THE ROLE OF TECHNOLOGY ON EMPLOYEE BEHAVIOUR AND THEIR PERFORMANCEOF SCHOOL TEACHERS

Author

Dr.D. Dilip, Associate Professor

RVS Institute of Management Studies and Research, Coimbatore,

Co-author

Mrs.R. Devika, Research Scholar,

RVS Institute of Management Studies and Research, Coimbatore,

ABSTRACT

The current innovation driven world, innovation has cleared its own specific manner in each field of business. It plays a both productive and damaging job in this current changing business condition. In this cutting edge no individual (or) no association (or) no business can get by without devouring the use of advances. The positive side of utilization of innovation is that it will cause the representatives to work more to viably which will improve the general execution of the association. All the while appropriation of new innovation will likewise represent certain degree of weight on the workers. The current investigation is an exact in nature concentrating on the job of innovation on representative conduct and their exhibition. The discoveries of the examination recommended that presentation of innovation is helping the association in exceeding expectations its workers execution. Yet, this has additionally consolidated the representative between close to home relationship as each work is done through ICT empowered which has limited the human communications.*The findings of the study suggested that introduction of technology in teaching field is helping the students in excelling their curriculum but there shows the deep insight of teacher's performance. But this has also condensed the teacher inter-personal relationship as every work is done through ICT enabled which has minimized the human interactions.*

Keywords: Employee behavior, Employee inter - personal relationship, Employee performance, Influence of Technology

INTRODUCTION

Innovation has become a section in components of creation. It has become a requirement for an association to get refreshed with the new advances. Other than benefit, Success of an association is estimated by its representatives, their demeanor towards their work. The Teacher's disposition towards the institution is predictable through his behavior. Workplace, relationship with chiefs and collaborators, work fulfillment, authority styles, rewards framework are the elements which impact the teacher's behavior, to which adoption of new technological advancements. The employee behavior is impacted by technology adopted.

Presentation of innovation gets a change the association which affects working arrangement of the representative which will have a both constructive or contrary impact on worker conduct, on their exhibition and on their entomb individual relationship.Introduction of technology brings a change in the institution which has an impact on working system of the teachers which will have a both positive or negative effect on employee behaviour, on their performance and on their inter personal relationship.

Educators are viewed as the most significant resource for any institution. It is the aggregate of characteristic capacities, gained subject knowledge and communication by the skilled educators and aptitudes of the utilized people who contain administrators, directors, center level and low-level representatives. It might be noted here that HR ought to be used to the most extreme conceivable degree, so as to accomplish individual and authoritative objectives. Representative conduct and his presentation depend on different elements like work fulfillment, relationship with chiefs and associates, execution evaluation, inspiration, preparation for the class, controlling capacity of stress and so forth.

No institution can escape from moving up to use of technology as everything has been digitalized and it is required for an institution to utilize new technologies so as to increase program outcome. Be that as it may, to get an ideal utilization of innovation, Institutions should think about its teacher's conclusion with respect to the adaptation of technologies. Stress is a psychological weight which every single one will experience in our life. Requests which we can't manage, dread of disappointment, dread of misfortune, nervousness, weakness are the underlying driver of stress. In this current situation the world facing, as everything is in-work with advancements, being refreshed with the technology. This is known as techno

stress. Work load because of technology, lack of time period in adopting new technologies, lack of knowledge about the usage of technologies, lack of training on technologies are the reasons for techno- stress. Due to technological advancements office hours are carried to the home which affects the family life of the teachers.

The usage of technology by the teachers carries practical difficult since the teachers are not more relevant with the technology usage in their day today life. So, it is happened to work in teams or in groups. Sometimes it leads to conflict and negative impact in working in groups. Hence it affects the productivity and their performance. The institution needs to help its representatives in keeping good inter personal relationship with their co- workers as it is most essential and valuable for itssuccess.

IMPORTANCE OF THESTUDY

The study enriches the management with a range of information pertaining to employee behavior, employee inter-personal relationship and their performance with regards to technology. This will enable the organization to make decision in adopting a new technology and helps to provide training to its employees in learning the technology. Only the trained employees can perform their duties well which will help the organization to achieve its goal. This study will make the organization to realize about the techno-stress which will be useful for them to help their employees to overcome the stress. Effect of technology on employee inter personal relationship has been studied which will helps to strengthens their bond and contribute more towards organizational growth by working in groups as a team.

