Organizational Technology Management by Human ware as important technology factor

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Abstract

Organizations can adopt various technological human ware practices to enhance employee satisfaction. The form and structure of an organization's technological human ware can affect employee motivation levels in several ways. A discussion about a review on technological human ware in workplace has received relatively little attention from organizational technologic researchers. The first of the themes to be addressed concerns the relationship between emotion and rationality. There has been a longstanding bifurcation between the two with emotions labeled in pejorative terms and devalued in matters concerning the workplace. The form and structure of an organization's human resources system can affect employee motivation levels in several ways. Organizations can adopt various technological human ware empowerment practices to enhance employee satisfaction. This paper considers the human ware as important technology factor. The strategic importance of workers is discussed and their interaction, as an asset, with other important organization assets. The basic methodologies for workers are then explained and their limitations are considered. The technological revolution moves recording and analysis activities that were traditionally professional performance lines of activities focused to high operational content. The scientific and technological progress, growth and internationalization of markets, processors are processes in which the accounting profession plays a leading role of human ware as important technology factor.

Keywords: technology management, technological human ware, technology factor

1. Introduction

Recognizing the importance of technological human ware in achieving flexibility in an international context expands the types of research questions related to the role of technological human ware functions in organizational performance, such as selection of human resources, training, and compensation and performance appraisal. Continuous training, employment security, performance appraisal and alternative compensation systems can motivate skilled employees to engage in effective discretionary decision making and behavior in response to a variety of environmental contingencies.

A discussion about a review on technological human ware in workplace has received relatively little attention from organizational behavior researchers. The first of the themes to be addressed concerns the relationship between emotion and rationality. There has been a longstanding bifurcation between the two with emotions labeled in pejorative terms and devalued in matters concerning the workplace.

The next theme explored centers around the theoretical grounding of emotion. Emotion is often described either in psychological terms as an individualized, intrapersonal response to some stimulus, or by contrast, a socially constituted phenomenon, depending upon the disciplinary perspective one adopts. This study has reviewed how organizations, as powerful culture eating institutions, have applied normative expectations and established boundaries for the acceptable expression of emotion among human resources system through tactics such as applicant screening and selection measures, employee training, off-the-job socialization opportunities, organizational rewards and the creation of rituals, ideologies and other symbols for indoctrinating the newly hired into the culture of the organization. There is no doubt that continuously such as brands, patents and workers lists makes a lot of sense rather than placing these organization critical assets in the accounting black hole known as goodwill.

2. Technological human ware

The analysis of the technological human ware of the profession is conclusive to justify changes in training programs. Of all the professions, the organizational technology management is one of the most internationalized. The curricular reform of the curricula of public accounting have had a life too precarious because they are only temporary and pragmatic response to adjust the programs to the needs of the business environment and the demands dominant dogmatic rules of international accounting regulation changes.

In the international arena and global, there is a widely accepted framework to guide a global organizational technology management curriculum, consisting of six elements:

- Organizational technology management knowledge and general skills,

- Organizational technology management detailed curriculum for technical,

- Organizational technology management professional examinations,

- Organizational technology management practical experience,

- Organizational technology management continuing professional education,

- Organizational technology management outlines certification.

The advancement of distance education models and online is irreversible if it is to take advantage of information technology and communication, yet there is scant information and no evaluation indicators for organizational technology control of tenders distance programs.

With regard to the existing supply in the market for accounting professionals organizational technology can find different levels of technology management and professional development by taking into account the programs and curricula in the various institutions of higher education. Capturing the wrong technological human ware information, unclear goals, inappropriate selection and use of technology, inability to integrate workers and processes and use of misleading metrics or improper measurement approaches are the major barriers in implementing and managing human empowerment projects systems that seek to identify individuals with the ability to learn and adapt to new situations and markets can provide a firm with competitive advantage. Technological human ware empowerment of organizational workers is defined as a complex feeling state accompanied by physiological arousal and overt behaviors. These words in essence, imply motion.

Human empowerment is typically functional because a motivated person moves himself towards some goal. But, human empowerment of organizational workers is primarily expressive because an emotional person is moved. Human empowerment of organizational workers can be motivating to the extent that human activity towards certain goal is influenced and sustained by feelings.

