FUTURE OF ORGANIZATIONS WORKING ENVIRONMENT

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Course Number and Name

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*Introduction*

Organizations must be ready for future changes created by the digital era. With the digital avenues and changes in labor laws, they have to make a working environment that adapts to changes in the economy (Berg 2019, Pg. 69). Based on those two scenarios, Jaffa organization focuses on procedure planning to create a conducive working environment for the employees and operation. The organization has identified uncertainties and related them to realities to strategically plan for the future. When dealing with scenario planning, the Jaffa organization identified driving forces, and critical tensions then developed pleasurable scenarios as the organization discussed implications and paths for future changes. This paper will create and analyze scenarios to explore possible future requirements for the Jaffa organization.

*Need for adaptation to digital space*

As Jaffa organizations determine to remain competitive in the economy despite challenges created by COVID-19, the company adapts digital avenues for its operations. Employees will be allowed to use digital space to perform their tasks effectively. In essence, the inevitable created by technology makes the company plan for the future. In the future, the organization will be in a position to allow employees to use technology in the working environment (Berg 2019, Pg. 69). For example, they can even operate from home. The critical value for the organization is to deliver quality work that meets consumer expectations. However, the organization has to consider the inevitable to critically evaluate uncertainties as they consider the dynamic trend changes in the economy. During the two years (2020 and 2021), the Jaffa organization considers training employees to adapt to technology and implement them in their working environment. For example, when t comes to decision making, the organization executives might use zoom for video conferencing. They meet online and discuss issues that affect the organization as they make practical decisions. In this case, they can operate from remote, and there will be no delays in the organization's decision-making.

The platform offers a video conferencing app where organization workers can meet and make decisions. Moreover, zoom allows business meetings with no restriction to time, and the venue can accommodate 1000 participants in a discussion. Thus, when the organization wants to hold a meeting, employees don't have to meet physically but join through zoom. On the other hand, the organization has considered labor laws and effectively implemented them to suit the workers (Berg 2019, Pg. 69). Working online has challenging problems as workers might work for long hours. Jaffa organization has plans that its employees have specific working hours online to enhance adequate supervision and coordination of work. On the other hand, the changes created by digital avenues might lead to disloyalty among employees. This is one of the inevitable in scenarios one and two. The challenge with digital space is that the organizational culture will change regarding an employer-employee-employer-employee relationship. As the organization adapts to technology, it will employ only those willing to deliver within its policies and regulation. Workers have to adhere to the set objectives to attain the organization's success. Jaffa organization will operate with employees who prioritize its issue and deliver quality work.

On the other hand, employees must be ready to work online to meet consumers' expectations. Though it is inevitable for the organizations to operate without union controls, it has to strategize to ensure that consumers are well protected effectively. One mechanism that the organization will use with changes in the working environment is to employ workers on a contract basis rather than a permanent term. The contracts will be based on an annual basis, after which the organization will renew them. Workers who fail to deliver might not get a chance to work for the organization. The positive effect of this is that the organization can quickly terminate employees who are disloyal to their rules at the end of one year. The other inevitable created by digital space is that consumers will have high turnover and deliver the job to earn a living rather than passion and intrinsic driving motives to perform duties. Due to high demand and changes in the economy, employees might find it challenging to work for one company. They multitask to ensure that they earn a good living. This is one of the inevitable created by the economy. The side effect of these is that it can lead to unethical practices as it promotes unethical brands. Such outcomes might negatively impact the Jaffa organization.

*Benefits of adopting digital space*

* It enhances efficiency within the working environment. The organization focuses on producing high-quality goods that meet the consumers' demands. Technology application allows employees to make many products in the shortest time possible. Therefore, the organization can increase its production scale as they use technology.
* Technology allows collaboration and coordination of work between users. In this case, the organization employee can instruct a worker in the work area to perform a given duty. The collaboration of the two workers produces success as expected by the organization. Therefore, the organization will reduce turnover as they increase productivity.
* When the organization adapts to the technological era, it will create reliability. Digital space allows the organization to rely on its production to produce quality goods effectively. Jaffa organization can outsource skills and knowledge offered by youths who are technology experts to assist them in their production.
* Personnel can be creative to develop a solution to challenges encountered by the organization. one inevitable is challenges arising with technology. As technology allows flexibility in the organization, employees can effectively share their ideas to solve problems.

