



**IMPACT OF ADOPTION OF NEW TECHNOLOGY ON
ORGANIZATIONAL PERFORMANCE AND ITS IMPLEMENTATION: A STUDY**

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Abstract

The research generally reports positive statistical relationships between the greater adoption of HR practices and business performance. The causal linkage between HR and organizational performance will enable the HR managers to design programmes that will bring forth better operational results to attain higher organizational performance. In this paper, after emphasizing that the human resources are an important source of competitive advantage, strategic human resource management is defined. Through specific examples from academic research regarding the impact of strategic human resource management practices on organizational performance, the conclusion is that the way an organization manages its human resources has a significant relationship with the organization's performance. We presented in this chapter research background, management, performance evaluation benefits, quality of work, feedback mechanism, for increasing organizational effectiveness through better talents management and the role of effective communication on organizational performance, role of training & development in an organizational development, concepts of corporate management strategy theory, problem statement under this topic Implementation of Effective Strategies & Advance Techniques to Enhance Organizational Performance, their relative objectives .

1. OVERVIEW

India, in any case, has a few business guidelines, which should be clung to carefully. For such purposes, leading business activities in India is positively progressively alluring. What's more, financial zones in India were first made during the 1980s, and this program has been a triumph, with numerous zones existing today, especially along the coast. Nonetheless, as of late the Indians government forced stringent guidelines toward outside firms that construct straightforward generation focuses inside its fringes; India has submitted general direction to India's model of monetary zones and has implemented a comparable program. In terms of

geological engaging quality, compared with India, India is moderately nearer toward the west shore of India and has the vital framework support, for example, harbors, set up.

Adjustment alludes to the localization of items and services gave to a residential market that mirrors the necessities of that advertising. Total alludes to giving institutionalized worldwide items to basic needs in differing abroad showcases. Both adjustment and total are parameters determined by worldwide market attributes; as the degree of adjustment expands, an item will be progressively acknowledged by local markets, yet will bring about an expansion in development costs, like this, invalidating economies of scale for worldwide markets. Companies must locate the perfect equalization in terms of national and local market contrasts just as in the size of local markets.

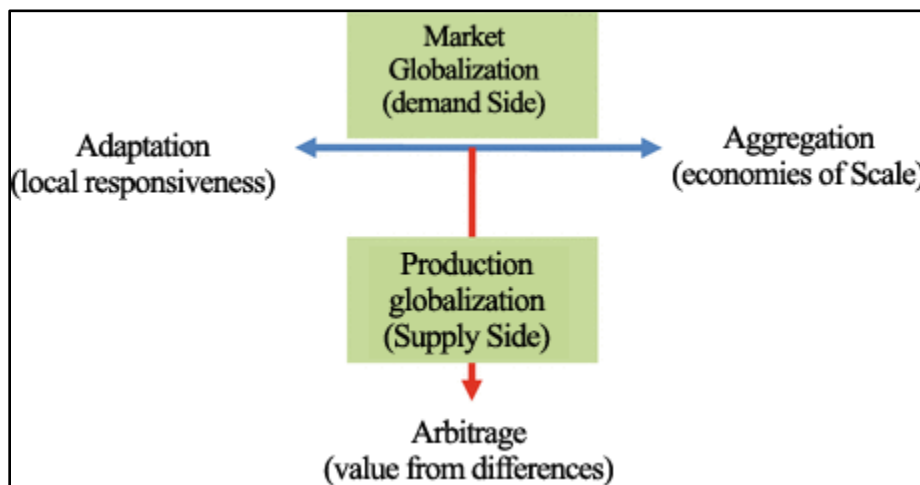


Figure 1: AAA framework

"Arbitrage" is displayed as the vertical hub. Adjustment and accumulation structure the measurement that determines the degree to which separations in worldwide businesses can be reduced, while "arbitrage" infers the value out of these separations. Regular arbitrage strategy inside worldwide businesses can be found in local production that endeavors wage contrasts. India's offshore programming development, Arbitrage is a broadly utilized term in the money industry, and arbitrage exchanges allude to those exchanges that create benefit by abusing contrasts in loan fees inside financial markets.