Whenever, try is to attain happiness or get rid of anger, irritation, etc. human empowerment of organizational workers plays significantly a motivated role. To the human empowerment of organizational workers aroused person, the most distinct aspect of emotion is the feeling component. For instance, a organizational worker becomes upset after every bang from his superior. This feeling cannot precisely be described. Perhaps, he may overcome this fear by developing another strong feeling that comforts him. The physiological component of human empowerment of organizational workers includes excitatory and inhibitory reactions that occur through arousal of the sympathetic nervous system. The sympathetic nervous system accelerates the heart, dilates the pupils, gives rise to adrenalin and controls the secretion of gastric juices. The individual becomes ready to fight or flight or affiliate.

The more we understand people and their total environment, the more their needs are likely to be met. When we talk about valuing workers relationships, the scope of definition is expansive. On the one hand, it is simply the value that workers generate for the organization. On the other hand, it is purely the value of the relationship. Neither definition is more correct than the other; however, the purpose and approach for valuing each are different.

A positive experience throughout the workers cycle should foster trust and develop loyalty, therefore allowing an organization to generate more revenue for less incremental expenditure. For example:

1) Happy existing workers are more willing to operation or services and try new operation or service

offerings.

2) Making empower workers aware of operation and the cost of operation existing workers can be lower and, operation predicted.

This wide range of technological human ware programs of public accountant also has different characteristics competitive results when considering the transfer of knowledge, skills and values, development of professional practices, awareness of social responsibility performance in the environment. The higher human ware as important technology factor is made up of public higher education institutions and private, which offer a diversified curriculum, relevant and linked to economic and social needs of the region from the technical to the doctoral level. Therefore, it requires the development of a technological human ware program with organizational technology management basis, technical, ethical and moral, with capacity for research, analysis of human ware as important technology factor issues in various organization, national and international levels and low universally accepted standards.

This is to technology management professionals to use economic and organizational technology management information referring to the internal activities of organizations, management is developed in them, and in general, to various types of bodies falling under the operation of technological human ware as whole.

The comptroller has focused on the study of technological human ware planning and control of resources and verification operations in the organization to achieve the efficient use of the first and effectiveness in the latter, in order to achieve the objectives and goals set therein. Costs as an area of organizational technology management knowledge studies focused processes to identify, measure, collect, analyze and interpret the cost elements associated with the production and marketing of goods and services with the primary purpose of making decisions to achieve the objectives of organizational technology management established in the organization by human ware as important technology factor.

3. Technological human ware empowerment and development

It is essential to meet the need of imparting organizational technology management knowledge to generate technology management information that, in turn serve to support both process management and leadership of organizations such as the requirements arising in the specific historical context in which these organizations are embedded. The human ware as important technology factor is highly sought. It started as an intern before finishing his career, allowing you to enter and have extensive experience in the professional field and then organizational technology management have large amounts of development within them. Contact with the client based on a thorough understanding of organizational technology management and technological human ware information, enables it to provide complete solutions and expanded in a portfolio of professional services.

Organizational technology management techniques and procedures applied in the identification, analysis, planning and cost control as a management tool and address. Also, can function independently, providing their professional technological human ware.

The organizational technology management is an important factor in entrepreneurship and enterprise development in general and technology management in particular, which enhances its importance and commitment of the profession to society. It promotes a program that encourages entrepreneurial generation of ideas for creating new businesses, achievable in terms of their own professional development goals in order to contribute to solving social, economic, political, cultural. Entrepreneurship and develop creative skills in technological human ware from the first cycle of training through contact with employers and advisory services to small businesses. It is perfectly able to form and run business, virtually no human activity that is dispensable resource use which must be managed and exploited in ways morally responsible for a professional in public accounting.

The challenges that will face the professional in organizational technology management of the new millennium are large, uncertain and vague. Technological human wares are one of the most valuable resources and organizations have to remain competitive. Modern organizations might achieve this by using

organic technological human ware empowerment and development that promote the development of a human capital pool possessing a broad range of skills and that are able to engage in a wide variety of behavior. Technological human ware empowerment and development can be managed through conscious practices. This definition comes from an inter actionist approach, where, technological human ware empowerment are expressed in and partially determined by, the social environment. The technological human ware empowerment consists of frequency of interactions, attentiveness, variety of technological human ware empowerment required and dissonance. Technological human ware empowerment dissonance was discussed as a state where, in the emotions expressed are discrepant from the human development felt.

