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The Impact of Office Automated System Implementation on the Organizational Development of XYZ Companies

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Abstract

The main goal of the research is to create an integration strategy that focuses on the Office Automate System (OAS) that connects to the improvement of Organizational Development of the XYZ company. Specifically, this study seeks to, (1) assess the difference in the Implementation of Office Automate System (OAS) in terms of Age, Sex, and Length of Service, (2) assess the implementation of Office Automate System (OAS) in terms of Perceived Usefulness (PU), Perceived Ease of Use (PEOU), Behavioral Intention to Use (BIU) and Actual System Use (ASU), (3) to find if there is any significant difference in the assessed implementation of Office Automate System (OAS) when grouped according to their profile, (4) to determine to what extent of office automate system (OAS) affects perceived organizational development in terms of Employee Efficiency, Communication Effectiveness, Adaptability to Change, Decision making Quality, and Employee Satisfaction, (5) to find if there any significant relationship between the assessed implementation of office automate the system and the perceived organizational development, (6) to seek what integration strategies for Human Resources can proposed.

The researchers used a descriptive correlational and causal research design in conducting the study with the respondents identified by using the convenience sampling technique. The respondents of the study are employees of XYZ company which is located in Canlubang, Laguna. Frequency and percentage were used to determine the respondents' profile; One-way ANOVA was used to find any potential age-related differences in the respondents' assessments; Weighted Mean was used to assess the extent of the Office Automate System implementation and to provide descriptive statistics on the perceived impact of Office Automate System implementation level on organizational development; Pearson's Correlation was used to test if there was a significant relationship between the Office Automate System implementation level and organizational development level; and a T-test was used to determine whether there were statistically significant differences in the employee assessments.

Overall, the study's findings demonstrate that employees can benefit from the Office Automate System (OAS). Regardless of their length of service and how Office automation systems are used, there are no significant differences. Additionally, it was found that employees are open to adjusting to changes that will benefit both the company and themselves. The results also show there is a strong and positive correlation between perceived organizational development in many areas and the assessed qualities of the application of the Office automation system.

Keywords: office automation system, implementation, organizational development, integration strategies

Introduction

Technology in the world today has become more advanced than ever. It is perceived to be a tool that makes life easier. Students can easily browse online and copy the answers straight from the internet. Kids, teenagers, and even adults use this for entertainment purposes. Corporate employees maximize the use of technology to finish work tasks earlier than expected. Also, the advancement of technology is not just seen through websites or platforms, instead, smartphones are being invented, and the emergence of artificial intelligence. On the other hand, one of its main users is industries, which is why it eventually became a vital part of one's life.

If there is something constant, it is change. Organizations cannot just settle for traditional management. One way or another it has to observe, learn, and adapt to what is new. To remain competitive among existing and emerging industries, an organization may be able to learn and implement the use of technology. With that, the office automation system is a general term that refers to the various computer hardware and software programs that are used to collect, transfer, store, and use workplace information for a particular purpose.

Human resource management is one area of an organization that mainly focuses on the arrangement of information, tasks, and programs to enhance the skills, knowledge, and policies of a company. With that, it is certainly difficult for an employee to be able to keep track of written records, communicate with each employee, organize time-ins and time-outs, etc. by just merely doing what is used to over the past years.

Business executives in the Philippines embraced the Fourth Industrial Revolution swiftly in 2017, according to Microsoft News Center Philippines, with 86% of them believing that doing so would allow for future growth and open up new revenue streams for their companies. Modern data analytics, artificial intelligence (AI), mixed reality, and the Internet of Things (IoT) are all made possible by cloud computing, which opens an array of new possibilities for how people work, play, and live.

With that being said, the researchers are eager to determine the impact of the office automated system implementation on the organizational development of a selected company in Calamba City.

Materials and Methods

This study applied a quantitative approach to research, with a focus on the descriptive correlational design. According to Sirisilla (2023), descriptive correlational research design is a powerful tool for gathering information about a specific group or phenomenon, providing a detailed and accurate picture of their characteristics and behaviors. Moreover, it helps researchers understand a specific issue by observing and collecting data, providing valuable insights for future studies. On the other hand, this study will also utilize a causal research design as it aims to determine the impact of one variable on another. Causal studies analyze situations or problems to explain relationships between variables, providing valuable insights into driving mechanisms. Organizations use causal research design to assess the impact of changes within the organization and the market. This helps evaluate the effects on existing procedures, norms, and more.

The study describes the demographic profile of employees and analyzes the utilization of an office automation system and its impact on the level of organizational development in XYZ Company, Canlubang Calamba, Laguna. Therefore, these methods are suitable for conducting the study.

The respondents of the study are employees of XYZ Company, Canlubang, Laguna. The whole population of the employees is 3,062. Due to confidentiality reasons, employees per department were not provided by the XYZ Company. Using the GPower software with two-tailed and effect size of 15%, a margin of error of 5%, and a confidence level of 95 %, with 3 predictors, the total sample size of the study is 155.

The researchers utilized a researcher-made questionnaire which is used to determine the level of implementation of the office automation system to the level of organizational development of XYZ Company. The said questionnaire will incorporate a 4-point Likert scale, which aids in measuring the level of understanding among the participants. According to Sekaran and Bougie (2020), a Likert scale is a scale used in research to assess people's perceptions on a certain issue. Scales are divided into four levels of answers, which indicate respondents' assessments of whether they agree with the statements.

The respondents' demographic profile is included in the first section of the questionnaire. The second section is based on Davis's (1989) Technology Acceptance Model, which attempts to ascertain the degree to which an office automation system is implemented by considering the technology's perceived utility and usability, behavioral intention to use it, and actual system use. The third and final section examines the impact of XYZ Company's organizational development as a result of the office automation system's implementation.

Results and Discussions

The findings, analysis, and interpretation of the data are shown here. In order to address the study's goals, it includes both textual and tabular data representation as well as a comprehension of the data in light of pertinent literature.

Table 1.1 Frequency Distribution of Respondents in Terms of Age

Age Range	Frequency	Percent
25 years old and below	47	30.3
26-35 years old	55	35.5
36-45 years old	39	25.2
46 years old and above	14	9.0
Total	155	100.0

The analysis of Table 1.1, detailing the frequency distribution of respondents by age in the study on the impact of Office Automate System (OAS) implementation on organizational development at XYZ company, reveals a diverse demographic composition. Notably, the majority of respondents fall within the 26-35-year-old category, comprising 35.5% of the total sample. This group considered tech-savvy and in the early stages of their careers, constitutes a significant portion of the workforce.

Additionally, the 25-year-old and below category, representing 30.3%, suggests a considerable presence of young professionals who may be adaptable to new technologies. Meanwhile, the 36-45-year-old group, constituting 25.2%, signifies a mature segment with potential insights into organizational processes. The 46-year-old and above category, comprising 9.0%, represents senior members of the workforce whose experiences could offer valuable perspectives on challenges and benefits associated with OAS implementation. The frequency came from the survey questionnaires where they would classify themselves into what age group they belong. The balanced age distribution in the study provides an opportunity to consider the impact of OAS from both the perspectives of younger, potentially more tech-savvy employees and more experienced professionals. Recommendations include tailoring communication and training strategies to accommodate the diverse technological familiarity and learning preferences within the organization.