REVIEW OFLITERATURE

Keser, Huseyin, &Ozdamli, (2011) aimed to explain Technology also increases student collaboration in and around the institution. Collaboration is a highly effective and easiesttool for learning. Students cooperatively works together to either create projects or they can learn from each other by reading the work of their peers and authors predicted the work of teachers were lowered but results are high

Another study was conducted to examine the experiences of pre-service teachers implementing technology in mathematics class. (Herron, 2010). The study shows a positive impact on student learning in the subject of mathematics. The pre-service teachers witnessed that the internet provides math activities at different levels, which brings an opportunity to the students in choosing the level they are comfortable working in. Findings showed that students were engaged during the math lessons using technology and students were able to discuss what they learned the following day. The teachers were surprised by the students' recall of the lesson. Some students who participated in the lessons believed that the computer helped them

understand what the teacher was saying about the lesson. Technology can be used as a way to create a hands-on and meaningful mathematic class.Lesson.

IskandarMuda., etal(2014) study the determinants of the employee performance. The findings revealed that employee's performance is explained by job stress, motivation and communication factors. It was found that the job stress, motivation and communication variables simultaneously influence employee's performance. Author suggested that it is necessary for the Islamic banks to enhance the communication factor, which has a significant impact on the employee's performance.

Yan-Hong Yao et al (2014) explore the influences of leadership and work stress on employee behavior, and the moderating effects of transactional and transformational leadership on the relationship between work stress and employee negative behaviour. The results showed that there is a positive correlation between work stress and employee negative behavior. Transformational leadership has negative impacts on work stress and employee behavior, whereas transactional leadership has positive influences.

Attar and Rateb J. Sweis (2010) explored the relationship between IT adoption and job satisfaction from the perspective of Jordanian contracting firms. They used multiple regression models to test the hypothesis. The results reveal that investment in information technology will raise the employee job satisfaction. Authors suggested the organization to give managerial support in ITadoption.

OBJECTIVES

- ➢ To study the impact of technology on teachers' behavior and theirperformance
- ➢ To analyze the stress level caused by technology and how technology influence employees inter personal relationship

RESEARCHMETHODOLOGY

Both primary and secondary data are used for this study. Primary data has been collected through questionnaire method. Data has been collected by using a structured questionnaire. 225 questionnaires were distributed in which 205 were considered as error free and taken as respondents in this study. And the secondary data were collected through articles, journals, magazinesetc.

Statistical Techniques Used

- ➢ Percentage Analysis
- ➢ Descriptive Analysis

LIMITATIONS OF THESTUDY

- ➢ The main limitation for this study is considered as time limit. As it takes maximum time to receive the data, the number of questionnaires were limited in the circulation.
- ➢ This study has covered the urban places of Coimbatore so the results of the study cannot be generalized.
- ➢ The samples are selected on the basis of convenient sampling method. Hence the limitation applicable for convenient sampling method applies to this studyalso.

ANALYSIS &INTERPRETATION

Demographic Profile ofRespondents

Table 1 Demographic Survey

Profile		Frequency	Total	Percent	Total %
Gender	Male	82		56.6	
	Female	123	205	43.4	100
Age	Below 30	128		62.9	
	30 – 39	46	205	22.4	100
	40 – 49	20		9.8	
	50 – 59	11		4.9	
Marital Status	Married	103	205	50.2	100
	Unmarried	102		49.8	
Income	Below	13	205	5.9	100

	10000				
	11000 – 20000	59		29.3	
	21000 – 30000	58		28.3	
	31000 – 40000	38		18.5	
	Above 40000	37		18	
Level of Employment	Entry level	49		23.9	
	First level	63	205	30.7	100
	Middle level	74		36.1	
	Top level	19		9.3	
Work Experience	Below 5	105		51.7	
	6 – 10	58	205	28.3	100
	11 – 15	23		11.2	
	Above 15	18		8.8	

From the table 1, it is inferred that out of 205 samples 56.6% respondents are male and 43.4% respondents are female. 62.9% respondents are under the age group of below 30, 22.4% respondents are under the age group of 30-39, 9.8% respondents are under the age group of 40-49 and 4.94% respondents are under the age group of 50-59. 50.2% respondents are married and 49.8% respondents are unmarried. 5.9% of respondents income level is below 10,000, 29.3% respondents are earning between11,000-20,000, 28.3% respondents are earning between 21,000-30,000, 18.5% respondents income level are between 31,000-40,000 and 18% respondents earnings are above40,000.23.9% of respondents are working as entry level employees, 30.7%of respondents are at first level of employment, 36.1% of respondents are at the middle level and 9.3% respondents are at the top level. 51.7% of respondents are having below 5 years of work experience, 28.3% of respondents are having 6-10 years of work experience, 11.2% of respondents have 11-15 years of work experience and 8.8% of

respondents have more than 15 years of experience.