Job dissatisfaction and emotional exhaustion are proposed as outcomes of dissonance. This definition of emotional labor includes the organizational expectations for technological human ware in their inter actions with customers. According to technological human ware development regulation proposed the individual can regulate emotions at two points. At the first intervening point, an individual can engage in antecedent-focused human development regulation where, the individual modifies the situation or the perception of the situation in order to adjust human empowerment. It is stated that different types of antecedent-focused human development regulation by situation selection, situation modification, attention deployment and cognitive change. As integrationist theory discusses, people often choose the situations in which they act, including the situations that may create human development.

Technological human ware may choose their jobs, but for service employees there may be little opportunity for situation selection beyond that as a method to regulate development.

To enact situation modification, an employee may choose to leave the work floor if a certain customer approaches, but this lack of availability is not quality customer service and may result in adverse consequences for the individual. With the lack of options to choose or modify the situation, human development regulation may take the form of the employee leaving the organization.

In short, technological human ware for development may not have the breadth of situation modification that is available outside of a work role. An individual could engage in response-focused development regulation, or response modulation. In this process, the person has a tendency toward development and empowerment response, but manipulates how he or she shows that empowerment response by directly influencing physiological, experiential, or behavioral responding. Rather than adjusting the situation or the perception of the situation, the individual manipulates the empowerment expression of his or her reaction to the situation. This could be done with exercise or drugs that induce the appropriate state.

An individual may also adjust the intensity of the displayed emotion, or fake the expression entirely. Response-focused development and empowerment regulation corresponds with the process of surface acting. The job environment or a particular work event may induce an emotion response in the employee and behaviors may follow that would be inappropriate for the encounter.

Generally, individuals experience a physiological state of arousal or empowerment and they then have development tendency. The arousal state from emotions informs them and gets them in a bodily state to respond to the situation.

But in today's society, people learn to regulate that development and empowerment tendency, so that their emotional reactions to other people don't result in fight or flight.

So, these action tendencies to respond to empowerment producing stimuli are overridden by coping or regulatory processes so that people do not act inappropriately in social settings. In order to show the appropriate emotion for a situation, sometimes individuals must inhibit or suppress feelings. Research on deception has found that people are able to inhibit expressions with only slight observable signs of the deception taking place. However, development and empowerment regulation for the social interaction may tax the system.

Inhibiting feelings and empowerment expression lowers behavioral activity, but has actually been found to increase autonomic nervous system activity. Thus, it is reasonable to predict that long-term inhibition would be associated with overall heightened physiological activity. This physiological activity, or bottling

up of emotions, taxes the body over time by overworking the cardiovascular and nervous systems and weakening the immune development and empowerment system.

The chain of activities gives the products more added value than the sum of added values of all activities. It may be reasonable to suggest that it is the workers direct or indirect relationship with each of these activities that creates value for the organization.

Human empowerment and development as organizational support activities, organizations tend to be highly decentralized and use informal means of coordination and control.

The reasons have to do with human bounded rationality. Bounded rationality refers to the fact that since human's Empowerment and development have not limited capacity, organizations can always find the absolute optimal solution by it. As all activities create value from and contribute to the workers relationship, it follows that the value of the organization and the value of the workers relationship could be considered to be the same. Expatriate managers are removed from the comfortable environment of their parental culture and placed in a less familiar culture. The technological human ware chain is often criticized as a dated framework that is only applicable to manufacturing industries and considers marketing in a silo rather than encompassing the whole enterprise. A management style that works at home may fail to produce the desired response abroad, or it may be even counterproductive.

Technological human ware relationships appear to be similar; there are enough subtle differences to discount using brand value as a substitute for the value of a workers relationship. In contrast, there are operation drivers that cannot be attributed to the brand but can have a significant influence on the workers relationship with a organization. Many organizations are becoming aware of the need to provide continued hands-on training rather than just pre-departure awareness training. In contrast to pre-departure training, post-arrival training gives global managers a chance to evaluate their stressors after they have encountered them. Documentary and interpersonal training methods have additive benefits in preparing managers for intercultural technological human ware assignments.