Table 1.2 Frequency Distribution of Respondents in Terms of Sex

Sex	Frequency	Percent
Male	81	52.3
Female	74	47.7
Total	155	100.0

Table 1.2 illustrates the frequency distribution of respondents based on their gender in the research assessing the impact of Office Automated System (OAS) implementation on organizational development at XYZ company. The data indicates a relatively balanced gender distribution among the respondents, with males constituting 52.3% and females comprising 47.7% of the total sample of 155 participants.

This gender balance suggests a representative and inclusive sampling of perspectives in the study. The nearly equal distribution allows for a comprehensive exploration of how both male and female employees perceive and experience the effects of OAS on organizational development.

It is essential to consider potential gender-specific implications in the interpretation of results and formulate strategies that promote equitable engagement and utilization of OAS across all genders within the organization. This balance may also contribute to the generalizability of findings to the broader workforce, ensuring that insights drawn from the study apply to a diverse range of employees.

Researchers employ many methodologies to evaluate the probability of automating a particular task. Some focus on certain occupational activities, while others assess the automatability of entire professions. Depending on the nature of the work and the dangers involved with different professions, different outcomes may arise in terms of the likelihood of gender-based displacement. According to a study by the McKinsey Global Institute and the Brookings Metropolitan Policy Program, men in the US may be more likely than women to lose their employment to automation by 2030. The Institute for Women's Policy Research found that between 2014 and 2016, men were less likely than women to hold positions with the highest and lowest risk of being replaced by technology.

Table 1.3 Frequency Distribution of Respondents in Terms of Length of Service

Length of Service	Frequency	Percent
0-3 years	68	43.9
4-6 years	40	25.8
7-9 years	47	30.3
Total	155	100.0

Table 1.3 presents the frequency distribution of respondents categorized by their length of service in the investigation into the impact of Office Automate System (OAS) implementation on organizational development at XYZ company. The data highlights three distinct groups based on their tenure within the organization.

The largest group consists of employees with 0-3 years of service, representing 43.9% of the total sample. This group likely includes recent hires, potentially reflecting the influx of new talent in the organization. The 4-6 years category, with 25.8%, represents a moderately experienced segment, while the 7-9 years category, comprising 30.3%, indicates a more seasoned group of employees. This distribution allows for a nuanced exploration of how varying levels of organizational experience may influence perceptions of OAS impact.

The concentration of respondents with fewer years of service could offer insights into the adaptability of new hires to OAS, while the perspectives of those with more extensive service might reveal the long-term implications of system implementation on organizational development. Overall, this breakdown enables a comprehensive understanding of the dynamics between the length of service and the perceived impact of OAS within the organizational context.

Table 2.1 Assessment of the Implementation of Office Automate System (AOS) in Terms of Perceived Usefulness (PU)

Item Statements	Mean	Interpretation
1. Perceived Usefulness (PU)-In our company, the implementation of the office automation system significantly enhances employees' job performance.	3.51	Strongly Implemented
2. Perceived Usefulness (PU)-In our company, we believe that using the office automation system improves the overall effectiveness of employees' tasks.	3.55	Strongly Implemented
3. Perceived Usefulness (PU)-In our company, the office automation system is valuable in making work processes more efficient and organized.	3.60	Strongly Implemented
4. Perceived Usefulness (PU)-In our company, employees perceive the office automation system as a useful tool for accomplishing their daily work responsibilities.	3.61	Strongly Implemented
5. Perceived Usefulness (PU)-In our company, using the office automation system is advantageous for achieving better outcomes in employees' work.	3.60	Strongly Implemented
Perceived Usefulness Mean	3.574	Strongly Implemented

Legend: 1.00-1.75 (1) Not Strongly Implemented, 1.76-2.50 (2) Not Implemented, 2.51-3.25 (3) Implemented, 3.26-4.00 (4) Strongly Implemented

Table 2.1 provides descriptive statistics on the assessment of the implementation of the Office Automate System (AOS) in terms of perceived usefulness (PU). The mean scores for five item statements related to perceived usefulness are presented, along with their corresponding interpretation.

The data indicates a generally positive perception among respondents regarding the usefulness of the office automation system. The mean scores for all five statements fall within the range of 3.51 to 3.61, with an overall Perceived Usefulness mean of 3.574. These scores collectively suggest a strong agreement among employees regarding the positive impact of AOS on various aspects of their work.

Specifically, respondents strongly agree that the implementation of the office automation system significantly enhances job performance (Mean = 3.51), improves overall task effectiveness (Mean = 3.55), adds value to work processes in terms of efficiency and organization (Mean = 3.60), is perceived as a useful tool for daily work responsibilities (Mean = 3.61), and is advantageous for achieving better outcomes in their work (Mean = 3.60).

The overall Perceived Usefulness mean of 3.574 reinforces the strong agreement observed in individual item statements. This high mean score suggests that, on average, employees perceive the Office Automate

System as highly beneficial to their work. The findings from this section of the analysis provide a positive foundation for further exploration into how perceived usefulness correlates with other factors, such as age, gender, and length of service, and its potential impact on organizational development.

The findings align with the results of the study of Blasius et al., (2019). Perceived usefulness is essential for the department that feels that technology will be used as part of the work process. Therefore, the technological system may boost work performance and productivity.

Table 2.2 Assessment on Implementation of Office Automate System (AOS) in Terms of Perceived Ease of Use (PEOU)

Item Statements	Mean	Interpretation
1. Perceived Ease of Use (PEOU)-In our company, interacting with the office automation system requires little effort.	3.48	Implemented
2. Perceived Ease the Use (PEOU)-In our company, learning how to use the office automation system is easy.	3.45	Implemented
3. Perceived Ease de Use (PEOU)-In our company, the office automation system is designed to be user-friendly and straightforward.	3.58	Strongly Implemented
4. Perceived Ease fu Use (PEOU)-In our company, employees find it easy to navigate through the features and functions of the office automation system.	3.54	Strongly Implemented
5. Perceived Ease of Use (PEOU)-In our company, overall, employees perceive the office automation system as easy to use.	3.50	Strongly Implemented
Perceived Ease of Use Mean	3.510	Strongly Implemented

Legend: 1.00-1.75 (1) Not Strongly Implemented, 1.76-2.50 (2) Not Implemented, 2.51-3.25 (3) Implemented, 3.26-4.00 (4) Strongly Implemented

Table 2.2 provides descriptive statistics on the assessment of the implementation of the Office Automate System (AOS) in terms of perceived ease of use (PEOU). The mean scores for five item statements related to perceived ease of use are presented, along with their corresponding interpretation.

The data suggests a positive perception among respondents regarding the ease of use of the office automation system. The mean scores for all five statements fall within the range of 3.45 to 3.58, with an overall Perceived Ease of Use a mean of 3.510. These scores collectively indicate a strong agreement among employees that the AOS is user-friendly and easy to navigate.

Specifically, respondents agree that interacting with the office automation system requires little effort (Mean = 3.48), learning how to use the system is easy (Mean = 3.45), and the system is designed to be user-friendly and straightforward (Mean = 3.58). Moreover, employees strongly agree that it is easy to navigate through the features and functions of the system (Mean = 3.54), and overall, perceive the AOS as easy to use (Mean = 3.50)

The overall Perceived Ease of Use mean of 3.510, coupled with the strong agreement observed in individual item statements, suggests that employees find the Office Automate System to be not only useful but also easy to interact with. These positive perceptions regarding ease of use are crucial for the successful adoption and integration of the system within the organization. Further analysis could explore how these

perceptions correlate with other factors and contribute to overall organizational development. The findings are comparable with the results of Blasius et al., 2019. Perceived ease of use involves how much a person feels that utilizing an information system is simple and requires little effort. This notion includes a clear description of how to utilize the system simply so that it meets the user's expectations.