Financial items have immediately exchanged the market even if there should be an occurrence of a moment arbitrage opportunity; such activities thus settle advertise mutilations. Arbitrage openings are likely in a worldwide business environment with national hindrances. India has turned out to be famously known as the world's processing plant, and companies world over are putting resources into India, in the expectation of making the most of arbitrage exchanging openings.

For a similar reason, western companies have packed seaward development in India. Purchaser electronic items can be partitioned into white-goods items, for example, washers and iceboxes, and audio/visual (AV) gear, for example, TVs and video cameras. For the most part, abroad extension can be executed proficiently for white-goods items in terms of "adjustment" and for AV gear in terms of "total." Sale of white-goods items is intently connected with country-explicit ways of life. For instance, most washers in Europe are front-stacking and have a vertically pivoting drum; this plan expends generally less power and water. Europe has a lot more grounded penchant to environmental mindfulness and has stringent vitality protection strategy benchmarks.

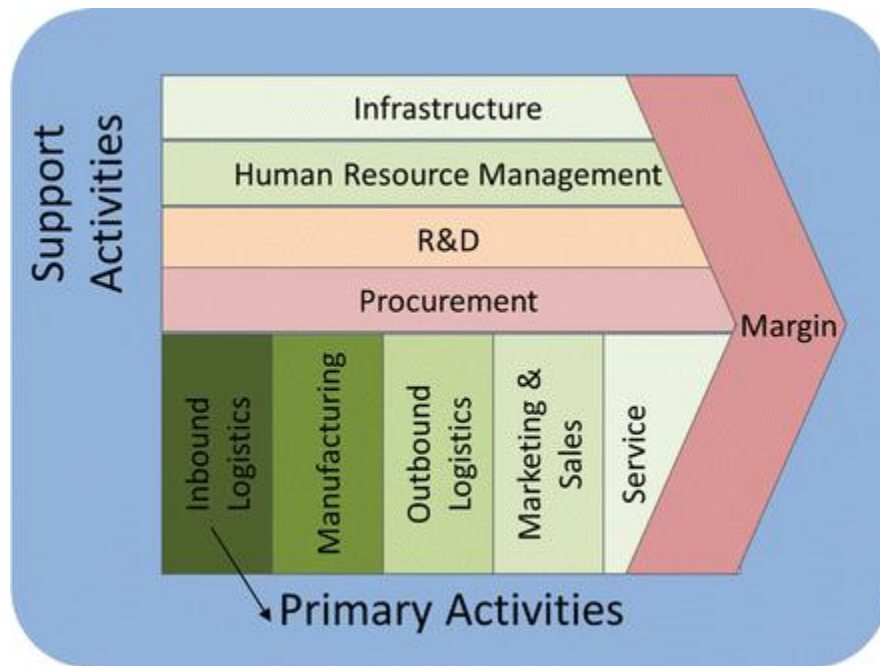


Figure 2: Porter's value chain: The integration of procurement and logistics, procurement, and logistics

- **Value Chains and Global Strategy**

The AAA framework suggests approaches to oversee separations that have been perceived in the CAGE framework inside international business expansion. This is effective when thinking about worldwide business strategy. However, this exchange remains exceptionally unique. The utilization of this framework to an increasing nitty-gritty corporate strategy requires further assessment of corporate exercises.

The vehicle assembling process starts with the acquisition of parts. These parts are collected into finished vehicles at manufacturing plants, sent out, and after that offered to customers by means of vendor networks, who give post-deals services, for example, support services. The whole

process from vehicle production to post-deals service, through exercises, for example, production and deals are called primary value chain exercises. Nonetheless, the value-included exercises for the company overall are not constrained to such exercises, and corporate capacities exist to help divisions that give these primary exercises, for example, divisions in charge of work Human Resource (HR), R&D, and acquisition. Companies are sorted out along these utilitarian divisions, with pioneers of each capacity involving the management group. These pioneers are regularly chiefs and corporate officials.

- **Relationship between Headquarters and Local Entities**

Corporations establish local subsidiaries in various countries, and delegate operations to them as a means of actively pursuing businesses on a global scale. An important issue to consider is the extent to which headquarters should control these local entities. Integration implies a strong central organizational structure with high control by the headquarters (i.e., global integration), while responsiveness implies a decentralized organizational structure with highly autonomous local entities (i.e., local responsiveness).

