciating the ability of technology to facilitate these techniques is very important. Application, therefore, is not only about efficiency of processes but also about the data generated, leading to better decision making.



Figure 1: Modern Management

(Source: [Modern Management](#))



II. Historical Perspective

Therefore, the changes in management techniques have been dramatic over the several decade. Firstly, there were classical management theories which paid attention to the structures of authority and monetary rewards as the most influential factors. However, with the onset of the modern management methodologies, there is a paradigm shift in the way organizations conceptualize needs and factors of their workforce [1]. These techniques are significant, and key technologies that include automation, data analytics, and digital communication tools have greatly impacted them. They have helped organizations become more efficient, effective and to make better decisions through improvements in working processes. The recent management approaches have shifted to flexibility, staff participation and evidence- based processes that tackles the reality of today's organizations.

III. Key Modern Management Techniques

The management techniques include the Contingency Approach, the Quantitative Approach, and the Systems Approach. More concretely, the Contingency Approach posits that management activities should be unique to each organisation. Education involves providing the element of adaptability and the capacity to change its approaches based on internal and external circumstances [2]. This is made easier through technology that present facts and figures in real time to the managers to operate under the conditions that are current at that time. The Quantitative Approach on the other hand is more concerned with the application of mathematics and statistics in the improvement of the management processes. On the other hand, business analytics is more concerned with assessing performance, improving efficiency, and identifying and analysing issues. Significant improvements on this approach have been driven by technological development like big data, and advanced analytics tools.



Figure 1: Modern Management Techniques
(Source: [Modern Management Techniques](#))

The Systems Approach looks at organisations as systems that are made up of elements that are also systems in their own right. It underlines the concept of studying relationships of various components in an organisational system. In this approach, technology assumes an important function since it enables various departments to communicate and integrate their efforts. Real-time sharing results in better organization integration and information sharing through uncomplicated digital structures and collaboration tools.

IV. Impact of Technology on Modern Management Techniques

The application of technology in management techniques has consequently impacted on efficiency and communication as well as availability of large data. The increase of productivity within organizations is among the most significant advantages of automation. Since recurring tasks are eliminated and complex calculations made in seconds, businesses stand to benefit from lesser time employed and less margin for error. This simplification of operation ensures that employees are more productive and attend to other important tasks that they would otherwise have performed anyway. Another important consequence of applying technology in modern management methods is the enhanced communication [3]. Through a computer and the internet, people can now engage in instant messaging, video and voice calls, and collaborative software and applications. These tools allow people to communicate in real



time thereby eliminating geographical barriers, creating better organizational structure and increased collaboration within the team.

V. Sociological Perspectives

The influence of the advanced technology and modern management concepts have had a significant impact on the sociological element of organizational culture, authority relations and social relationship. In regard to the organizational culture, the technology takes a central place in the formation of the related values, beliefs, behaviors, etc. New technologies of virtual communication, knowledge sharing, and collaboration are more open, encouraging, and innovative [4]. This brings people together and makes them understand that there are bigger goals to achieve in an organization, which is in line with what modern management methods seek to achieve. Organizational relations of power have also been influenced by the implementation of technology. It opens and distributes information and data and thus erodes the typical power structures that were formerly determined by the access to information. All employees can get to the information and be involved in the decision-making. They found that this shift allows more people's input within the organization and improves effectiveness across the board while also creating a less hierarchical culture within the workplace.

VI. Benefits of Modern Management Techniques

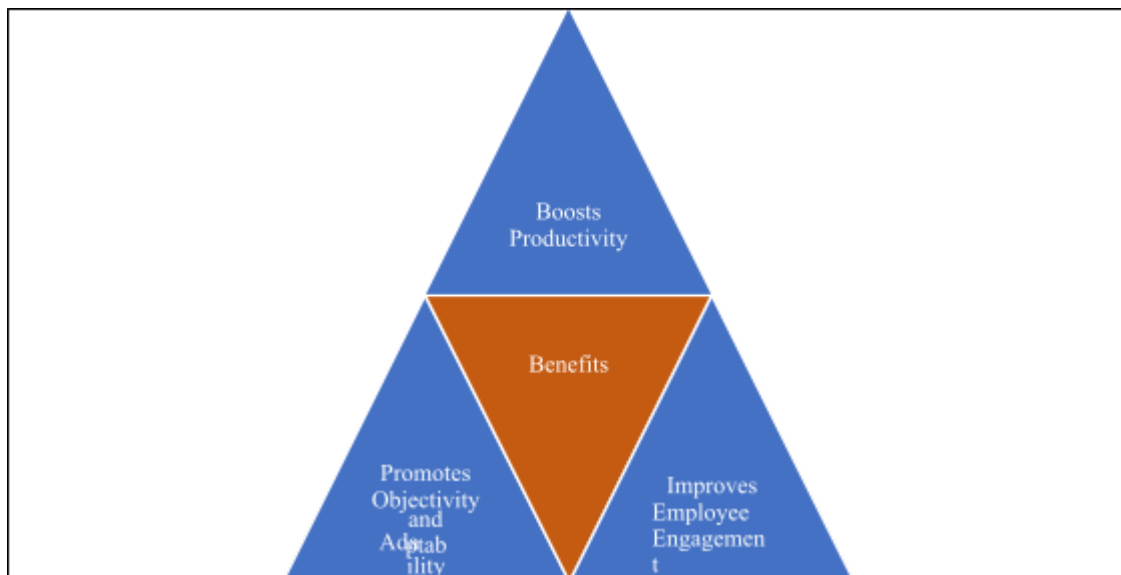


Figure 2: Benefits of Modern Management Techniques

(Source: Self-Develop)

Various types of management practices provide valuable advantages that help improve organizational effectiveness and employee well-being. These techniques in some ways enhance efficiency by providing an avenue through which performance can be assessed and changes made proactively [5]. This it allows organization to put in place smooth operation strategies and resource utilization leading to optimization of the total throughput. Another advantage of implementing modern approaches to management is increasing employees' engagement. In doing so, managers can better cater to the needs and goals of man and make the working environment more productive and enjoyable. This is true because other intervention methods including customized feedback and career enhancement activities assist in identification and development of unique skills thus improving morale and decreasing turnover.

VII. Challenges and Considerations

The introduction of advanced management practices is not without some basic issues and concerns. This is an area of concern since the advancement in the use of technology has brought about increased susceptibility to cyber threats. While sharing information is important, it is necessary to ensure that security measures are in place to prevent leakage of information that is prejudicial to the organization [6]. The last challenge is the digital divide; while some employees have access to modern technology, others do not hence create a gap in the workforce. These inequalities



must be countered by availing the right tools and training at the workplace to facilitate fair adoption of new technologies by all employees. Most importantly, filling this gap is important in arriving at effective and inclusive workplace conditions.

VIII. Conclusion

In conclusion, modern management techniques, which are now significantly linked with the use of technology, have come a long way transforming organizational and workforce practices. The above approaches increase efficiency, engage the staff, and reduce bias and rigidity through the use of quantifiable methods. But integration of technology also has its vices like privacy issues, security issues, there is always the issue of the digital divide and change management issues. Therefore, if all these issues are dealt with earnestly, organizations can get full value of modern management techniques.



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