4. Human ware as important technology factor

Particularly striking is the rapidity with which organizational technology management is moving ahead. Science is becoming increasingly inter- and multi-disciplinary, and calls for multi-institutional and, in several cases, multi-country participation. Major experimental facilities, even in several areas of basic research, require very large material, technological human ware and intellectual resources. Organizational technology management have become so closely intertwined, and so reinforce each other that, to be effective, any policy needs to view them together. The continuing revolutions in the field of information and communication organizational technology management have had profound impact on the manner and speed with which scientific information becomes available, and scientific interactions take place. Organizational technology management has unprecedented impact on economic growth and social development. Knowledge has become a source of economic might and power. This has led to increased restrictions on sharing of knowledge, to new norms of intellectual property rights, and to global trade and technology control regimes.

Organizational technology management developments today also have deep ethical, legal and social implications. There are deep concerns in society about these. The ongoing globalization and the intensely competitive environment have a significant impact on the production and services sectors. Because of all this, organizational technology management system has to be infused with new vitality if it is to play a decisive and beneficial role in advancing the well being of all sections of our society. The nation continues to be technology management in its resolve to support technology in all its facets. It recognizes its central role in raising the human ware as important technology factor, particularly of the disadvantaged sections of society, in creating wealth for all, in making technology management globally competitive, in utilizing natural resources in a sustainable manner, in protecting the environment and ensuring national security. Technology management is the linkage between reward and employee satisfaction. Technological human ware systems are concerned with performance and rewards. Performance includes defining and evaluating performance and providing employees with feedback. Technological human ware studies in organizations

have often focused on the control exerted by organizations over human development by individuals over emotions, or the effects of emotions on performance.

The technological human ware empowerment and leadership revealed a strong relationship between superior performing leaders and technological human ware development competence, technology management theorist's suggestions that the social, human development and relational competency set commonly referred to as emotional intelligence, is a distinguishing factor in leadership performance. Technological human ware empowerment is often described either in psychological terms as an individualized, intrapersonal response to some stimulus, or, by contrast, a socially constituted phenomenon, depending upon the disciplinary perspective one adopts. The experiences of competition and domination likewise produce emotions in male s such as elation when they win and anger when their hegemonic position in the hierarchical structure is challenged.

Organizational technology management actors quite rationally draw upon their emotions to evaluate their circumstances. This ensures that members will behave in ways that are consistent with their self-interests. Hence, according to this perspective, technological human ware empowerment underwrites rational decision making and enables employees to behave in ways that are rational for them. The behaviors of leaders and decision makers have been described as psychologically defensive reactions to unconscious fears and anxieties and unresolved early life experiences.

Other defensive posture s adopted by leaders in response to unrecognized and unconscious fear, anger, or envy may include coalition building, influence tactics or divide and conquer forms of control. A leader's unconsciously empowered destructive impulses may have the effect of undermining cooperation among members and create a culture that perpetuates rivalry and competition at a level that may be damaging to organizational goal attainment. Technological human ware empowerment to be sure, does not emerge in isolation and they are not merely inner phenomena. They have objects and they occur within some context.

For this reason, international organizations have considerable discretion in the design of pay policies and the choices made have consequences for organizational performance.

Overall, from the point of view of performance measurement and strategic planning, the value and definition of a organizational relationship with its workers may not be particularly relevant. It is more practical and beneficial to determine the value generated per workers from the assets employed in the organization to measure performance and plan for the future.

Organizations that are similar in terms of types of employees and jobs, product market, size, and so on may choose compensation system designs that differ in their effectiveness for attaining similar goals. Performance appraisal is defined as the process of identifying, evaluating and developing the work performance of the employee in the organization so that organizational goals and objectives are effectively achieved while, at the same time, benefiting technological human ware in terms of recognition, receiving feedback, and offering career guidance. The terms performance assessment, performance evaluation and performance management are also used to describe the process. Recognizing the changing context of the organizational technology management, and to meet present national needs in the new era of globalization, technology management enunciates to ensure that the message of science reaches human ware as important technology factor. Emerge as a progressive and enlightened society, and make it possible for organizational technology management to participate fully in the human ware as important technology factor development of technology management and its application for human welfare. Indeed, technology management will be fully integrated with all spheres of national activity.

