

INTEGRATING TECHNOLOGY AND HUMAN RESOURCE DEVELOPMENT FOR HIGH PERFORMANCE MANUFACTURING

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ABSTRACT

This paper focuses on the integration of technology and human resource strategies for high performance. It is based on a study of five organisations in textile and ceramic industries, involving a total of one hundred and ten shop floor employees. The results of the study showed that the organisations which developed human resources along with the introduction of new technology were able to get higher performance with respect to output and quality of the product. It also showed that these organisations were able to achieve greater employee involvement through a better fit between organisational tasks and employees. The implication of this study for organisations is that advanced technologies will contribute more effectively to manufacturing performance when there is high integration between technology and human resource development.