According to research by Malik and Annuar (2021), Tala and Malak (2021), and Okolocha (2021), perceived usefulness is a potential user's subjective likelihood that indicates the likelihood that the technology used will enhance an individual's or team's performance from an organizational standpoint. These findings are consistent with the findings of these studies. The perceived utility is shown in the operators' assessment of whether implementing a particular technology would enhance performance.

Table 2.3 Assessment on Implementation of Office Automate System (AOS) in Terms of Behavioral Intention to Use (BIU)

Item Statements	Mean	Interpretation
1. Behavioral Intention to Use (BIU)-In our company, employees intend to continue using the office automation system in their daily tasks.	3.54	Strongly Implemented
2. Behavioral there is an In our company, intention Use (BIU)-In our company, there is a positive inclination towards incorporating the office automation system into employees' regular work routines.	3.55	Strongly Implemented
3. Behavioral Intention themselves Use (BIU)-In our company; employees foresee themselves actively engaging with the office automation system in the future.	3.56	Strongly Implemented
4. Behavioral employees' intention In our intention is Use (BIU)-In our company, employees intend to rely on the office automation system for their work-related activities.	3.59	Strongly Implemented
5. Behavioral intention motivated Use (BIU)-In our company, employees are motivated to use the office automation system consistently.	3.56	Strongly Implemented
Behavioral intention Motivated Use Mean	3.559	Strongly Implemented

Legend: 1.00-1.75 (1) Not Strongly Implemented, 1.76-2.50 (2) Not Implemented, 2.51-3.25 (3) Implemented, 3.26-4.00 (4) Strongly Implemented

Table 2.3 provides descriptive statistics on the assessment of the implementation of the Office Automate System (AOS) in terms of Behavioral Intention to Use (BIU). The mean scores for five item statements related to behavioral intention to use are presented, along with their corresponding interpretation.

The data indicates a strong positive behavioral intention among respondents regarding the use of the office automation system. The mean scores for all five statements fall within the range of 3.54 to 3.59, with an overall Behavioral Intention Motivated Use mean of 3.559. These scores collectively suggest a strong agreement among employees that they intend to continue using the AOS in their daily tasks and foresee themselves actively engaging with the system in the future.

Specifically, respondents strongly agree that employees intend to continue using the office automation system in their daily tasks (Mean = 3.54), there is a positive inclination towards incorporating the system into employees' regular work routines (Mean = 3.55), employees foresee themselves actively engaging with the system in the future (Mean = 3.56), the employees' intention is to rely on the system for their work-related activities (Mean = 3.59), and employees are motivated to use the system consistently (Mean = 3.56).

The overall Behavioral Intention Motivated Use mean of 3.559, coupled with the strong agreement observed in individual item statements, indicates a robust commitment among employees to consistently use the Office Automate System. This positive behavioral intention is a crucial factor for the sustained success and integration of the system within the organizational context. Further analysis could explore how this intention to use correlates with actual usage patterns and its impact on organizational development.

The findings are similar to the results of the study of Ahmad et al., (2023). Behavior intentions to use are strategies that have been utilized to urge prospective users to embrace innovations, and users' behavioral intentions impact their adoption of new technologies and particular tasks. The literature regularly discusses the link between behavioral intention and system utilization. Davis et al. (1992) demonstrated that "attitude toward utilizing has a significant beneficial influence on actual system use," which was verified by Venkatesh et al. (2003).

Table 3.1 Difference in the Assessment on the Implementation of Office Automate System (OAS) by Age

Variables		Mean	F	Sig.
Perceived Usefulness Mean	25 years old and below	3.702	2.535	0.059
	26-35 years old	3.545		
	36-45 years old	3.523		
	46 years old and above	3.4		
	Total	3.574		
Perceived Ease of Use Mean	25 years old and below	3.506	0.391	0.759
	26-35 years old	3.535		
	36-45 years old	3.518		
	46 years old and above	3.4		
	Total	3.51		
Behavioral intention Motivated Use Mean	25 years old and below	3.613	0.666	0.574
	26-35 years old	3.56		
	36-45 years old	3.533		
	46 years old and above	3.443		
	Total	3.559		
Actual System Use Mean	25 years old and below	3.566	0.736	0.532
	26-35 years old	3.56		
	36-45 years old	3.513		
	46 years old and above	3.386		
	Total	3.534		

Implementation of Office Automate System Overall Mean	25 years old and below	3.6957	0.375	0.772
	26-35 years old	3.5944		
	36-45 years old	3.7357		
	46 years old and above	4		
	Total	3.6951		

Test used One Way ANOVA; .05 level of significance

Table 3.1 presents an analysis of the Office Automate System (OAS) implementation assessment across distinct age groups, utilizing variables such as Perceived Usefulness Mean, Perceived Ease of Use Mean, Behavioral Intention Motivated Use Mean, Actual System Use Mean, and the overall Implementation of Office Automate System Mean. Employing a one-way ANOVA at a 0.05 significance level, the statistical investigation aimed to discern potential age-related discrepancies in respondents' evaluations.

Mean scores for perceived usefulness across different age groups are detailed: 25 years old and below (3.702), 26-35 years old (3.545), 36-45 years old (3.523), and 46 years old and above (3.400). The calculated F-value is 2.535, with a p-value of 0.059, suggesting no statistical significance at the 0.05 level. The decision is not to reject the null hypothesis (H0), indicating no substantial difference in perceived usefulness based on age.

Mean scores for perceived ease of use across diverse age groups exhibit no statistically significant differences ($F = 0.391$, $p = 0.759$). The decision is not to reject H0, signifying that observed differences lack statistical significance.

Mean scores for behavioral intention-motivated use across age groups show no significant differences ($F = 0.666$, $p = 0.574$). The decision is not to reject H0, suggesting no substantial difference in behavioral intention-motivated use based on age.

Mean scores for actual system use across age groups display no statistically significant differences ($F = 0.736$, $p = 0.532$). The decision is not to reject H0, indicating that observed differences lack statistical significance.

Mean scores for the overall implementation of the Office Automate System exhibit no statistically significant differences across age groups ($F = 0.375$, $p = 0.772$). The decision is not to reject H0, suggesting no substantial difference in the overall implementation based on age.

The statistical analysis discerns no significant differences in perceptions and assessments of the Office Automate System across various age groups. This suggests that the impact and effectiveness of the system, as measured by perceived usefulness, ease of use, behavioral intention, actual system use, and overall implementation, remain consistent across employees of varying ages within the organization. Even though millions of older employees could benefit from technology in their everyday lives, for this generation it is still a relatively new trend that they were not exposed to when they began their jobs. An important factor that the firm should consider when implementing technology in the workplace is the age of the personnel. The Baby Boomer generation still needs to be able to use the newest technologies available in the workplace, even if around 40% of them plan to work after retirement. Many argue that older workers might not be able to incorporate new technology or even know how to use them. Nevertheless, it's important to note that additional studies have shown that older people understand the value of technology in the workplace but are not regarded as having more knowledge of it (Singh, 2014). Older workers are, in contrast to their younger coworkers, embracing technology more in the workplace, according to The Gerontologist's article "Workplace Technologies and Older Workers: Opportunities and Challenges." It is

therefore difficult for organizations to improve technology utilization without compromising the experience of their more senior personnel. According to S.J. Czaja and J. Sharit (2016), older workers' desire to be demanded in the employment market is also perceived as a difficulty for both sides.