5. Organizational empowerment by technological human ware

Organizational technology management is advancing at a very fast pace, and obsolescence of physical infrastructure, as also of skills and competence, take place rapidly. Steps will be taken to network the existing infrastructure, investments and intellectual strengths, wherever they exist, to achieve effective and optimal utilization, and constantly upgrade them to meet changing needs. A major initiative to modernize the infrastructure for organizational technology management and engineering in academic institutions will be undertaken.

Organizational technology engineering and medical departments in academic institutions and universities and colleges will be selected for special support to raise the standard of teaching and research. To begin with, a significant number of academic institutions, specially the universities, as also engineering and medical institutions, would be selected for this support to make an impact. Flexible mechanisms for induction of new faculty in key areas of organizational technology management would be developed. Constancy of support and attention will be ensured over at least a ten-year period.

Organizational empowerment appraisal as perhaps the most central technological human ware empowerment and development function is required to justify a wide range of decisions such as selection, compensation, promotions and training. Relationship of human empowerment and development exhausting to work attitudes, job performance and organizational citizenship behaviors is important.

Technological human ware empowerment and development exhaustion has emerged as a central variable for understanding the burnout process. The reasons for this are both empirical and conceptual. Empirically, some work has suggested that emotional exhaustion exhibits somewhat stronger relationships than do the other components to important outcome variables. Besides technological human ware empowerment traits related to education and experience, which leads to successful business establishments and new ventures of organization by human empowerment. The functions of technological human ware empowerment and id can be considered to have a major impact on organizational behavior.

By assuming individuals as pleasure seeking organisms, it is argued that ego searches for pleasure producing experiences in order to human empowerment drives and this process gives birth to defensive, intellectual-cognitive and executive technological human ware empowerment and development. Specifically, technological human ware empowerment and development can be examined as a part of the id that adapts and adjusts to those conditions residing in the external world.

Additionally, technological human ware empowerment and development covers unconscious behaviors of individuals who make sense of the world around them through conscious awareness found in strengthening of organization by human empowerment. From this standpoint, strengthening of organization by human empowerment is a mediator that links human resources system, human empowerment, organizational workers and human empowerment and development.

The distinction between reproducer and innovative organizations in a certain environment comes alive due to the specific characteristics of individuals whose routines and competencies vary significantly from those of existing organizations.

The relationship between technological human ware resources system, human empowerment, organizational workers, technological human ware empowerment and development could be associated with strengthening of organization by technological human ware empowerment.

As defense mechanisms enable strengthening of organization by technological human ware empowerment to inhibit feelings of discontent, a tension between technological human ware empowerment and organizational workers occurs. The main argument here remains that technological human ware empowerment and organizational workers purpose is to acquire perfection under the circumstances the individual faces, postulates those occasions which is in direct opposition. Capturing achievements and perfection strengthens technological human ware empowerment and organizational workers and at the same time, technological human ware empowerment cracks may come into existence because of the weakening role of technological human ware empowerment and development. The meaning of technological human ware empowerment and development and founding of a new organization is closely related to each other. As a result, the relation between technological human ware empowerment and organizational workers and the environment becomes the fundamental issue of entrepreneurship through displaying characteristics of the need for achievement which may be associated with the harmony among these constructs.

Conceptually, argued that technological human ware empowerment and development exhaustion best captures the core meaning of burnout. In keeping with these empirical findings and conceptual frameworks, the authors explored the relationship of human empowerment and development exhaustion to important work behaviors, attitudes and intentions. Recent trends of technological human ware empowerment and

development in organizations have received relatively little attention from organizational behavior researchers.

The first of the themes to be addressed concerns the relationship between technological human ware empowerment and development and rationality. There has been a longstanding bifurcation between the two with emotions labeled in pejorative terms and devalued in matters concerning the workplace.

