



The Changing Technology of Team of Workers and Workplace

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Abstract

The pandemic has put pressure on the type of place of business alternatives that could have happened for years: going for long distance walks, rethinking the path of economic business, and moving in-person training to digital form. As the surrender of 2021 approaches, the workplace, how we use artwork, in which artwork and generations, to stay connected to the organization, people and customers have been constantly changing. A new style of exertion has emerged as more regular going for distance walks, analyzing and collaborating online, and engaging people in the workplace. Disengagement can do a lot of damage to an employer's productivity, giving HR businesses an opportunity to spark a great alternative. Low employee engagement remains a common problem for businesses of all sizes around the world. Look at the finding that frankly 15% of full-time employed adults are honestly "engaged" with artwork, in such a committed way that their artwork is pretty preoccupied and obsessive.

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1. INTRODUCTION

Employees, for example, want to apprehend the increasing needs of a modern-day place of work. "A college degree will now no longer be enough to assure persisted employment - people will want to develop their innately human competencies, even as preserving their virtual acumen as much as date," defined Frans Dagelet, accomplice at Deloitte's human capital exercise within the Netherlands.

An example is AI, that is tearing its way via the industrial corporation environment as an optimisation tool. Of the adopters, almost 1 / four enjoy an AI expertise hole in the market today. And this is surely the top of the iceberg: new skill sets are required during the panorama of rising tech. Nearly three-quarters of all executives keep in mind that re-skilling the employees is prime to navigating the destiny, at the same time as a gloomy 17-finitely experience their employees are equipped to make this modification. So, a massive part of the onus rests on personnel, in large part to assemble a modern-day tech-primarily based totally completely talent set and in part to evolve to running systems of the destiny. "For white-collar people, a well-equipped home workplace with dependable, speedy connectivity is now an absolute should," stated Attila Havas, Netherlands-primarily based totally completely director at strategic outfit display Deloitte. Implicit right here is the belief that a long way off running will persist as a everlasting fixture in destiny years - and there are elements to that coin.

2. PLACE OF PROCESS OF THE DESTINY

2021 is all approximately the digital running conundrum: do businesses hold on with far flung running - and all its advantages for rate and protection - or do they shift decrease again to the workplace if possible. Employees are cut up down the middle: 33% say it's miles much less tough to do enterprise from home, at the same time as 34% say it's miles greater tough.

Many revel in the power that carries digital running, and the time stored thru now no longer commuting. Others had been left remoted and now no longer capable of focus after a yr of running from home, with greater than a 3rd highlighting the mission of now no longer meeting clients and colleagues. The destiny will must walk this tightrope of expectations: and right here the onus lies on employers.

"To help humans find out a better balance among virtual and in-man or woman interaction, workplaces need to be made over to turn out to be collaborative areas wherein body of workers mingle to change mind and brainstorm, fuelling innovation on the way to deliver the industrial corporation a competitive area," defined Havas. "it's miles vital to permit for the serendipity of interplay, even as harnessing the broader advantages of dispensed running, alongside reduced commuting time, much less congestion and a higher artwork-life stability for frame of employees." Finding this golden middle is the undertaking description for corporations within the near destiny. Employees and employers aside, the government additionally has a thing to play in permitting an essential body of workers transformation. Not everybody can discover the cash for advanced generation - a fact that is accentuating socio-economic inequalities in a virtual-first paradigm.

According to Deloitte's respondents, governments and educational establishments will need to collaborate to make the digital international more inclusive. "Meaningfully last the digital



capabilities divide is probably not possible without greater authorities investment," concluded Marjolein Wevers, manager at Deloitte's human capital consulting exercising within the Netherlands. Converting expectations of the new-Age organization of employees in this tech-driven generation, a brand new set of personnel have emerged who are required to continuously evolve with the converting enterprise terrain that Reviews a steady flux of expectations, desires and wishes. The Indian frame of employees is a dynamic institution. It carries people belonging to numerous demographics and with variations in age, abilities and artwork enjoy. With this diversity, it will become vital to apprehend the nuances of this market. Inside the wake of the Covid-19 pandemic, in a single day the physical interactions and collaborations underwent adjustments and have been decreased to digital conferences and calls.