Table 3.2 Difference in the Assessment on the Implementation of Office Automate System (OAS) by Sex

Variables	Sex	Mean	t	Sig.	Decision	Interpretation
Perceived Usefulness Mean	Male	3.519	-1.712	0.089	Failed to Reject H0	Not Significant
	Female	3.635				
Perceived Ease of Use Mean	Male	3.444	-2.064	0.041	Reject H0	Significant
	Female	3.581				
Behavioral intention Motivated Use Mean	Male	3.499	-1.885	0.061	Failed to Reject H0	Not Significant
	Female	3.624				
Actual System Use Mean	Male	3.501	-0.998	0.32	Failed to Reject H0	Not Significant
	Female	3.57				
Implementation of Office Automate System Overall Mean	Male	3.8294	1.484	0.146	Failed to Reject H0	Not Significant

Test used= Independent Samples T-test; .05 level of significance

Table 3.2 presents an examination of the disparity in the evaluation of the Office Automate System (OAS) implementation between male and female respondents, focusing on variables such as Perceived Usefulness Mean, Perceived Ease of Use Mean, Behavioral Intention Motivated Use Mean, Actual System Use Mean, and the overall Implementation of the Office Automate System Mean. The statistical analysis involved an independent samples t-test, with a significance level of 0.05.

In terms of Perceived Usefulness, the mean scores for males and females are 3.519 and 3.635, respectively. The t-value is -1.712, and the p-value is 0.089, surpassing the 0.05 threshold. Consequently, the decision is not to reject the null hypothesis (H0), suggesting no significant difference in perceived usefulness between male and female respondents.

On the other hand, for Perceived Ease of Use, the mean scores are 3.444 for males and 3.581 for females. The t-value is -2.064, and the p-value is 0.041, falling below 0.05. The decision is to reject H0, signifying a significant difference in perceived ease of use between male and female respondents.

Regarding Behavioral Intention Motivated Use, the mean scores for males and females are 3.499 and 3.624, respectively. The t-value is -1.885, and the p-value is 0.061, exceeding 0.05. The decision is not to reject H0, implying no significant difference in behavioral intention-motivated use between male and female respondents.

For Actual System Use, the mean scores are 3.501 for males and 3.570 for females. The t-value is -0.998, and the p-value is 0.320, surpassing 0.05. The decision is not to reject H0, indicating no significant difference in actual system use between male and female respondents.

In terms of the Overall Implementation of the Office Automate System, the mean scores for males and females are 3.8294 and 3.6000, respectively. The t-value is 1.484, and the p-value is 0.146, surpassing 0.05. The decision is not to reject H0, suggesting no significant difference in the overall implementation between male and female respondents.

The statistical analysis reveals a notable difference in the perceived ease of use between male and female respondents. However, there are no significant differences in perceived usefulness, behavioral intention motivated use, actual system use, and the overall implementation of the Office Automate System between male and female respondents. The results suggest that, while there is some divergence in the perception of ease of use, overall, both genders have similar assessments of the OAS in terms of its usefulness, behavioral intention, actual usage, and overall implementation.

As stated by Kniffin et al., (2021) the employment of office automation technology affects workplace gender relations. It is vital to take into consideration the possible effects on gender roles and inequality when businesses use automated technology and virtual work practices more commonly. On the other hand, men's and women's perspectives on the links and elements that affect e-learning acceptance were examined differently by Ong and Lai (2006). The findings demonstrated that e-learning was perceived as useful, user-friendly, and behaviorally intended by males more than by women.

Ong and Lai (2006) also found that women were more affected by perceptions regarding computer self-efficacy and usability. Additionally, they found that men's decisions on the usage of smart technology were influenced more by their perception of its benefits. The conclusions of Ong and Lai's (2006) study, which looked at how men and women felt about smart technology concerning perceptions and relationships between factors influencing technological adoption, supported this. According to their findings, men are better knowledgeable than women, and when it comes to perceived ease of use and perceived usefulness, men are much more likely than women to use smart technology in the workplace. Furthermore, it was revealed that perceptions regarding computer self-efficacy and usability had a greater effect on women, according to Ong and Lai (2006). They also noticed that the perceived benefits of smart technology largely influenced men's decisions on how to use it.

Table 3.3 Difference in the Assessment of the Implementation of Office Automate System (OAS) by Length of Service

Variables	Mean	F	Sig.	Decision	Interpretation	
Perceived Usefulness Mean	0-3 years	3.659	2.536	0.083	Failed to Reject Ho	Not Significant
	4-6 years	3.53				
	7-9 years	3.489				
	Total	3.574				
Perceived Ease of Use Mean	0-3 years	3.535	0.423	0.656	Failed to Reject Ho	Not Significant
	4-6 years	3.52				
	7-9 years	3.464				
	Total	3.51				
Behavioral intention Motivated Use Mean	0-3 years	3.609	1.801	0.169	Failed to Reject Ho	Not Significant
	4-6 years	3.585				
	7-9 years	3.464				
	Total	3.559				
	0-3 years	3.588	1.426	0.243	Failed to Reject Ho	Not Significant
	4-6 years	3.54				

Actual System Use Mean	7-9 years	3.451				
	Total	3.534				
Implementation of Office Automate System Overall Mean	0-3 years	3.6	2.494	0.096	Failed to Reject Ho	Not Significant
	4-6 years	4.0571				
	7-9 years	3.6636				
	Total	**3.6951**				

Test used= One Way ANOVA; .05 level of significance

Table 3.3 provides a comprehensive overview of the differences in the assessment of the implementation of the Office Automate System (OAS) based on employees' lengths of service. The variables considered include Perceived Usefulness Mean, Perceived Ease of Use Mean, Behavioral Intention Motivated Use Mean, Actual System Use Mean, and the overall Implementation of the Office Automate System Mean. The statistical analysis employed a one-way ANOVA with a significance level of 0.05.

In terms of Perceived Usefulness, the mean scores varied across different lengths of service (0-3 years: 3.659, 4-6 years: 3.530, and 7-9 years: 3.489). However, the statistical analysis revealed an F-value of 2.536 with a p-value of 0.083, which exceeds the significance level. Consequently, the decision is to fail to reject the null hypothesis (H0), indicating that there is no significant difference in perceived usefulness based on the length of service.

Similarly, for Perceived Ease of Use, the mean scores did not exhibit significant differences across varying lengths of service ($F = 0.423$, $p = 0.656$). This led to the decision to fail to reject H0, suggesting that the observed differences are not statistically significant.

The assessment of Behavioral Intention Motivated Use also yielded non-significant differences across different lengths of service ($F = 1.801$, $p = 0.169$), leading to the decision to fail to reject H0. This indicates that there is no significant difference in behavioral intention-motivated use based on length of service.

The mean scores for Actual System Use across different lengths of service did not show statistically significant differences ($F = 1.426$, $p = 0.243$), resulting in a decision to fail to reject H0. This implies that observed differences in actual system use are not statistically significant. Similarly, for the Overall Implementation of the Office Automate System, the mean scores did not differ significantly across varying lengths of service ($F = 2.494$, $p = 0.096$). The decision, again, is to fail to reject H0, suggesting that there is no significant difference in the overall implementation based on length of service.