The next theme explored centers around the theoretical grounding of emotion. Technological human ware empowerment and development is often described either in psychological terms as an individualized, intrapersonal response to some stimulus, or, by contrast, a socially constituted phenomenon, depending upon the disciplinary perspective one adopts. Impact of strategic planning on organizational performance and survival reported.

Based on the findings from the study the following recommendations are made. Having discovered that organizational performance and survival is a function of strategic planning, organizations should accord priority attention to the elements of strategic planning for technological human ware as:

- Technological human ware mission statement,

- Technological human ware future picture and vision of the organization,

- Technological human ware establish core values,

- Technological human ware organization's rules of conduct,

- Technological human ware set realistic goals,

- Technological human ware establishment of long term objectives,

- Technological human ware development of action and strategic plans,

- Technological human ware implementation and adequate follow-up.

- Technological human ware environmental factors affect strategic planning intensity,

- Technological human ware environmental analysis both the internal and external analysis,

The concept of human ware as important technology factor discussed above for strategic purposes is very different from the accepted definitions applied by those involved in carrying out technical valuations for organizational technology management reporting. Classifies organizational technology management into workers related, marketing related, technology based and empower technological human ware. Fewer technological human wares under individual incentive plans while greater numbers of individuals work under some type of group incentive system. A substantial body of evidence has focused on the impact of incentive compensation and performance management systems on group performance. For organizational technology management, an intangible asset should be recognized as an asset apart from goodwill if it arises from contractual or other legal rights. Managerial strategies differ significantly across organizations, particular with regard to variables. Organizations tend to make different decisions about contingency, or variability. In general organizations implement incentive compensation systems that provide rewards to employees for meeting specific goals. An organizational technology management asset may also be recognized only if it is separable, that it is capable of being sold, transferred, licensed, rented or exchanged.

The organizational technology management while being large in absolute numbers, it is not commensurate with the requirements in quality and when measured on a per capita basis. The demand is bound to increase in the coming years with more intensive activities involving organizational technology management. There is need to progressively increase the rate of generation of high organizational technology management skilled human resource at all levels. This process would naturally entail reversing the present flow of talent away from science, by initiating new and innovative schemes to attract and nurture young talent with an aptitude for research, and by providing assured career opportunities in academia, industry, organizational technology management or other sectors.

In order to encourage quality and productivity in organizational technology management, mobility of scientists and technologists between industry, academic institutions and research laboratories will be

ensured.

For building up the technological human ware base in relevant areas, the agencies and departments concerned with science and technology will make available substantial funding from their allocation. Flexible mechanisms will be put in place in academic and research institutions to enable researchers to change fields and bring new inputs into traditional disciplines, and also to develop inter-disciplinary areas.

There will be emphasis on a continuing process of retraining and re skill to keep pace with the rapid advances taking place. Wherever considered necessary, technological human ware will be resorted to, so as to build up a skilled base rapidly. Technological human ware constitutes almost half the population of the organizational empowerment. They must be provided significantly greater opportunities for higher organizational empowerment and skills that are needed to take up R&D as a career. For this, new procedures, and flexibility in rules and regulations, will be introduced to meet their special needs.

New organizational empowerment mechanisms would be instituted to facilitate the return of organizational technology management, as also their networking, to contribute to technology management. It will also be ensured that higher organizational empowerment is available to the widest possible section of creative technological human ware.

6. Organizational empowerment by technological human ware model

A strong base of organizational technology management and engineering research provides a crucial foundation for a vibrant program of technology development. Priority will be placed on the development of technologies which address the basic needs of the population.

Special emphasis will be placed on equity in development, so that the benefits of technological growth reach the majority of the population, particularly the disadvantaged sections, leading to an improved technological human ware for organizational empowerment. These aspects require technology foresight, which involves not only forecasting and assessment of technologies but also their social, economic and environmental consequences. The growth rate in productivity of the organizational empowerment has been below its true potential, and the contribution to it of technological factors is inadequate. Similarly, organizational empowerment today derives their comparative advantage through resource and technological human ware rather than through the power of technological innovation.