3. FIVE WORKPLACE WORRIES THAT NEW AGE HRS NEED TO REMEDY

- I. Growing an Enduring Worker Experience-** With the feature of HR transcending barriers to occupy an extra strategic feature on the CXO stage, the method to dealing with talents has additionally been steadily converting. HR strategies have now accompanied a deeper human-centric technique transferring from employee engagement to employee experience (EX). Opens a modern-day window EX, as described with the useful resource of McKinsey, are corporations and their people working collectively to create personalized, actual opinions that ignite ardour and tap into the cause to enhance person, group, and business enterprise performance. Certainly, that is additionally the expectation of millennials who are stated to account for nearly seventy-five% of the staff thru the 365 days 2025. Employee revel in is all approximately expertise the most dreams and wishes of the personnel and developing those memorable moments for them at their workplace and in their profession. Simply as purchaser satisfaction is hooked up to accurate purchaser revel in, dazzling worker experience will reason a pleased bunch of personnel, with a view to, in turn, encourage loyalty and retention among them. Moving in advance Human belongings will should interest more keenly on developing employee stories that no longer pleasant benefit personnel but additionally help create a thriving organisation tradition, thereby the usage of enterprise too.
- II. Collaborative and Innovative Workspace-** with an experience of reason given the converting organisation paradigms, the wants and needs of personnel moreover change constantly. 'what is in it for me' is the primary question that any candidate asks while comparing a undertaking offer and the expectancies have additionally extensively changed with time. Fancy pay tests and perks not fulfil the modern-day age personnel. They are in search of a feel of purpose and which means of their paintings to be absolutely engaged. A undertaking this is meaningful, loads flexible, a piece life-style this is collaborative letting an character forge deeper connections, alongside everyday mentoring, is what employees price extra of late. Scope for innovation and creativity are factors that gas an man or woman's passion for any given process and a piece manner of existence that prospers on the ones values and factors will genuinely enchantment to the pleasant of new age personnel.

- III. Agile Career Enhancement-** When an organisation has a process to offer, they are not best developing an employment possibility however also are supporting assemble the career of a person. To continue to exist in a VUCA global the modern-day age worker may want to need to constantly decorate his/her capabilities to no longer be redundant. Such humans are open to change, receptive of more recent memories and are known as agile novices. Agile novices want to be on a route of profession enhancement than mere career development. For such personnel to broaden in a corporation, the art work surroundings need to be conducive to exploring more than one path giving the man or woman freedom to shift and modify suiting the paintings situations too. A blend of formal and casual development opinions such as workshops, webinars, e-studying, mentoring, visibility, and networking could help prepare the ones humans for additional achievement in tomorrow's global.
- IV. Tech-Disruption to Beautify Productiveness-** With technology dissolving many obstacles and levelling the economic organisation gambling area, it is certainly converting the jogging paradigm of many corporations. Methods for the time being are slowly being extra generation-driven than people-intrinsic. This shift could mean extra consciousness on duties that require crucial wondering and creativity, giving extra scope of labour for the brand new age personnel, converting the way they interact with their activity. Technology has brought about the proliferation of casual connections and businesses should be adoptive of operating arrangements that meet the flexible nature of those new age employees. 9-to-five full-time jobs are slowly becoming matters of the past and companies are seeing a upward push in element-time or settlement group of workers, volunteers and freelancers, remote humans, often called gig financial system workers. HRs need to begin which includes generation disruption of their technique supporting make paintings and procedures much less tough for those new age and gig financial system personnel.
- V. Well-Being-** A key building block with the advent of generation, the thin line amongst paintings and existence is speedy disappearing. Paintings have now become 24/7 and paintings pressure may be visible affecting now no longer genuinely a character's productivity but their health and personal lifestyles too. New-age personnel now see holistic health as a obligation of the corporate and it has come to be a more expectation of their respective employer. Organizations have now become loads more sensitive of the overall properly being of their personnel identifying the accelerated significance of health for an exceedingly prompted, powerful and engaged employees. Organizations are an increasing number of working on presenting properly being applications that awareness not genuinely on bodily and intellectual fitness, however financial and spiritual fitness too. Employee properly-being is now a important constructing block of an organisation with properly being packages turning into a want and gambling a key function in employee retention.