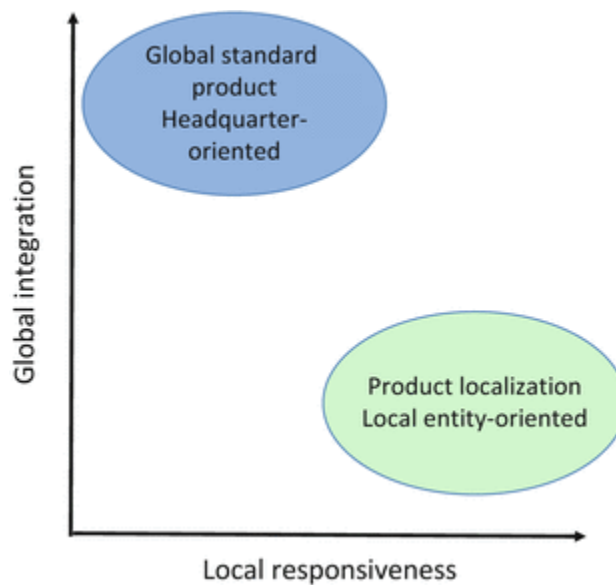


Figure 3: I-R Grid

As previously research, the former group has standard functions independent of country or region, enabling companies to provide universally standardized products (via aggregation), while the latter group is intimately tied to local lifestyles and must be localized according to market needs (via adaptation).

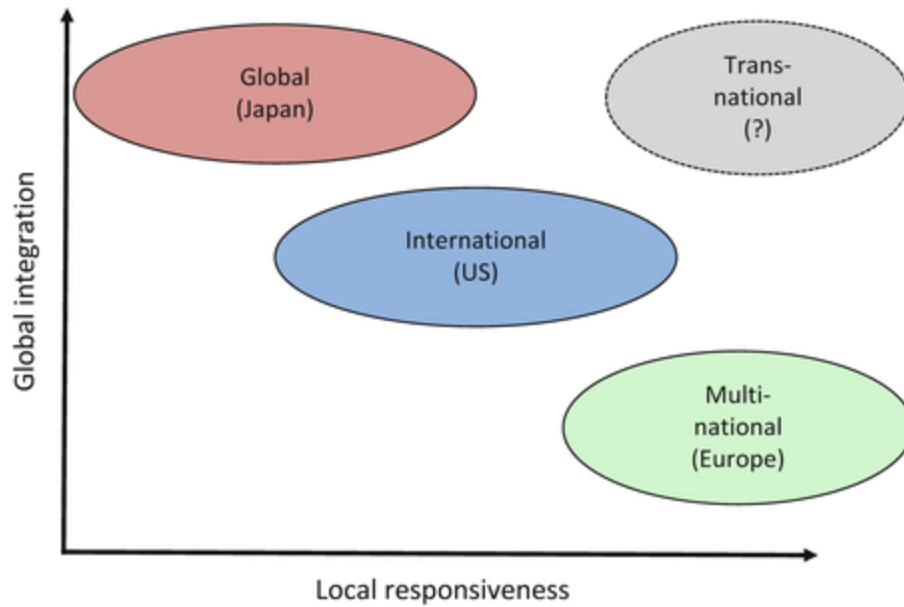


Figure 4: Comparison of corporations

A significant number of Indian worldwide corporations thrived along with high post-war monetary growth. The local Indian market developed alongside the growth in pay levels, and strong goods, for example, consumer hardware and cars wound up normal. Companies wound up aggressive with import substitutions under the influence of outside companies, followed by developing corporate internationalization with a more grounded fare mentality.

Appropriately, even while all-around dynamic, local elements were constrained by what were negligible augmentations of management structures in India? Having solitary cash, financial equality among Indian countries has expanded with the advancement of the flow of people and goods inside the district. Be that as it may, culture-explicit contrasts exist among these countries, and a global methodology turns into an essential from the start of focusing on the whole Indian market.

