COMPUTERIZATION, PRODUCTIVITY, AND QUALITY OF WORK-LIFE

The impact of a computerized record system on the work lives of customer service representatives in a large utility company is examined. The results suggest alternate methods for thinking about and measuring technological impact.

ROBERT KRAUT, SUSAN DUMAIS, and SUSAN KOCH

The rapid spread of computer and telecommunication technologies throughout white-collar work has forced social scientists to consider the impact of these technologies on the people who use them directly and on the work force and economy as a whole. Questions about the effects of these technologies on employment levels and organizational efficiency arose in earlier discussions of the impact of automation [52]. Now researchers are also asking about the effects of information technology on the social experience of individuals who use it, i.e., the nature of their jobs and the quality of their working lives. But the answers to these questions are not straightforward. As Attewell and Rule note, the "research literature on the impact of new information technologies on job content and job satisfaction provides a mass of contradictory findings [5, p. 1185]."

Both economic and social theory as well as a rich case study literature suggest that while information technology may increase productivity it can degrade the work lives of those who use it. One way for employers to cut labor costs is to substitute less experienced, educated, and skilled employees for more skilled employees by using technology. Information technology can aid this process in at least two ways. First, it can incorporate some skill and knowledge directly, requiring the user to have less. Much special purpose expert system software avowedly has this aim [2]. More generally available technology on both the shop floor and in the office, including numerically controlled machine tools, spelling checkers, and syntax-directed programming editors, can also be used in this way. Second, information technology can complement Taylorism—

the fragmentation of an integrated job into relatively autonomous components, with different laborers performing different components—by aiding in the reassembling of information that is generated by separate individuals. Case studies and analyses by Glenn and Feldberg [23], Gregory and Nussbaum [25], and Murphree [43] document occasions in which information technology has been used to incorporate workers' skills and to reintegrate information produced through fragmented jobs.

On the other hand, some researchers and analysts have argued that computerized work is manifestly more fulfilling than conventional work [22, 50]. According to this position, the most routinized work is most likely to be automated, eliminating jobs requiring low skill and eliminating the most boring and repetitive tasks within more skilled jobs [1]. Poppel's analysis of the benefits of office automation for sales and information workers is typical [48]. After studying 15 large U.S. organizations, he concluded that a salesperson's time is wasted on travel, missing contacts, finding out information, and filling out forms, while the time of many managers and professionals is similarly wasted on meetings and clerical work. According to his analysis, office automation technology can rescue some of that wasted time and make jobs more rewarding. In a more sophisticated and balanced analysis, Attewell [4] has shown how computerization has eliminated some of the routine work of insurance examiners, such as calculating of deductibles or identifying of potential duplicate payments, while at the same time leaving examiners more time to make decisions about dubious claims. Zuboff [53] has argued that computerization has added intellectual content to work by making activities

Computerization Of Working Life

Huangqi Zhang

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Computerization of Working Life Eystein Fossum,1983 Research papers on the effects of computerization on working conditions and the labour market referring partic To Norway discusses trade union attitudes impact of EDP technology on employment and unemployment the need for retraining work environment and occupational health effects of visual display units EDP systems design work organization and other sociological aspects of office automation Diagrams and references

Computerization and Work Ulrich Briefs,John Kjaer,Jean-Louis Rigal,2012-12-06 This reader contains contributions referring to one of the most urgent problems in systems design the effects of computerization on human work and approaches to ameliorate systems design in order to create better conditions for living human work in a computerized world Of course the choice of papers has been operated somewhat arbitrarily It primarily reflects the work of IFIP s Working Group 9 1 Compu ters and Work and of some of its members The papers were compiled aiming at focussing on very material pro blems in the field of Computers and Work They substantively re flect in several points the discussions and the concern of the Wor king Group Some conclusions from a series of workshops held from 1980 onward by the Working Group are likewise contained and directed to the IFIP community and to other parties concerned The reader inserts itself into a rather extended line of activities of the Working Group in addition to contributions to the two IFIP Working Conferences on Human Choice and Computers held in 1974 and in 1979 proceedings published by North Holland a recent IFIP Wor king Conference on Systems Design For With and By the Users held in September 82 proceedings published in March 83 by North Holland and a joint TC3 TC9 Working Conference on Education for Systems De signer User Co operation proceedings to be published by end 84   Computerization, Obsolescence, and the Length of Working Life Péter Hudomiet,2021 This paper analyzes how computerization affected the labor market outcomes of older workers between 1984 and 2017 Using the computerization supplements of the Current Population Survey CPS we show that different occupations were computerized at different times older workers tended to start using computers with a delay compared to younger workers but computer use within occupations converged to the same levels across age groups eventually That is there was a temporary knowledge gap between younger and older workers in most occupations We estimate how this knowledge gap affected older workers labor market outcomes using data from the CPS and the Health and Retirement Study Our models control for occupation and time fixed effects and in some models we also control for full occupation time interactions and use middle aged age 40 49 workers as the control group We find strong and robust negative effects of the knowledge gap on wages and a large temporary increase in transitions from work to non participation consistent with a model of creative destruction in which the computerization of jobs made older workers skills obsolete in birth cohorts that experienced computerization relatively late in their careers We find larger effects on females and on middle skilled workers   Advances in Computers ,1994-09-29 Advances in Computers   **Promoting Health for Computer Users in the Workplace** Monika Kumm,2024-07-25

Workplace health promotion and well being are essential for raising awareness about potential health risks and helping workers avoid them in order to lead a more fulfilling life The present book presents the health risks that computer users are prone to and possible measures for the mitigation of said risks For example the book outlines the effects of different spa treatments for relieving muscular tension which can be a side effect of the sedentary nature of computer use in the workplace In addition to physical inactivity computer users also suffer from unhealthy eating habits So the book also outlines dietary and physical activity recommendations for people working with computers and suggests measures for employers to implement in the office Working long hours on the computer leaves a mark on one s mental health the adverse effects are related to addictions or the infliction of stressful situations like cyberbullying In recent years online working or meeting environments have become popular which has led to the emergence of Zoom fatigue The current book provides suggestions for participating in online meetings more healthily   **Reports on the Working of Government Departments for the Year ...** Malta. Information Division,1981   **International Encyclopedia of Ergonomics and Human Factors** Waldemar Karwowski,2001   *Illinois Technograph* ,1952   **Contractors & Engineers Magazine** ,1969   **Great Jobs for Computer Science Majors 2nd Ed.** Jan Goldberg,2002-10-22 Answers the question What can I do with a major in Students can explore their career options within their field of study using the Great Jobs series as their guide From assessing individual talents and skills to taking the necessary steps to land a job every aspect of identifying and getting started in a career choice is covered Readers learn to explore their options target an ideal career present a major as an asset to a job perfect a job search and follow through and get results   Labor and Reindustrialization Donald Kennedy,1984

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