The HR feature has no doubt gone through a notable transformation the final 3 a long term with people control turning into more and more pivotal to the increase and success of any organisation. The function of HR has come to be extra crucial than ever earlier than with a bigger duty of being an exchange chief too. This function has often over time moved to an extra strategic function giving steering to the CXO and board.



4. 7 HR PRACTICES TO HAVE INTERACTION YOUR NEW AGE

- I. Invest in the Physical and High Well-Being of Employees-** If there can be over-engagement and intermittent well-being, then burnout can occur after a period of time. So it's important to take steps to create a healthy administrative centre—for example, by implementing an EAP (employee assistance program), educating people about the first helpful source of brow health, and selling healthy food and exercise. All of this can help improve staff well-being, which in turn allows for more engaged employees. However, you need to test the way of life of the company and the behaviour it expects from the staff to illustrate, such as the extended working lifestyle, where people often live beyond the deadline, everyone copes with an excessive workload or a well-intentioned misguided attempt to project their You need to perform your a very private investigation into the motives of mental and physical ill-fitness in your company, and then taking appropriate action to deal with the problems uncovered.
- II. Communicate Effectively and Frequently with Employees-** As organizations grow, the bonds that bind people together can loosen and weaken. Departments may begin to function in isolation and the body of workers become disconnected from their colleagues. So you want to have a dedicated internal communications group to handle the corporate communications of the organization. You want to start intentionally talking about facts wherever your employees spend time – whether digitally or physically. Simple steps like using an intranet or installing regional posters within shared regions help keep people in the loop with what's going on, whether or not or not now or not now that's in exchange for your HR guidelines or exceptional consumer facts. Managers who work remotely need to be even more purposeful in their communication. You want to encourage them to take full advantage of the chosen virtual tool such as Slack, Microsoft Organizations, Zoom and regular time desk conferences with their direct peer review and management.
- III. Define the Motive and Percentage of the Enterprise with the Employees-** While the motive and vision of the company are simply defined and additionally “lived” by means of the leaders, the employees will really accept the challenge of the organization and really understand how the commitments are aligned to full size dreams. Are the attributes you're looking for in new hires aligned with your company's business and values? Are the organizational values measured by the assessment method you have in place? Can rewards and popularity be matched more carefully with the dreams you've been given?
- IV. Continuously Prompt Notes and Paint on it-** One of the 4 factors that enable engagement is the voice of the employee. Their opinions are sought, listened to and, according to them, dealt with using senior leaders and bosses. Nowadays, it is much less complicated for employers to often search and gather notes from a worker like through online surveys. However, implementing such a system may also have little or no effect if leaders do not utilize and respond to the views expressed by the collective of workers. This may also want a supplement within a way of life that your organization company is not equipped for, so you should carefully anticipate when, how, and why you may want to create channels of formal notes.

- V. Empower your Employees-** As micromanaging people become the norm, employee engagement is at risk. The employee's enthusiasm and creativity skips over regular corrections and bad feedback. Workflows will be stifled by the use of managers who act as obstacles, and ultimately retention will suffer. The way out of this is to seize, resource and take delivery as a right with the staff to paintings autonomously and forward the lower drop again to you best if they need further guidance. If you say micromanagement in action, as an HR expert, communicate with the manager in question. Help them recognize the implications in their management style and help them create a movement plan to keep in mind and delegate more energy to their employees. You can also help them identify staff development opportunities and involve them in relevant courses.
- VI. Recognize the best Paintings of Employees-** Does your business willingly, often and publicly understand its people and reward them for their suitable work? While some leaders thank their employees for their efforts, there is always something more to be done – at all levels of the company. Setting up virtual channels through which a group of workers can thank and understand each outstanding person for going the extra mile, or implementing an incentive system or reward program based primarily on an absolute principle, are brilliant strategies for cultivating a lifestyle of public thanks and recognition.
- VII. Extend the Benefits of Workers Health to the Entire Private Family-** As earning a living from home has become a subsequent regular affair, worker experience is extra important than ever as organizations understand that the physical, cultural and technological components of operations have changed. As Covid-19 has gripped the world, there has been one massive increase in focus on employee experience and engagement. Organizations re-evaluate approximately the worker who enjoys and engages to include the employee's entire own family.

