

Do Smartphone Affects Workplace Productivity?

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Abstract- In this research we will be focusing on how the usage of smartphones will help an employee and the business organisation for the better development.

I. HYPOTHESIS

H0: There is no significant relationship between usage of smartphone and productivity at workplace.

H1: There is a significant relationship between usage of smartphone and productivity at workplace.

II. LITERATURE REVIEW

Smartphones have been growing rapidly over the years technologically as well as its usage wise. It has played very important roles in our lives be it professional or personal. Smartphones are so much involved in our lives that now the question arises whether it affects workplace productivity in any way as personal lives are usually benefited from its use.

Many researchers have undertaken various studies to examine the impact of use of smartphones on workplace productivity. Many claim that smartphones have negative impact like distractions, continuously scrolling social media, attending to personal calls during working hours and usage of smartphones during meeting which not only disturbs him/her but also others. And many researchers claim that it has positive affect on productivity as employees are continuously in touch with his/her family which keeps them stress free, they can use it to correspond with colleagues and other peer groups which will be helpful in knowledge sharing and keeping up with the current scenarios and they can use smartphones to use the web for reading news or recent trends and also use it to make their work easy.

- THIRAPUT PITICHAT

TITLE: - Smartphones in the workplace: Changing organizational behaviour, transforming the future (2013).

His study is all about how smartphones can be used as an integrated internal connection tool. He stated that using smartphones in the workplace can be valuable in three ways; promoting autonomy, strengthening relationships with superiors as well as the peers and improving knowledge sharing. He believes that these three factors will also help in increasing job satisfaction which will lead to better efficiency at workplace.

Nowadays everyone has their own smartphones or laptops which they usually like to use rather than the devices provided by the company. So, many companies have started using a Bring Your Own Device (BYOD) policy, which reduces costs for the company and increases productivity among the employees. For this the company gives them extra incentives (Miller-Merrell, 2012). Ford Motor Co. uses a BYOD policy with employees. So, this makes employees feel better and promotes autonomy at workplace.

Thiraput Pitichat in his research paper says that smartphones are a great way to establish firm relationships with peers as well as superiors. He says that the CEOs and managers can use smartphones as an engaging tool. They can build an application where the employees can connect with each other. Feedbacks, experiences and ideas can be shared here. This provides a deeper understanding about the company culture and work environment.

Every company works on the information it gets and sharing information and knowledge is much easier through smartphones. With the integration of between smartphones and social networking sites it is even easier to share information.

- ABDULLAH ASLAM FRAJ ALZWAMR & NORLAILA HUSSAIN

TITLE: - The impact of smartphones on work productivity as perceived by employees at a government department in Salalah, Oman (2018).

The researchers study the impact of smartphones on employees performance were identified and how to deal with them were also established which would help, develop and increase the performance. The researchers said that the management should allow the employees to use smartphones appropriately, create specialized application for the employees and also allow the use of wireless internet but with an ethical code.

- ELIAS CARAYANNIS & STEPHEN C. CLARK
TITLE: - Do smartphones make for smarter business? (2011)

The researchers stated that employees like to keep their smartphones with them during working hours which keeps them connected with others and this makes them relaxed and comfortable which then leads to work efficiency.

Not only does smartphones have positive affect but there are some negative affects to as stated in next research paper.

- FLAVIA CAVAZOTTE, ANA HELOISA LEMOS & KASPAR VILLADSEN
TITLE: - Corporate smart phones: professionals' conscious engagement in escalating work connectivity (2014).

The researchers mentioned that some participants felt that usage of smartphones was crazy and compulsive. They also felt that they must always respond to their superiors even during leisure time, the workload increased, work/life line is blurred due to which conflicts arises in families.

- ALEXANDRE RODRIGUES
TITLE: - The perceived impacts of smartphone use on the performance of senior manager in south African firm (December 2011).

Smartphones are here to stay and all indications are that the devices will become more pervasive amongst growing numbers and levels of staff. What is equally important to realise is that these devices are becoming increasingly sophisticated, providing users with more functions and greater power. The concern however, from a work perspective, is that the devices are no

longer merely business tools. Given the rise of social media networks and the Smartphones ability to consume rich media, the chance for the technology to distract users and to encourage mobile deviancy (e.g. such as Workplace Internet Leisure Browsing) is increasing. Faced with this impasse, users will either have to develop personal discipline or risk facing lowered productivity at work and the possible repercussions thereof. Companies however need not be passive in addressing these concerns and have scope to put in place strategies that will help to manage the use of smartphones in the workplace whilst ensuring that users still derive the most utility from this game-changing technology.

III. ABOUT RESEARCH

In this research we will be focusing on how the usage of smartphones will help an employee and the business organisation for the better development.

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