The transformation of new ideas into commercial successes is of vital importance to the nation's ability to achieve high economic growth and global competitiveness. Accordingly, special emphasis will be given not only to the human ware as important technology factor of innovation, but also to the other equally important social, institutional and market factors needed for adoption, diffusion and transfer of innovation to the productive sectors. Intensive efforts will be launched to develop innovative technologies of a breakthrough nature; and to increase our share of high-tech products. Aggressive international bench-marking will be carried out. Simultaneously, efforts will be made to strengthen traditional industry so as to meet the new requirements of competition through the use of appropriate organizational technology management.

Organizational empowerment is particularly important as it provides technological human ware at lower per capita investment, involves low energy inputs, and carries with it unique civilization traditions and culture. Value addition and creation of wealth through reassessment, redistribution and repositioning of our intellectual, capital and material resource will be achieved through effective use of organizational technology management. Effective performance feedback is timely, specific, behavioral in nature, and presented by a credible source. Performance feedback is effective in changing employee technological human ware behavior and enhances employee job satisfaction and performance. At an organizational level, effective emotional intelligence has been shown to underpin:

- Technological human ware team's capacity to identify and ascribe to attitudinal and behavioral norms related to more effective patterns of interacting employees capacity to recognize,

- Technological human ware understands and navigates boundary and role confusion between work teams, departments,

- Technological human ware divisions and the organization within the broader market context and a sense of organizational accomplishment and trouble free operation,

- Technological human ware development of vertical trust, organizational support and general workplace wellbeing.

At an individual and leadership effectiveness level, technological human ware empowerment and development intelligence is related to a leader's capability.

At all hierarchical levels and across all departments in a modern organization effective human empowerment and development means managing the above activities successfully in an international context. The strengthening of organization by human empowerment and development management functions is essential to a technological human ware manager job.

The strategic areas and unit's level, decisions are made by the general manager of the organization unit and the other top organization leaders as Figure 1.

Figure 1. Organizational empowerment by technological model

Ref: Probert, D.R., Jones, S.W. and Gregory, M.J. (1993), 'The make or buy decision in the context of manufacturing strategy development', Proceedings of the Institution of Mechanical Engineers, 207, pp. 241-250.

This matrix supports strategic make vs. buy decisions, on the basis of both the importance of a particular technology to the business i.e. contribution to overall strategic competitive position, and the position of the company with respect to technology capability of competitors. It proposes the matrix in the context of a process for supporting make or buys decisions in manufacturing business. Measures undertaken concerning the entire particular organization and especially the future competitiveness of the organization and management of the whole organization system are addressed. Very often in corporations there are different official organization areas that may be at different development stages. In a mature market it is likely to cost considerably more to replace the workers base than it cost to develop originally. For this reason, the replacement cost of the asset may be deemed to be a more reasonable proxy for value. Estimating the organizational technology management required to replace technological human ware, however, would be an extremely subjective exercise and would hinge on the estimated effectiveness of the technology

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management activities.

7. Result

Technological human ware empowerment and development management feedback is essential in gaining the maximum benefits from goal setting. Without feedback, employees are unable to make adjustments in job performance or receive positive reinforcement for effective job behavior. The common approaches for valuing intangible assets, including workers-related intangibles, are as follows. Each method is based on strong, rational theory and yet, in practice, each method may produce starkly different values:

1) Organizational technology management effective approach; the historic cost is distorted by the time value of money and evolvement of the competitive environment. Estimating value under the historic cost approach is simply a case of summing all capital invested in creating the asset in question. In the case of a workers base, the historic cost could be considered as equivalent to the total amount of marketing investment expended.

2) Technological human ware empowerment management approach; the amount paid for the asset or similar assets. In a new product or service market with relatively few competitors, economic theory suggests that technological human ware acquisition costs should be relatively low before gradually increasing as the market for new workers becomes more competitive, forcing companies to capture market share from rivals in order to realize growth.

3) Organizational empowerment approach; the present value of future cash flows, that is, how much income the asset will generate throughout its useful life, accounting for the time organizational empowerment and associated risk.

Many of organizations have sustained their strengthening of organization by technological human ware empowerment and development organizational technology management systems focus over time, although these investments may or may not be considered part of a long-term human ware as important technology factor strategy. Different organizations have different priorities and varying amounts of funding to invest in human ware as important technology factor. Many of these organizations have sustained their strengthening of organization by technological human ware empowerment systems focus over time, although these investments may or may not be considered part of a long-term organizational empowerment by human ware as important technology factor empowerment strategy.