5. WHY IS VIRTUAL TRANSFORMATION HARD?

Digital transformation is not always best to adopt new software program, technology and techniques that may be more inexperienced and automated than traditional company processes and procedures; it's a very new, progressive way of doing certain difficulties that are central to your business organization. Groups in this method want to hold the whole thing in their thoughts while embracing the digital transformation initiative – from how people will respond to the business, how it will affect consumer relationships, value, how it will align with organizational goals and so on. . Virtual versions allow companies to take their organization into the future, the characteristics organizations have to face as well as competition, and emerge as new areas.

Digital transformation is hard for numerous reasons, alongside with:

- **Complexity:** virtual transformation consists of the combination of numerous generations, strategies, and strategies, which can be complex and tough to place into impact and control.
- **Organizational Resistance:** trade can be uncomfortable, and businesses can also face resistance from employees who're accustomed to conventional methods of working, making it tough to encompass new technology and strategies.



- **Abilities Hole:** There is mostly a scarcity of expert professionals with the knowledge required to energy digital transformation efforts, growing a large knowledge hole that agencies must address.
- **Legacy Systems:** antique infrastructure and structures can forestall the adoption of current generation, foremost to technical debt and problems in transitioning to new digital solutions.
- **Technique and Vision:** growing a smooth digital transformation technique that aligns with an enterprise's standard enterprise goals is challenging, and insufficient vision or control can impede development.
- **Protection and Privateness Troubles:** making sure data protection and compliance with privateness regulations is a crucial difficulty of virtual transformation, however it is able to be hard to govern and preserve.
- **Useful Resource Constraints:** virtual transformation frequently requires brilliant investment in era, capabilities, and sources, which can be confined for some companies, particularly small and medium-sized groups.
- **Evolving Panorama:** The digital panorama is continuously converting, making it hard for agencies to preserve pace with new technology, tendencies, and patron expectations.
- **Measuring Achievement:** Quantifying the go back on investment (ROI) of virtual transformation efforts can be tough, as blessings might not be proper now obvious or without issue quantifiable.

6. TOP ELEVEN DIGITAL TRANSFORMATION STRESSFUL CONDITIONS IMPACTING GROUPS

- I. **Lack of Exchange Manipulation-** Agencies with a thorough exchange control approach is six times more likely to meet or exceed virtual metamorphosis pretensions. A strong change control life is critical to the success of any employer – a loss of changeable approach leads to the failure of any new task or perpetration plan. An important exchange manipulation approach is to make plans a task by relating the root causes of problems – and erecting connections with all stakeholders and workers.
- II. **Complex Software Program and Period-** Organizational software is innately complicated and the new period can be bogarting. This is a huge challenge for moment's virtual metamorphosis companies- each from the point of view of enforcing and integrating information, as well as from the point of view of leaving a man or woman experience. Leaders want to keep this in mind in the early stages of a transformational task, looking for the most intuitive integrated systems possible.
- III. **Using the Rearmost Widgets and Practices-** New practices and ages frequently bring worrisome situations in the form of resistance to change from hired workers who feel that there's always commodity wrong with the way they presently do effects. For brand-new software program executions, groups need to give a complete entry education and unmistakable typical overall staff performance so that the staff turn out to be inexperienced and blessed with the device snappily, allowing them to understand the price of these new styles.