The Teacher undergoes the stress due to technology advancements

Table 2 Descriptive statistics of the teachers undergo the stress due to technology advancements

Statements	N	Mean	Std. Deviation
Technology helps me to update the trend	205	4.23	.929
I prefer to have proper training for adopting a new technology	205	4.15	.835
I need to update with technology to retain in the institution	205	4.14	.837
I feel convenient in adopting new technology in teaching aids	205	4.11	.791
I am capable of learning new technologies on myself	205	3.96	.862
I feel technology changes my work load accordingly	205	3.42	1.142
I feel that my job interferes my personal life because of stress	205	3.28	1.131
My organization forces me to update my skills technically	205	2.51	1.027

The table 2 shows that, the stress experienced by the teachers due to technology

advancements, the highest mean value is 4.23 that the teachersfeel technology helps them to update their knowledge. The lowest mean value is 2.51 which implies that institutions are not forcing their teachers to update their skills, it's on their own interest teachers are getting updated with new technologies.

The influence of technology on teachersbehavior and theirperformance

Table 3 Descriptive Statistics of influence of technology on teachersbehavior and on their performance

Statements	N	Mean	Std. Deviation
I am happy when my institution brings in a new technology	205	4.25	.811
Technology helps me to become a professional	205	4.04	.917
I gain a self-confident while using the application of technologies	205	4.02	.894
I like to attend external training programs to update my technological skills	205	3.98	.997
Technology helps me to perform my duty well	205	3.97	.957
Technology made my job easy	205	3.80	1.046
Technology helps me to finish my work in time	205	3.70	.992
I feel satisfied with the technology which is being already existing in the institution	205	3.67	1.004
Technology has constrained my work	205	3.64	1.012

My institution gives me a required time period to adopt new Technology	205	3.48	1.136
I feel difficult while learning a new technology	205	3.04	1.311

The table 3 shows that, the influence of technology on teacherbehavior and their performance, the highest mean value is 4.25 which means teachers are happy when they brings in institution new technology. And the lowest mean value is 3.04 indicates that the teachers are glad in learning new technology as it helps them to become a professional.

The influence of technology on teachers inter personalrelationship

Table 4 Descriptive Statistics of the influence of technology on teachers inter personal relationship

Statements	N	Mean	Std. Deviation
I have friendly relationship with my co-workers	205	4.21	.818
I like to work more in teams	205	4.00	.955
Technology helps to have a better communication with my co worker	205	4.00	.929
I like to have recreational activities with my co-workers	205	3.92	.901
My institution helps me to overcome stress in adopting a new	205	3.50	1.065

Technology			
Technology has reduced my personal interaction with my co-worker.	20 5	3.47	1.194
I am unable to know what the people expect from my job.	20 5	2.95	1.230
I honor my colleagues opinion and ideas	20 5	1.98	.960

The table 4 shows that, the influence of technology on teacher inter-personal relationship the highest mean value is 4.21 which means teacher have a friendly relationship with their co-workers and they like to work more in teams And the lowest mean value is 1.98 implies that teacher doesn't honor their colleagues opinion and ideas as they rely more on technology than on their co-worker.

CONCLUSION

Teachers are completely satisfied with the influence of technology as they are willing to learn more about the new technology without any hesitations and they are ready to update them. This motive will increase their performance level without doubt. They like to keep them update with new innovations and technology advancement as it helps them to become the best in their profession. Employees show their positive attitude and willingness towards technology as it constrained their work & made it easy and they can able to finish their work on time. The institutions instead of forcing their faculty members to update their skills , if theyprovide enough time period to get update on adopting new technology, teachers will feel stress free and can able to adopt them to the system and they give their 100 percent contribution in bringing the program outcomes which the institution planned.Technologydoesn'taffecttheemployee interpersonal relationship, but it helps them to have a better communication with their co-workers and prefer to work in teams than as individual but it has reduced their personal interactions. The employees prefer to have some recreational activities to be organized by their institution.

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