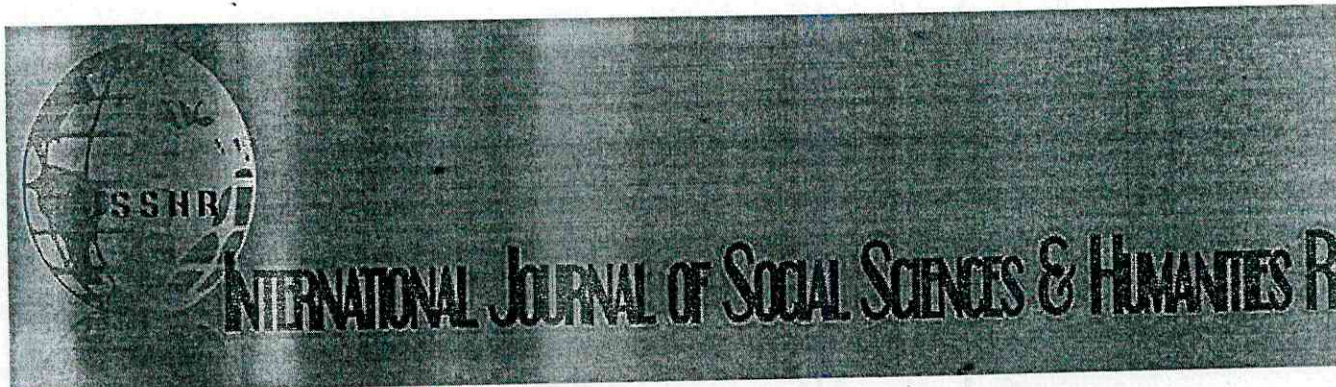




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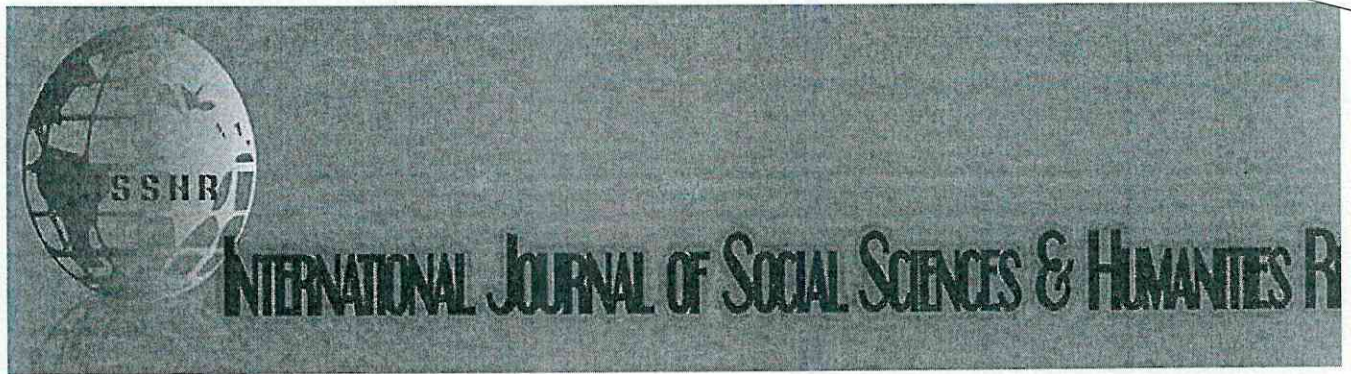
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TECHNOLOGY AND WORKER'S ALIENATION IN TWO CONTRASTING WORK ENVIRONMENT IN ILORIN, KWARA STATE NIGERIA

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#### ABSTRACT

In organizational life, the issue of technology and workers' alienation has attracted global attention among researchers. Alienation is a phenomenon preventing man from achievement of his potential at work. As a consequence of this, disillusionment is experienced by the worker. He finds no sense of satisfaction in his work. It is on this ground that, this paper examined the influence of technology on workers' alienation in two contrasting work environment in Ilorin, Kwara State. As such, Blumer's theory of technology and alienation was applied to this study. The sample was selected using the quota and convenient sampling techniques. Thus, a total of 100 questionnaires were administered to the workers of Kamwe industry and Ministry of health in Ilorin and 90 were retrieved. The chi-square technique was used to analyze the obtained data, using the Statistical Package for Social Sciences (SPSS).