- IV. The Elaboration of Buyer Dreams will not save You-** Companies are constantly evolving, and COVID- 19 has incontrovertibly advanced that. Digital metamorphosis isn't a clean slate, and a large- scale metamorphosis trouble can take times to complete. What happens when your consumer dreams are shifted in a many unidentified times in the fate of that time? The area will have the development of buyers' problems. Do not be surprised; be visionary and plan to be nimble at the same time when it comes time to embrace the new virtual period.
- V. Losing Access to Digital Metamorphosis-** Why are you replacing original structures and operation ways with new virtual structures? Does your employer have a plan (or do you want to) to put an advanced and complex structure into the impact? Are you organized to efficiently resettle your current systems to the new bones? These questions should be answered in advance before pursuing a digital metamorphosis approach. There's no similar difficulty as a successful metamorphosis design without a destined approach. Do not get retailed on false hypothetical and buzzwords. Understand what your employer can ameliorate on, what regions of the employer they want to ameliorate, and jump from there.
- VI. Lack of the Right IT Capabilities-** To achieve your metamorphosis sweats, you'll need a professional, good- looking IT group. And this is delicate to prepare - especially in the environment of the lack of ultramodern technological workers. According to a study of employers, 54 of agencies said they're now unfit to meet their virtual metamorphosis pretensions due to the loss of specialized professional staff. Disturbing conditions offered to companies include the loss of implicit installations in cyber security, service armature, software program integration, information analysis, and information migration. Agencies that warrant IT moxie can combat this design by outsourcing this artwork and virtual metamorphosis experts to help bridge the perpetration and migration gap. But for companies that take virtual metamorphosis critically, creating a resident group or in- house head of virtual metamorphosis within your employer's IT group to produce and manipulate your strategic IT planning is a must-have.
- VII. Security Issues-** sequestration and cyber security issues are a reflection of numerous companies' associations in information-sensitive diligence. Utmost digital metamorphosis sweats involve leaving on- premise answers behind to move to the pall and integrate all employer information into one centralized device. Of course, this can increase the threat of cyber-attacks that steal data about buyers and secrets of employers. Online attacks can target device vulnerabilities, terrible settings, and unknowing druggies. It's good to have a plan in place to proactively alleviate those pitfalls before they manifest. Hire a cyber security expert to help you identify your security sins and offer cyber security training to your staff.
- VIII. Fiscal Constraints-** Virtual metamorphosis isn't a cheap investment. For associations with a much less- than-astral transformational approach, compass creep can sluggishly reflect deadlines and upload new images all including the cost of the design. Add in any session work, anthology thing changes, or IT crimes, and the cost of a virtual metamorphosis goes way over. Discover your long- term dreams and what ROI you're pushing to achieve with your transformational approach. Doing so will help you understand what charges are too high and what room you need to increase your price range.

- IX. Sub-Cultural Attitude-** Groups with old structures and guiding strategies often have the mentality of old teachers. Things expand slowly, automation is frowned upon, and the new era is bold to embrace. The great challenge of digital transformation is cultural. Everyone – from handling to new staff – must be on the same networking page. Everyone should prepare to make changes every day and now no longer be afraid to gain knowledge about new things.
- X. Siloed Organizational Shape-** In many businesses, departments or agencies might also additionally moreover feature in isolation, main to horrible collaboration and communicate, inefficient useful resource allocation, replica efforts, and fragmented strategies that undermine the achievement of digital transformation tasks. The dearth of interplay amongst agencies can avoid the float of thoughts and innovation, even as disjointed information might also additionally moreover negatively have an impact on choice-making.
- XI. Measuring ROI-** Identifying the go back on investment (ROI) for virtual transformation tasks can be difficult; due to the fact the blessings won't be immediately obvious or quantifiable. This venture can result in scepticism and reluctance to invest in future virtual responsibilities, slowing down progress.

Unlike traditional investments, the achievement of digital transformation responsibilities might not be immediately obvious or quantifiable. Moreover, the value derived from virtual initiatives regularly extends beyond financial metrics and consists of enhancements in client revel in, worker productivity, and business company agility. This trouble in efficaciously figuring out ROI can result in scepticism and reluctance to invest in destiny virtual initiatives, for that reason slowing down the improvement of digital transformation efforts.