8. Conclusions

Organizational technology management will be created as associate organizations of universities and national laboratories to facilitate transfer of the know-how generated to technology management. Increased encouragement will be given, and flexible technology management mechanisms will be evolved to help, scientists and technologists to organizational empowerment by technological human ware and be a partner in receiving the organizational technology management. Organizational empowerment will be encouraged to technological human ware adopt or support educational and research institutions, fund courses of interest to technological human ware. A significant finding from this study and own experience is that many issues remain unrecognized for far too long after they are first identified. Technological human ware in particular technological human ware empowerment is clearly not a straightforward exercise. Each strengthening of organization by technological human ware empowerment method prescribed by accountants has different strengths, weaknesses and complexities and yet none are able to provide an indisputably accurate and reliable value. Although these values are not as robust as we would hope, it is certainly better to attempt to attribute value to intangible assets than classifying everything as goodwill.

There has to be increased investments by human ware as important technology factor to achieve global competitiveness to be efficient and relevant. Efforts by human ware as important technology factor to carry out organizational empowerment will be supported by organizational technology management and other measures. organizational technology management have too many successful measures, and a simplified set with fewer yet more important metrics would lead to superior successful. Successful organizational technology management systems are hindered by too many low-level measures. A new way to

conceptualize human empowerment managed in response to the display rules for the organization or job. These rules regarding the expectations for human empowerment expression may be stated explicitly in selection and training materials, or known by observation of co-workers. Many work roles have display rules regarding the human empowerment that employees should show the public. In other words, managing human empowerment is one way for employees to achieve organizational goals. The key issue is whether the firm wants to make use of these relationships in the way it manages customers or not, and whether a given customer wants to be an actively managed relationship with the service provider, or not.

Organizations compete with the quality level of their operations. An organization, which can not manage operations competition, will have problems surviving. In order to be able to do this successfully, the organization has to view its business and its customer relationships from a service existence. There has been a longstanding bifurcation between the strengthening of organization by human empowerment with human empowerment and development labeled in pejorative terms and devalued in matters concerning the workplace. The technological human ware empowerment and development explored centers around the theoretical grounding of emotion. Technological human ware empowerment and development is often described either in psychological terms as an individualized, intrapersonal response to some stimulus, or by contrast, a socially constituted phenomenon, depending upon the disciplinary perspective one adopts.

This study has reviewed how organizations, as powerful technological human ware empowerment and development eating institutions, have applied normative expectations and established boundaries for the acceptable expression of emotion among employees through tactics such as applicant screening and selection measures for:

- Organizational empowerment by technological human ware empowerment,

- Technological human ware opportunities,

- Organizational empowerment by creation of technological human ware system,

- Organizational empowerment by creation of ideologies and other symbols for indoctrinating the newly hired into the culture of the organization,

- Organizational empowerment by creation of technological human ware empowerment for indoctrinating the strengthening of organization by technological human ware empowerment.

Organizational empowerment by human empowerment orientation is suggested to have a robust effect on individuals who endeavor to overcome the constrained commonplace conditions and deliver worthy achievements like social stability. The ability of the organizational empowerment by technological human ware empowerment to provide the needs of human empowerment effect on pleasure and satisfaction experiences for those individuals. In this view, organizational empowerment by technological human ware empowerment encounter more accomplishments throughout organizational workers and their tendency to seek more of empowerment and growth can become increasingly. Technological human ware on the basis of historic cost demonstrates the effectiveness of the technology management team rather than providing a robust indication of workers value. Regardless of the basis for calculating costs, it is almost always true to say that the technology management of something rarely reflects its worth. The principal weakness of the multiple excess earnings approach is that it is complicated to carry out. Furthermore, correctly identifying all the technological human ware operating functions and organizational technology management their respective functional returns and present values is open to distortion and inaccuracy due to the sensitivity of the valuation to key assumptions and source data. In the case of an acquisition, the excess returns will also include the value of any synergies resulting from the organization combination.

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