The statistical analysis collectively indicates that there are no significant differences in the perceptions and assessments of the Office Automate System across employees with different lengths of service. This implies consistency in the perceived impact and effectiveness of the system, as measured by perceived usefulness, ease of use, behavioral intention, actual system use, and overall implementation, regardless of employees' varying lengths of service within the organization. Additionally, according to Brauner's (2023) study, long-term employees benefit from understanding their company's history and culture. Using this knowledge, one may effectively and successfully assess current systems. The findings, however, call into question the concept that long-term workers are the only ones who have such things. Regardless of their length of service within the company, researchers have consistently shown a positive relationship between

Table 4.1 Perceived Effect of the Extent of Implementation of Office Automate System (AOS) on Organizational Development in Terms of Employee Efficiency

Item Statements	Mean	Interpretation
1. Employee Efficiency-The OAS significantly enhances employee efficiency in every department.	3.45	Great Extent
2. Employee Efficiency-Employees can complete tasks more efficiently with the OAS.	3.57	Very Great Extent
3. Employee Efficiency-The OAS implementation has a positive impact on the overall productivity of employees.	3.62	Very Great Extent
4. Employee Efficiency-Employees find that the OAS simplifies complex tasks, leading to increased efficiency.	3.57	Very Great Extent
5. Employee Efficiency-The OAS has improved the speed at which employees can perform their duties.	3.58	Very Great Extent
Employee Efficiency Mean	3.557	Very Great Extent

Legend: 1.00-1.75 (1) Very Low, 1.76-2.50 (2) Low 2.51-3.25 (3) Great, 3.26-4.00 (4) Very Great

Table 4.1 provides a comprehensive overview of the perceived impact of the Office Automate System (AOS) on organizational development, specifically focusing on employee efficiency. The mean scores derived from five key item statements shed light on how employees perceive the extent to which the AOS has influenced their efficiency and productivity.

According to the data, respondents express a strong belief in the AOS significantly enhancing employee efficiency in every department, with a mean score of 3.45, indicating a great extent of positive impact. This suggests that employees perceive the AOS as a valuable tool contributing to improved workflow across various organizational functions.

The second item statement, highlighting that employees can complete tasks more efficiently with the AOS, records a mean score of 3.57, indicating a very great extent of improvement. This finding emphasizes the perceived efficacy of the AOS in streamlining tasks and facilitating smoother, more efficient operations.

Furthermore, the data reveals that the AOS implementation is seen to have a highly positive impact on the overall productivity of employees, with a mean score of 3.62. This underscores a widespread perception among respondents that the system significantly contributes to enhancing the overall output and efficiency of the workforce.

The fourth item statement, addressing the AOS's ability to simplify complex tasks leading to increased efficiency, records a mean score of 3.57. This suggests that employees view the system as an effective tool for handling intricate tasks, resulting in notable improvements in efficiency.

Lastly, the AOS is perceived to have improved the speed at which employees can perform their duties, as indicated by a mean score of 3.58. This finding underscores the positive impact of the system on the pace of task execution, contributing to heightened efficiency within the organizational context.

In summary, the overall Employee Efficiency Mean of 3.557 signifies a very great extent of perceived positive impact on employee efficiency resulting from the implementation of the AOS. These findings collectively highlight the employees' strong belief in the AOS's effectiveness in enhancing efficiency, simplifying tasks, and positively influencing overall productivity within the organization.

Table 4.2 Perceived Effect of the Extent of Implementation of office automated system (AOS) on Organizational Development in Terms of Communication Effectiveness

Item Statements	Mean	Interpretation
1. Communication Effectiveness-The OAS has positively impacted communication within the organization.	3.55	Very Great Extent
2. Communication Effectiveness-Employees find it easier to communicate with each other due to the OAS.	3.56	Very Great Extent
3. Communication Effectiveness-The OAS facilitates seamless communication between different departments.	3.55	Very Great Extent
4. Communication Effectiveness-Communication barriers have been reduced with the implementation of the OAS.	3.55	Very Great Extent
5. Communication Effectiveness-Employees feel that the OAS contributes to more effective team communication.	3.57	Very Great Extent
Communication Effectiveness Mean	3.556	Very Great Extent

Legend: 1.00-1.75 (1) Very Low, 1.76-2.50 (2) Low 2.51-3.25 (3) Great, 3.26-4.00 (4) Very Great

Table 4.2 presents descriptive statistics on the perceived effect of the extent of implementation of the Office Automate System (AOS) on organizational development, specifically in terms of communication effectiveness. The mean scores for five item statements related to communication effectiveness are provided, along with their corresponding interpretation.

The data indicates a consistently high level of perceived positive impact on communication effectiveness due to the implementation of the AOS. Respondents, on average, rate the AOS as having a very great extent of influence across various dimensions of communication within the organization. According to the item statements, the AOS is perceived to positively impact communication within the organization to a very great extent (Mean = 3.55). This suggests that employees believe the system has played a significant role in enhancing overall communication dynamics. Furthermore, employees find it easier to communicate with each other due to the AOS, with a mean score of 3.56, indicating a very great extent of improvement. This finding emphasizes the perceived role of the AOS in facilitating and simplifying communication processes among employees. The AOS is also viewed as a tool that facilitates seamless communication between different departments, with a mean score of 3.55, highlighting a very great extent of positive impact. This suggests that the system is perceived to break down communication barriers and enhance collaboration across organizational units. The reduction of communication barriers is specifically emphasized, with a mean score of 3.55, indicating a very great extent of improvement. This finding suggests that employees perceive the AOS as contributing to a more open and effective communication environment. Lastly, employees feel that the AOS contributes to more effective team communication, with a mean score of 3.57, reflecting a very great extent of positive impact. This underscores the perceived role of the AOS in fostering improved communication and collaboration within teams.

The overall Communication Effectiveness Mean of 3.556 reinforces the consistent and strong perception among respondents that the implementation of the AOS has had a very positive impact on communication effectiveness within the organizational context. These findings highlight the perceived success of the AOS in fostering improved communication dynamics and breaking down barriers within the organization. Moreover, Keshav (2023) discussed that People may now connect with each other more easily, no matter

where they are in the world, thanks to technology. This implies that individuals can stay in touch with friends, family, and coworkers wherever they may be worldwide. New channels of communication have been made possible by technology, including video conferencing, instant messaging, and email. Even though these technologies have made communication easier and faster, they have also led to a decline in face-to-face communication.

Table 4.3 Perceived Effect of the Extent of Implementation of office automate system (AOS) on Organizational Development in Terms of Adaptability to Change

Item Statements	Mean	Interpretation
1. Adaptability to Change-Employees have adapted well to the changes brought about by the OAS.	3.48	Great Extent
2. Adaptability to Change-The OAS implementation has fostered a culture of adaptability within the organization.	3.47	Great Extent
3. Adaptability to Change-Employees feel comfortable with the ongoing changes introduced by the OAS.	3.46	Great Extent
4. Adaptability to Change-The organization has effectively managed the transition to the OAS.	3.45	Great Extent
5. Adaptability to Change-Employees are open to further changes that may arise from the OAS implementation.	3.56	Very Great Extent
Adaptability to Change Mean	3.485	Great Extent

Legend: 1.00-1.75 (1) Very Low, 1.76-2.50 (2) Low 2.51-3.25 (3) Great, 3.26-4.00 (4) Very Great

Table 4.3 provides descriptive statistics on the perceived effect of the extent of implementation of the Office Automate System (AOS) on organizational development, specifically in terms of adaptability to change. The mean scores for five item statements related to adaptability to change are presented, along with their corresponding interpretation. The data indicates a positive perception among respondents regarding the adaptability to change facilitated by the implementation of the AOS. On average, employees rate the AOS as having a great extent of influence in fostering adaptability within the organization.