7. 7 TIPS FOR OVERCOMING VIRTUAL TRANSFORMATION DISTURBING CONDITIONS

- I. Put Coins Directly into a Digital Adoption Platform-** A brand new digital software program or way won't be mechanically more powerful – you'll want to offer proper onboarding, training and assist your staff or preventative customers to empower them. Invest in a digital adoption platform (DAP) to ensure your business delivers on digital transformation.
- II. Create an Alternative Control Group-** Survey your current workforce and gain awareness of the people who are influential, innovative and trustworthy. Communicate a co-beneficial group consisting of these excessive artists to form an extrade management group. This group will help you create an imaginative and visionary approach to your virtual transformation that aligns with your organization's dreams and is built with the resource of people who relate to the inner workings of your organization. This enables companies to take a proactive approach to virtual transformation tasks, focusing on the extra human difficulties that support virtual transformation in the long term.
- III. Hire a Digital Transformation Consultant-** Not every alternative is a virtual transformation. Virtual transformation is a wholesale overhaul of medium techniques, system and reviews. Most organizations have by no means extended their past through the

entire transformation, and this represents a tough undertaking for organizations that might experience fear on this scale. Hiring a virtual transformation consultant gives you the comfort of experts who have done it before and understand what they are doing. They'll offer you a framework and foundation for finding fulfilment, with a song document to sort it all out again.

- IV. Align Business Dreams with Digital Transformation Strategy-** What are the reasons for your organization's digital transformation? This has to be at the center of everything you approach while pushing new techniques. Recognize your customers' dreams, pain points and friction areas for your offers, merchandise and deals. Explore your modern techniques and choose from previous systems that need infrastructure development. The moment the day gives up, your transformational approach wants to immediately collectively align with your medium business organization dreams. It wants to enable staff to be better at their hobby functions, adorn customers who will enjoy them with better intuitive structures that solve customer problems, and boost our organization more earnings.
- V. Be Agile-** At the center of virtual transformation tasks is the experience of organizational vulnerability. Leaders understand that in order to adapt and compete in a global digital world, innovation and excellence must be demonstrated. However, technology is unexpectedly transforming and continues to scale faster than most people realize. Being an agile approach is now not afraid to pivot. It's a way to take advantage of opportunities as they move up. The sheer reality that you are going through a digital transformation already suggests that you are agile – however you lean on it. Don't be afraid of recent processes and system or converting conventional practices to new ones.
- VI. Encourage Employee Remarks-** Encouraging worker remarks and involvement can be a valuable manner to overcome digital transformation disturbing conditions with the resource of selling a collaborative and engaged frame of workers. Actively regarding personnel in the technique and seeking out their input permits corporations to faucet into their insights, understand capability roadblocks, and devise more powerful answers. While personnel experience heard and blanketed in the selection-making system, they are additionally more likely to encompass and adapt to new technology and techniques. This sense of ownership and dedication can accelerate the fulfilment of virtual transformation tasks, fostering a more resilient and adaptable business enterprise in the face of technological change.
- VII. Reveal and Adapt Constantly-** As virtual transformation is an ongoing technique, it's critical to set up a machine for non-stop tracking, measurement, and evaluation of the initiatives. Establishing a tool for non-stop tracking, dimension, and assessment empowers corporations to choose out areas that need development and make changes in actual time. This proactive method guarantees that digital initiatives stay aligned with enterprise desires, property are allocated efficaciously, and ability troubles are addressed earlier than they amplify. Ultimately, non-prevent tracking and edition reason a more a fulfilment and sustainable virtual transformation adventure, supporting groups live competitive in the unexpectedly evolving digital panorama.

8. CONCLUSION

To begin with, HR leaders and organizations want to recognize these newly developed sets of expectations. They need to test their current set of regulations, procedures and programs. They need to re-align people with revised tips set by the community and recognized authorities on worker fitness and safety. As a result, HR and group managers are required to be aware of brand new dimensions and redesign their industrial agency models to include them. Many employees in today's activity market feel uninspired through their images, one day they get bored and start looking for a brand new task. This short turnaround drains corporations financially and creatively. Regardless of the economic loss, worker turnover puts a ceiling on an individual's or team's outstanding paintings. Thus, employee engagement can be very critical for an agency to thrive, and this will allow you to reap the above elements that you want to keep in mind and adhere to for the benefit of each employee as well as the business enterprise.

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