*Disadvantages of using digital space for the organization.*

* Poor quality of work as employees multitasks. Most employees are working for more than one organization in the technology industry might lead to poor outcomes. They rush over the task to work for other organizations, which leads to poor quality that might make the organization run at a loss.
* The other effect of these two scenarios is that employees want to be paid more. Usually, payment should be based on the quality and quantity of the work delivered. Since technology facilitates large production, employees should produce quality work to be paid.

Therefore, when using zoom in the future, Jaffa organization has to work on the disadvantages of digital space to ensure they succeed in their operations. Besides, another weakness provided by the digital space a future that the firm plans to adopt is the inability to change (Tsvetkova Pg. 715). Though the organization focuses on adapting to changes in the economy, some employees might find it challenging to embrace differences. Such employees are used to the old ways of doing things. Sometimes, the organization might find it challenging to retrench them since it highly depends on their skills and experiences. The challenge of adapting to changes is a significant problem among aged employees.

Moreover, as the organization plans to move to digital operations to perform some tasks, they might face the challenge of a network, device breakage, and power problem. The devices used to facilitate a meeting among employees require energy in power, and users might fail to access electricity of their devices gave no point. In return, they might fail to attend a meeting. In decision-making, some essential employees must be present, especially the executives. Their input and view matter a lot in conducting meetings through zoom (Nguyen 2021, Pg. 117). When such individuals fail to attend the conference due to inconveniences created by network, device, or power problems, the meeting might be adjourned. For example, it might be difficult for an organization to decide without a CEO, president, and CFO. This will eventually lead to a delay in the decision-making (Gupta, 2021 Pg. 2). When such three individuals fail to appear in the meeting through zoom due to network problems, there is a high probability of rescheduling the appointment.

 However, digital space has the opportunity of offering Jaffa organization video meetings when all employees are connected to the network. In the future, the organization's employees will not be physically present at a given hall for an appointment. Most of the decisions will be conducted online. Significantly, the organization executive will meet any time they plan regardless of their locations. Zoom will allow the organization to make decisions compared to its adaptation quickly (Bokrantz 2017, Pg. 155). Thus, the organizations can effectively determine issues affecting their operations.

**The role of scenarios in the planning process**

The two scenarios, digital avenue, and post-COVID-19 era play an essential role in the organization's future. When strategizing for future changes in the working environment, Jaffa believes that many organizations shall adopt remote working. Employees will operate from home and leave the usual reporting routine to work daily. The advantage of this is that the organization will cut down commuters and maybe house allowance. Therefore, these monies can be channeled towards the zoom program to facilitate work among employees (Tsvetkova Pg. 714). Considering the two scenarios, the identity driving force for the future. The critical uncertainty resulting from the driving force are malpractices and irregularities among the employees. Besides, the organization might face employees engaging in scandals and unethical transactions.

When employees report to work physically, they show some level of commitment. However, when they operate from home, the organization might fail to detect the commitment level of its employees towards their duties. Some of them might involve in their operations while absconding from the organization's duties (Tsvetkova Pg. 717). The organization determines that the workers will report to their department's end after three hours, and in most cases, they will work for six hours. Therefore, the organization employees will deliver reports twice a day to ascertain their level of commitment.

On the other hand, employees might produce low-quality service leading to an unethical brand of the organization. Jaffa organization strategizes to mitigate such outcomes by ensuring that the work delivered meets the standard. Failure to meet the standard might result in penalties such as reducing remuneration and even layoff. Furthermore, the organization will expel any employee who engages in malpractices and irregularities in the course of duty. Usually, malpractices are a severe cause for an organization as a consumer can sue them in the law of courts (Bokrantz 2017 Pg. 157). This results in penalties and compensation to the party who sue them. Employees might bother less while working in a remote area and create such offenses. The organization will hold them responsible for any outcome.

*Companies using digital space to facilitate remote work*

Currently, the organization has embraced working from home. Employees are no longer remote to work but perform their duties in remote areas. Some of the companies that have allowed employees to operate from home are amazon, adobe, apple, cisco, and Deutsche Bank, among the list. Deutsche Bank is one organization that usually holds its meetings using zoom video conferencing (Tsvetkova Pg. 715). The organization's employees can meet and make effective decisions on dealing with customers in the USA. The employees use online with their devices to operate from home. They have adapted to the hybrid working environment and daily reports to the managers.

*Conclusion*

The changes in the economy created by COVID-19 and digital avenue have made the organization practice remote work. Employees are allowed to work at home on their own time. As the changes continue to occur, almost all organizations will allow their employees to work from home. The presence of a digital platform is the driving force for this change. Therefore, an organization needs to strategize on future changes within the working environment as they embrace technology.

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