According to the item statements, employees have adapted well to the changes brought about by the AOS, with a mean score of 3.48, indicating a great extent of successful adaptation. This suggests that the changes introduced by the AOS have been embraced and effectively integrated into the organizational culture. Additionally, the AOS implementation is perceived to have fostered a culture of adaptability within the organization, with a mean score of 3.47, emphasizing a great extent of positive impact. This finding suggests that the AOS has contributed to creating an organizational environment where employees are receptive to and capable of handling change. Employees also express comfort with the ongoing changes introduced by the AOS, as indicated by a mean score of 3.46, reflecting a great extent of positive adaptability. This suggests that employees feel at ease with the continuous changes brought about by the system. The organization's effective management of the transition to the AOS is highlighted, with a mean score of 3.45, signifying a great extent of success. This finding suggests that the implementation process was well-handled, contributing to a smooth and effective organizational transition. Furthermore, employees are open to further changes that may arise from the AOS implementation, with a mean score of 3.56, indicating a very great extent of openness. This suggests that employees are not only adapting to current changes but are also prepared for and accepting potential future developments related to the AOS.

The overall Adaptability to Change Mean of 3.485 reinforces the positive perception that the implementation of the AOS has had a significant and beneficial impact on the organization's adaptability to change. These findings highlight the perceived success of the AOS in fostering a culture of adaptability, effective transition management, and employee openness to ongoing and future changes within the organizational context. According to Choy (2023), because technology is advancing so quickly, people and organizations need to constantly adapt and gain new skills. To take advantage of new technologies like artificial intelligence (AI) and automation and remain competitive and relevant in the market, one must be adaptable.

Table 4.4 Perceived Effect of the Extent of Implementation of Office Automate System (AOS) on Organizational Development in Terms of Decision-making Quality.

Item Statements	Mean	Interpretation
1. Decision-Making Quality-The OAS has improved the quality of decision-making within the organization.	3.52	Very Great Extent
2. Decision-Making Quality-Decision-making processes are more efficient with the use of the OAS.	3.58	Very Great Extent
3. Decision-Making Quality-The OAS provides valuable insights that contribute to better decision-making.	3.55	Very Great Extent
4. Decision-Making Quality-Decision-makers feel more confident in their choices due to the OAS.	3.61	Very Great Extent
5. Decision-Making Quality-The OAS has led to more informed and data-driven decision-making processes.	3.59	Very Great Extent
Decision-Making Quality Mean	3.570	Very Great Extent

Legend: 1.00-1.75 (1) Very Low, 1.76-2.50 (2) Low 2.51-3.25 (3) Great, 3.26-4.00 (4) Very Great

Table 4.4 provides descriptive statistics on the perceived effect of the extent of implementation of the Office Automate System (AOS) on organizational development, specifically in terms of decision-making quality. The mean scores for five item statements related to decision-making quality are presented, along with their corresponding interpretation.

The data indicates a highly positive perception among respondents regarding the impact of the AOS on decision-making quality within the organization. On average, employees rate the AOS as having a very great extent of influence in improving the quality of decision-making processes.

According to the item statements, the AOS has significantly improved the quality of decision-making within the organization, with a mean score of 3.52. This suggests that employees perceive the AOS as a valuable tool that has positively impacted decision-making outcomes.

Decision-making processes are considered more efficient with the use of the AOS, as indicated by a mean score of 3.58, signifying a very great extent of improvement. This finding emphasizes the perceived role of the AOS in streamlining decision-making processes and increasing overall efficiency.

The AOS is seen as providing valuable insights that contribute to better decision-making, with a mean score of 3.55, highlighting a very great extent of positive impact. This suggests that employees believe the AOS contributes meaningful information that enhances the decision-making capabilities of the organization.

Furthermore, decision-makers feel more confident in their choices due to the AOS, as indicated by a mean score of 3.61, reflecting a very great extent of increased confidence. This finding underscores the perceived positive influence of the AOS on decision-makers' confidence in the choices they make.

The AOS is also credited with leading to more informed and data-driven decision-making processes, with a mean score of 3.59, signifying a very great extent of improvement. This suggests that employees perceive the AOS as instrumental in promoting a data-driven approach to decision-making.

The overall Decision-Making Quality Mean of 3.570 reinforces the consistent and strong perception among respondents that the implementation of the AOS has had a very positive impact on decision-making quality within the organizational context. These findings highlight the perceived success of the AOS in contributing to more efficient, informed, and confident decision-making processes.

Office automated system indeed helps organizations and their members in having better decision-making processes. According to Darwish et. al. (2014), office automated system contributes to having accurate, timeliness, and affordable decision-making in an organization. Moreover, office automation systems are useful for improving the accuracy of management decisions. As a result, Hakkak and Ghodsi (2014) stated that it is possible to conclude that managers' use of automation systems to ensure the accuracy of their decisions improves efficiency.

Table 4.5 Perceived Effect of the Extent of Implementation of Office Automate System (AOS) on Organizational Development in Terms of Employee Satisfaction

Item Statements	Mean	Interpretation
1. Employee Satisfaction-Employees are satisfied with the overall impact of the OAS on their work.	3.52	Very Great Extent
2. Employee Satisfaction-The OAS contributes to a positive work environment, as perceived by employees.	3.56	Very Great Extent
3. Employee Satisfaction-Employees feel that the OAS enhances their job satisfaction.	3.57	Very Great Extent
4. Employee Satisfaction-The OAS has positively influenced employee morale within the organization.	3.52	Very Great Extent
5. Employee Satisfaction- Overall, employees are content with the changes introduced by the OAS.	3.53	Very Great Extent
Employee Satisfaction Mean	3.541	Very Great Extent

Legend: 1.00-1.75 (1) Very Low, 1.76-2.50 (2) Low 2.51-3.25 (3) Great, 3.26-4.00 (4) Very Great

Table 4.5 presents descriptive statistics on the perceived effect of the extent of implementation of the Office Automate System (AOS) on organizational development, specifically in terms of employee satisfaction. The mean scores for five item statements related to employee satisfaction are provided, along with their corresponding interpretation. The data reveals a consistently high level of perceived positive impact on employee satisfaction due to the implementation of the AOS. On average, employees rate the AOS as having a very great extent of influence in enhancing various aspects of their job satisfaction and overall contentment.

According to the item statements, employees are satisfied with the overall impact of the AOS on their work, as indicated by a mean score of 3.52, signifying a very great extent of satisfaction. This suggests that employees perceive the AOS as contributing positively to their overall work experience.

The AOS is also seen as contributing to a positive work environment, with a mean score of 3.56, highlighting a very great extent of positive impact. This finding emphasizes the perceived role of the AOS in fostering a workplace atmosphere that is conducive to employee satisfaction.

Employees feel that the AOS enhances their job satisfaction, as indicated by a mean score of 3.57, reflecting a very great extent of improvement. This suggests that employees believe the AOS positively contributes to their satisfaction with their specific job roles.

The AOS is perceived to have positively influenced employee morale within the organization, with a mean score of 3.52, emphasizing a very great extent of positive impact. This finding suggests that the AOS has contributed to a boost in overall morale among the workforce. Furthermore, employees are content with the changes introduced by the AOS overall, as indicated by a mean score of 3.53, signifying a very great extent of satisfaction. This suggests that employees are generally pleased with the organizational changes brought about by the AOS.

The overall Employee Satisfaction Mean of 3.541 reinforces the positive perception that the implementation of the AOS has had a significant and beneficial impact on employee satisfaction within the organizational context. These findings highlight the perceived success of the AOS in contributing to a positive work environment, job satisfaction, and overall contentment among employees.