India makes up a colossal market without anyone else, making an Indian-driven, concentrated management style best. Corporate management structures depend on an adaptable work market. In this way, management in local elements takes on an assortment of structures. By contrasting Panasonic and Philips, two of the world's driving consumer hardware makers, we look at the distinctions in worldwide management organizations among Indian companies.

The management of an organization is responsible for the proprietors of the business for the performance and the accomplishments of the organization, 37% respondents are agreed. Management frequently utilizes the Operation's Research to boost the benefit, yield; usage, and performance, 38% respondents are agreed. Applying suitable performance assessment and reward systems, and upgrading the quality of work and imparting good input mechanisms, 40%

respondents are agree. Strategic planning improves upon organizational performance by streamlining operations, optimizing time management, and appropriately leveraging resources, 38% respondents are agreed. Performance evaluation and career progression can be a key motivating element for the employees to work adequately and effectively, 36% respondents are agreed. Management must develop an effective workforce plan, training, and development strategy and develop career paths for success of every department, 39% respondents are agreed. Improvement of talent management is the key issues for organizational performance, 34% respondents are agreed. Effective communication brings successful organizational change, 36% respondents are agreed. The effective strategies & advance techniques to enhance organizational performance, 39% respondents are agreed and its implementation 41% respondents are agreed. This make sense a good agreement make better environment of organizations.

2. THE ROLE OF HR FUNCTION IN THE OVERALL SUCCESS OF THE BUSINESS

Human capital leverages all the areas of an organization. Therefore, the HR department needs to ensure the human asset is effectively aligned with the strategy determined by the organization. To capitalize on the leverage, organizations need to adopt a new perspective of HR. HR systems must align with the organizational strategy. Employees must be strategically focused. Every element of the HR function, from hiring, compensation, training etc. needs to be developed in order to enlarge the human capital in the organization. When HR is strategic and involved with and/or linked to organizational performance, it plays an important role in the success of an organization. When HR interventions are strategically aligned, competitive advantage is more easily achieved.

3. THE IMPACT OF STRATEGIC HUMAN RESOURCE MANAGEMENT ON ORGANIZATIONAL PERFORMANCE

The economic environment is changing rapidly, and this change is described by such wonders as the globalization, changing customer and financial specialist requests, regularly expanding item market competition. To contend successfully in this environment organization ceaselessly need to improve their performance by diminishing costs, developing items and processes and improving quality, profitability, and speed to market. The people who make up an organization - HR are viewed as one of the most significant resources of the present firms. People and how they are managed are ending up increasingly significant because numerous different wellsprings of competitive success are less amazing than they used to. Perceiving that the reason for competitive advantage has changed is fundamental to build up an alternate edge of reference for thinking about issues of human resource management and strategy. Conventional wellsprings of success, for example, item and process technology, ensured markets, economies of scale, and so on can at present give competitive influence however an organization's HR are progressively fundamental for its sustainability[1-6].

4. CONCLUSION

This examination looks at management strategy hypotheses for worldwide businesses. What degree of organization's resources ought to be relegated to abroad activities, and what least level

of incomes should originate from abroad tasks? Should investments be made in locales, for example, China or Southeast Asia and India with existing generous business foundations, or should ventures into new markets, for example, India, the Middle East, and Africa be considered? Which corporate capacities ought to be transferred abroad? This exploration endeavors to comprehend the hypothetical parts of basic leadership in the designation of management resources inside worldwide businesses.

The goal of management strategy is to use corporate management resources, for example effectively, workforce and technology, as per outer environmental factors, for example, competition and client needs. In that process, there is an asset put together management hypothesis that accentuates with respect to interior elements to make strategies that utilize the qualities of an organization's inward resources.

Likewise, there is a situating hypothesis that underscores on outer factors, for example, the choice of regions that are esteemed appropriate to get mid-and long haul benefits through an organization's outside environment examination. These methodologies are presented in this, even though as a general rule, an organization's inside components and outer environment impact one another, and change after some time.

Adoption of New Technology and Strategic planning can be particularly helpful to making organizations more effective, meaning that strategies are successfully implemented and goals are achieved. This also implies that SP requires resources from organizations, both human and financial. Practitioners should not expect relevant strategic plans to emerge from ill-funded SP processes.

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