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MANAGEMENT PERFORMANCE AND IMPACT OF TECHNOLOGY

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INTRODUCTION

Managers' performance is highly correlated with the performance of the managers who manage the team and achieving the goals and objectives set by the institution or country where they exercise their duty as a manager is a reflection of the team performance that the manager manages and the performance of the manager is valued with the achievement of goals and objectives set by the management structures of the respective company or institution.

In order to achieve the goals and objectives of the institution or organization, the master team should be constantly controlled by the manager, thus seeing if everything is moving in the right direction towards achieving the objectives.

But is it enough time for the manager to be physically close to each member of the team he leads to see the progress achieved at a certain time?

The century we are living and the very busy time makes it almost impossible for us to do this.

Especially without the perforation of technology now implicated in almost every sphere of life.

The advancement of information technology and its implications in most areas and activities at the end of the last century, especially at the beginning of the 21st century, has made technology an inseparable part of life, whether business, private, social, institutional, etc.

Seeing that technology has become an indispensable part of our daily life, and every business, institution, school, university, functioning and efficient work monitoring is linked to the efficient use of technology.

It is more than necessary for the manager's work in each of these managers' activities, as it maximizes efficiency in the various processes of each of the above-mentioned domains where different managers operate.

Through programs that are now available for each sector. It is thought that it is necessary for a contender who wants to be a successful manager to seek out more information about business activity where he manages and wants that business to advance in time with competitors and be notified about the technology achievement in the relevant field.

Since the interest of businesses, firms and different management institutions that are not in step with the technological developments will be very small, because they would be just an obstacle to business, organization, establishment, etc.

CONCLUSION

This paper and the data obtained from the survey attached to the data analysis as a main goal have had to give a contribution to the managers about the importance of technology awareness for the work of the manager in particular.

The results of the survey of managers and officials in various managerial positions reflect a great deal of impact on its technology and equipment also in the various managerial avenues in Kosovo's public and private institutions.

This impact gives positive signals about the progress of Kosovar managers who have understood the importance of technology and technological equipment that today make the world move faster. He who has the information in a timely and appropriate manner and knows how to use it, has the advantage and leads in any sector that competes. For already-employed managers, the lack of advancement in the recognition of the use of technology most likely results in job dismissal, as only 5% of respondents answered that no one at risk would endanger the place of work.

As for the new managers, the results of the survey give a signal or some kind of alarm to be in the process of technological developments and recognition of their use, since if they are not interested in different institutions and firms to engage them in managerial positions has to be minimal, as even those who are part of them if not taught with technological equipment and their efficient use risk being fired.

By consulting literature and international publications about the impact of technology on the work of the manager and its importance in the various processes of managerial work both in large firms and strong banking institutions in the US and the UK, it was seen that over 20 years ago the technology has begun to reduce the number of hired managers and especially mid-level managers.

This is because with the technological innovation, the number of managers who are not in step with the technological developments of the time will no longer be of interest to the firm or institution where the manager's task is exercised. This is because the technological roles and innovations now play the main role.

And for companies like General Motors, Apple in the US, Philips, Barclays, etc. in Britain, the delayed information at a glance and in seconds has a huge impact on loss or profit if it is taken before or after the right time.

The influence of technology on the performance of managers in Kosovo is also huge.

This was also seen by the survey of a certain number of managers in public institutions and some in private ones where the impact of technology on their activities was in over 60% of cases.

Following the main criteria for successful competition is the efficient use of technology and information, and this is already understood in Kosovo.

Increasing competitive ability means situations where an enterprise, institution or organization is able to supply information faster than their competition, and from this information to create strategies for better and more attractive offers to consumers by offering them quality products, prices and best conditions.

For example, if the information that the meeting in a ministry will be held earlier than planned because of any government emergency, are informed through official emails through managers/directors.

This is because communication in most of the firms, especially communication institutions, is through official emails as a necessity is the recognition of the use of the Internet and Microsoft Outlook, then other programs that differ from the managers of different sectors.

But a manager who is not deceived into the use of an official email and does not control it, then the sector he leads may be behind other managers and because of non-presence and then ineffectiveness may be punished by a reminder that may lead to his suspension.

Technology enables the management of institutions, businesses and organizations to provide the right information in the fastest possible way. Information that is processed and exploited by IT technology implies that institutions, businesses or organizations increase competitive advantage.

However, given the results of the managers surveyed, the level of use of technology in public and private institutions is at a satisfactory level and the impact of this use or functioning of the

technology at the workplace, surveyed managers responded by 10.2% minimum obstacle, 53.1 % average work barrier and 36.7% with total work barrier.

Percentages of 53.1% of the average hurdle and 36.7% of the total hurdle indicate that technology plays a key role in efficient and time-consuming operation because its functioning loses communication and time that stagnates certain processes and is scheduled to be completed in certain time.

Therefore, seeing that the most developed world economies see the further development of their economy through technological development with different inventions that help in their efficiency and accuracy in their products.

Introducing new or modified car programs increases production volumes, as well as saves time. Moreover, technology encapsulates extraordinary obstacles.

For example, using mobile phones, the internet provides people with the opportunity to find new friends all over the world without leaving their home and staying connected with their relatives when studying or working abroad.

Above all, the absolute priority is that technology makes the world move faster. To support, the speed of daily business interactions growing at all times. The internet, phones, cellular, conferences, internet considerably saves time in solving some business issues such as contract deals, recruitment procedures or appealing customer.

This makes us forced to be in step with the technological developments and to learn their application in different managerial positions that would make the institution, the company etc., a competitor in the field in which the work of the manager is operated.

Otherwise, without recognizing the use of technology, we would be a stumbling block to the further development of the company or the organization we carry out the task of the manager.

Until they are informed about the ineffectiveness and precision at work, if it is not late for them then the immediate shift of the manager with deficiencies in the use of technology that has stagnated the development of the company and its replacement with one that is in the step with technological innovation is inevitable.