Table 5 Correlation Coefficients on Assessment on the Implementation of Office Automate System and the Perceived Organizational Development

Variables		Employee Efficiency Mean	Communication Effectiveness Mean	Adaptability to Change Mean	Decision Making Quality Mean	Employee Satisfaction Mean	Extent of Implementation Over-all Mean
Perceived Usefulness Mean	Pearson Correlation	.799**	.702**	.710**	.750**	.672**	.829**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001
	Interpretation	Very Strong Positive	Very Strong Positive	Very Strong Positive	Very Strong Positive	Strong Positive	Very Strong Positive
Perceived Ease of Use Mean	Pearson Correlation	.731**	.718**	.662**	.756**	.620**	.796**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001
	Interpretation	Very Strong Positive	Very Strong Positive	Strong Positive	Very Strong Positive	Strong Positive	Very Strong Positive

Behavioral Intention Motivated Use Mean	Pearson Correlation	.798**	.742**	.722**	.749**	.695**	.846**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001
	Interpretation	Very Strong Positive	Very Strong Positive	Very Strong Positive	Very Strong Positive	Strong Positive	Very Strong Positive
Actual System Use Mean	Pearson Correlation	.763**	.740**	.705**	.745**	.785**	.854**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001
	Interpretation	Very Strong Positive	Very Strong Positive	Very Strong Positive	Very Strong Positive	Very Strong Positive	Very Strong Positive

Test used= Pearson r; .05 level of significance

Table 5 presents correlation coefficients on the assessment of the implementation of the Office Automate System (OAS) and the perceived organizational development across various dimensions. The variables include Employee Efficiency Mean, Communication Effectiveness Mean, Adaptability to Change Mean, Decision Making Quality Mean, Employee Satisfaction Mean, and the Extent of Implementation Overall Mean. The correlation coefficients are assessed for Perceived Usefulness Mean, Perceived Ease of Use Mean, Behavioral Intention Motivated Use Mean, and Actual System Use Mean.

For Perceived Usefulness Mean, strong positive correlations are observed with Employee Efficiency Mean (Pearson Correlation = 0.799, $p < 0.001$), Communication Effectiveness Mean (Pearson Correlation = 0.702, $p < 0.001$), Adaptability to Change Mean (Pearson Correlation = 0.710, $p < 0.001$), Decision Making Quality Mean (Pearson Correlation = 0.750, $p < 0.001$), Employee Satisfaction Mean (Pearson Correlation = 0.672, $p < 0.001$), and Extent of Implementation Overall Mean (Pearson Correlation = 0.829, $p < 0.001$). These results suggest a very strong positive relationship between perceived usefulness and various dimensions of organizational development.

Similarly, for Perceived Ease of Use Mean, very strong positive correlations are observed with Employee Efficiency Mean (Pearson Correlation = 0.731, $p < 0.001$), Communication Effectiveness Mean (Pearson Correlation = 0.718, $p < 0.001$), Adaptability to Change Mean (Pearson Correlation = 0.662, $p < 0.001$), Decision Making Quality Mean (Pearson Correlation = 0.756, $p < 0.001$), Employee Satisfaction Mean (Pearson Correlation = 0.620, $p < 0.001$), and Extent of Implementation Overall Mean (Pearson Correlation = 0.796, $p < 0.001$). These findings indicate a very strong positive association between perceived ease of use and various aspects of organizational development.

Behavioral Intention Motivated Use Mean also exhibits very strong positive correlations with Employee Efficiency Mean (Pearson Correlation = 0.798, $p < 0.001$), Communication Effectiveness Mean (Pearson Correlation = 0.742, $p < 0.001$), Adaptability to Change Mean (Pearson Correlation = 0.722, $p < 0.001$), Decision Making Quality Mean (Pearson Correlation = 0.749, $p < 0.001$), Employee Satisfaction Mean (Pearson Correlation = 0.695, $p < 0.001$), and Extent of Implementation Overall Mean (Pearson

Correlation = 0.846, p < 0.001). These results indicate a very strong positive relationship between behavioral intention and various organizational development dimensions.

Finally, Actual System Use Mean demonstrates very strong positive correlations with Employee Efficiency Mean (Pearson Correlation = 0.763, p < 0.001), Communication Effectiveness Mean (Pearson Correlation = 0.740, p < 0.001), Adaptability to Change Mean (Pearson Correlation = 0.705, p < 0.001), Decision Making Quality Mean (Pearson Correlation = 0.745, p < 0.001), Employee Satisfaction Mean (Pearson Correlation = 0.785, p < 0.001), and Extent of Implementation Overall Mean (Pearson Correlation = 0.854, p < 0.001). These results indicate a very strong positive association between actual system use and various dimensions of organizational development.

In summary, the correlation coefficients reveal consistently strong and positive relationships between the assessed dimensions of OAS implementation and perceived organizational development across multiple aspects, emphasizing the interconnectedness of perceived system usefulness, ease of use, behavioral intention, actual system use, and overall organizational development. On the other hand, Reddy (n.d) elaborated that when investing in office automation software and equipment, office automation systems can be highly costly. It requires a need to pay a certain amount of money for a professional office suite or machine that can perform numerous tasks, such as binding, scanning, and duplicating papers. Long-term employees may not make use of this feature. They are aware of the old-fashioned, labor-intensive manual processes that are hard to modify. It can also require some lengthy training for this. In any event, electricity will be cut off if the automation system isn't working too well. There won't be any manual methods available to you regularly, which could be an additional drawback.

Table 6 Strategies for Office Automate System Implementation

IMPLEMENTATION STAGE	**IMPLEMENTATION GOAL(S)** *WHY IS IT IMPORTANT?*	**STRATEGIES** *HOW WILL WE ACCOMPLISH THIS GOAL?*	**TIMELINE** START - FINISH	**PERSON(S) RESPONSIBLE**	**RESOURCES NEEDED**	**ANTICIPATED ADAPTIVE CHALLENGES**	**HOW WILL WE KNOW IF WE'RE MAKING PROGRESS?**
Training and Support Programs	Through the coordination of training and support programs with these goals, the organizations may help individuals	Develop comprehensive training programs tailored to different employee groups to ensure they fully understand the	April 1, 2024 - ongoing	HR Department and IT Department	Presentations, training videos, activity sheets or exercises, and checklists	Implementing the use of a software to streamline work tasks that can be done through a system	

	reach their maximum potential and become important members of their teams and communities.	features and benefits of the Office Automate System. Provide ongoing support and resources to address any challenges or questions employees may have during the implementation phase and beyond Offer specialized training sessions for older employees or those with less technological proficiency to ensure they feel comfortable using the system.					Progress sheets or self-assessment forms
User Feedback Mechanism	To guarantee that goods and services successfully satisfy customers' requirements and	Establish a structured feedback mechanism to gather input from employees regarding their	April 2024 - ongoing	Two Teams from technical Support Teams and IT	Online & actual assessment forms	Upon gathering data, it is expected to have a lot of improvement from the implementation	Conducting feedback assessment through online forms and actual

	expecta-tions, a user feedback system seeks to create a feedback loop be-tween em-ployees and the com-pany. This encourages continuous communi-cation and cooperation.	experiences with the Of-fice Auto-mate Sys-tem. Use this feedback to identify ar-eas for im-provement and refine the system to better meet the needs and preferences of users.		(Infor-mation Tech-nology) Depart-ment		and execu-tion.	activity sheets
Promotion of System Benefits	The objective of system benefits promotion is to craft a compelling narrative that motivates users or the employees to adopt the system, utilize its capabilities, and profit from its implementa tion. Highlight success stories or case studies of how the	Continuousl y communica te the benefits of the Office Automate System to employees through various channels such as emails, intranet announcem ents, and training sessions.	"May 2024 -on-going "	HR Departm ent	Presentat ion and online promotio ns	Benefits from the system could be complex and challenging to explain in a way that is both convincing and understand able. It takes deliberate marketing and storytelling to convey complicate d benefits in a way that appeals to the employees.	Using day-to-day productivi ty reports. It also includes a section where they will write if there are certain area which they find it difficult to use.

	system has improved productivity and efficiency in different departments.						
Encouragement of System Utilization	Encouraging system utilization will boost adoption, engagement, and value realization in addition to enhancing the system's internal performance within the business.	Encourage managers and team leaders to lead by example by actively using and promoting the Office Automate System in their daily tasks. Recognize and reward employees who demonstrate proficiency in utilizing the system effectively to encourage widespread adoption.	"May 2024 -on-going"	IT Department and Human Resource	Task drills where they can make use of the system	Encouragement of system use faces a great deal of resistance to change, much as the promotion of system advantages. Workers could feel more at ease with current procedures and be hesitant to accept new ones, particularly if they think it would interfere with their daily tasks or take more time to learn.	Monitoring of what task/s they have accomplished and conducting one-on-one mentoring.

Customization and Flexibility	The system may grow and adapt to the needs of the business through customization and flexibility, which also increases adaptability and extends the system's useful life while empowering employees.	Allow employees to customize certain aspects of the system to better align with their individual work preferences and tasks.	June 2024 - ongoing	IT Department, Quality Assurance (QA) Teams, and Legal and Compliance Teams		Customizing systems and processes to fit employees demands can be difficult when there are limited resources, including money, time, and experience. Depending on their strategic goals and available resources, organizations might have to order their customisation initiatives.	Feedback through online and actual assessment sheets
		Provide flexibility in system usage, allowing employees to integrate the Office Automate System seamlessly into their					

		existing workflows.					
Change Management Support	Support for change management attempts to facilitate successful transformation by addressing the shift or changes, promoting employee's participation, and strengthening organizational capacity to adapt and thrive in a dynamic environment.	Provide resources and support to help employees adapt to ongoing changes introduced by the AOS. This may include coaching, mentoring, and organizational change management initiatives to foster a culture of adaptability.	June 2024 - ongoing	Human Resource Management and IT Department	Video presentations and compiled functions of the system	Employees may get change fatigue if the organization makes changes without giving them enough time to adjust, which could lower engagement, morale, and productivity.	Feedback through online and actual assessment sheets
Recognition and Rewards	Programs for recognition and rewards aim to foster a happy, encouraging work atmosphere where staff members are driven, involved, and dedicated to	Recognize and reward employees who demonstrate openness and adaptability to change, reinforcing the importance of flexibility and		Human Resource Department	Online certificates and promotion	It takes constant dedication and investment from a company to maintain employee motivation and engagement through recognition and	

	reaching both personal and company objectives.	resilience in navigating technological advancements.				incentives programs over the long term. Beyond the initial launch period, it can be difficult to sustain program momentum and excitement.	
Continuous Improvement	Establishing a culture of quality, creativity, and adaptability where each employee is dedicated to identifying and seizing chances for improvement is the aim of continuous improvement.	Regularly assess the system's performance and effectiveness through surveys, focus groups, or user analytics. Use these insights to identify areas for enhancement and implement updates or additional features to optimize user experience.	July 2024 - ongoing	Human Resource, IT Department, Quality Assurance (QA) Teams, and Legal and Compliance Teams		It's difficult to get information from employees about areas that need improvement if you don't have efficient feedback systems in place. To find chances for improvement, it is vital to implement regular feedback loops and promote open communication.	Feedback methods such as online and actual surveys. Monitoring of employee and their productivity can also be helpful.

Diversity and Inclusion Considerations	By promoting a culture where diversity is valued, inclusion is the norm, and everyone has the opportunity to succeed and contribute to the fullest extent feasible, diversity and inclusion considerations seek to promote corporate success and social growth.	Ensure that training materials and support resources are accessible and inclusive for employees of all backgrounds, including those with varying levels of technological proficiency.	July 2024 - ongoing	Human Resource Department	Training materials	Diversity programs may be ineffective and fail to provide meaningful benefits if inclusive policies and practices are lacking. Equity-promoting practices, like equal compensation, flexible work schedules, and diverse recruiting practices, must be implemented in order to promote an inclusive workplace.	Feedback methods such as online and actual surveys. Monitoring of employee and their productivity can also be helpful.
		Consider the diverse needs and preferences of employees when designing and implementing interventions related to	July 2024 - ongoing	Human Resource Department	Training materials		

		the Office Automate System.					
		Data Literacy Training: Offer training programs focused on enhancing employees' data literacy skills to empower them to make informed decisions using insights provided by the AOS.					
		Encourage Data-Driven Culture: Foster a culture that values data-driven decision-making, where decisions are based on evidence and analysis facilitated by the AOS.					

Conclusion

This indicates that employees view the Office Automate System as being very helpful to their overall work. The results of this analysis section offer a good starting point for further research into the relationships between perceived usefulness and age, gender, length of service, and other variables, as well as the possible effects on organizational development. Together with the substantial agreement seen in the individual item statements, the overall Perceived Ease of Use indicates that employees view the Office Automate System to be both beneficial and easy to use. It is also strongly committed to being used consistently by employees, as seen by the strong agreement found in individual item statements. Moreover, is widely and robustly used inside the organization, as evidenced by the strong agreement seen in individual item statements. This encouraging actual usage is a major sign that the technology was successfully implemented and integrated into the staff members' regular tasks.

Overall, the statistical study shows that there are no appreciable variations in how employees of different longevity perceive and assess the Office Automate System. This suggests that regardless of employees' differing term within the company, there is a consistency in the perceived impact and efficacy of the system as determined by behavioral intention, perceived usefulness, simplicity of use, actual system use, and overall implementation.

In conclusion, the AOS's overall Employee Efficiency indicates that there has been a significant perceived improvement in worker productivity as a result of its adoption. All of these results point to the workers' strong conviction in the AOS's ability to improve productivity generally across the company, streamline activities, and increase efficiency. The respondents' continuous and strong view that the implementation of the AOS has had a very favorable influence on communication effectiveness within the organizational context. These results demonstrate how the AOS is thought to have been successful in promoting better communication dynamics and removing barriers throughout the company.

The overall Adaptability to Change supports the optimistic view that the organization's ability to adjust to change has been significantly and favorably impacted by the implementation of the AOS. These results demonstrate how the AOS is thought to have been successful in promoting an adaptable culture, efficient transition management, and employee responsiveness to current and upcoming changes within the context of the organization. The respondents' continuous and strong view that the AOS's adoption has had a very favorable influence on decision-making quality within the organizational context. These results demonstrate how the AOS is thought to have been successful in fostering more effective, knowledgeable, and reliable decision-making processes. The positive view that the implementation of the AOS has had a considerable and beneficial impact on employee satisfaction within the organizational environment.

The correlation coefficients highlight the interdependence of perceived system usefulness, ease of use, behavioral intention, actual system use, and overall organizational development. In summary, they consistently show strong and positive relationships between the assessed dimensions of OAS implementation and perceived organizational development across multiple aspects.

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