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IN ILORIN, KWARA STATE NIGERIA**

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## **ABSTRACT**

*In organizational life, the issue of technology and workers' alienation has attracted global attention among researchers. Alienation is a phenomenon preventing man from achievement of his potential at work. As a consequence of this, disillusionment is experienced by the worker. He finds no sense of satisfaction in his work. It is on this ground that, this paper examined the influence of technology on workers' alienation in two contrasting work environment in Ilorin, Kwara State. As such, Blauner's theory of technology and alienation was applied to this study. The sample was selected using the quota and convenient sampling techniques. Thus, a total of 106 questionnaires were administered to the workers of Kamwire industry and Ministry of health in Ilorin and 96 were retrieved. The chi-square technique was used to analyze the obtained data, using the Statistical Package for Social Sciences (SPSS). The findings from the study revealed that, there is a significant relationship between the introduction of new technology and workers' alienation from productive processes. The study also revealed a significant relationship between workers' income and their access to product produced. In this regard, the study recommended that attempts be made to instill in the workers a complete knowledge of the productive process to reduce the occurrence of alienation.*

**KEYWORDS: Technology, Workers, Alienation and Environment**

## **Introduction**

In every work environment technological advancements and their effects on the workers have been observed with consistent scrutiny from psychologist and sociologists to the extent that, mass-production systems have been particularly scrutinized by those interested in the effect of technology on worker satisfaction. This proves relevant developing countries are currently undergoing an unprecedented technological revolution that has lend credence to discourses on alienation after an epoch of decline in which the Marxian as well as some other modern discourses were supplanted by postmodern viewpoints.

In view of this, technology has affected society and its surroundings in a number of ways; it has helped to develop more advance economies (including today's global economy) and has allowed the rise of a leisure class. Many technological processes produce unwanted by-products, known as pollution, and deplete natural resources, to the detriment of the earth and its environment. Various implementations of technology influence the values of a society and new technology often raises new ethical questions. Examples include the rise of the notion of efficiency in terms of human productivity, a term originally applied only to machines, and the challenge of traditional norms. In fact, philosophical debates have arisen over the present and future use of technology in work environment, with disagreement over whether technology improves the human condition or worsens it. Neo-luddism, anarcho-primitivism, and similar movement gone against the view of pervasiveness of technology in the modern world, opining that it harms the work environment and alienates people; proponents of ideologies such as trans-humanism and techno-progressivism view continued technological progress as beneficial to society and the human condition. Indeed, until recently, it was believed that the development of technology was restricted only to human beings, but recent scientific studies indicate that other primates and certain dolphin communities have developed simple tools and learned to pass their knowledge to other generations.

It is observable that in modern technology, man is in a situation of alienation. For instance, man does find many advantages as a means to improve the living standard; it strengthens the power to control nature; and it is taken even as a way to freedom. But as Heidegger indicates, as man behaves according to the way which modern technology reveals, he blocks other possible ways of existence. Before man grasps technology, he already has been grasped by it. Hence one wonders whether man can be said to be fully free when he enters the essence of modern technology. In this regard the focus of this research work is to examine the technology and workers' alienation in contrasting work environment in Ilorin, Kwara State.

## **STATEMENT OF THE PROBLEM**

It can be observed generally that, technology obviously create an alienating environment in which the worker feels powerless, has high-order needs unfulfilled, and reacts in accordance with a frustration-aggression process. This in essence states that, mass-production technology has the effect of making jobs repetitive and routine, thereby creating boredom, frustration and dissatisfaction for the worker, and leading to reactions such as externalized aggression (e.g. horseplay, rumor) and withdrawal (e.g. absenteeism, labor turnover, apathy). However, human beings were indeed witnessing a revolution in the workplace, wrought substantially by the introduction of technology, the consequence of which is that the very nature of work is changing, with jobs either being transformed or made

obsolete (Danziger, 1985). These changes have important human and societal consequences. Also, employees may find themselves without the absolute knowledge of the productive process in the face of the introduction of new machineries.

At the human level, while some workers may find that technology makes their job more complex and satisfying, others may find themselves bewildered and suddenly incompetent. Still others may find that their work has become less challenging and that the expertise and artistry they had acquired over the years no longer matter. Some may pay the ultimate price of job loss. At the societal level, balancing productivity gains due to technology with its undesirable side effects (e.g., technological unemployment, lower wages jobs, or workers alienation) has become a challenge. Be as it may, the more modern technology develops, the more difficult it becomes for individual to live an average life without technological means for lack of the necessary training. Is it not then the individual's existence threatened in an age when modern technology holds sway? However, when technology holds sway and the other possible ways of revealing are concealed we can hardly conceive what the other ways are.

## **RESEARCH QUESTIONS**

To guide this study, the following research questions were formulated:

1. What is the relationship between the introduction of new technology and alienation from productive process?
2. What is the relationship between workers' income and access to goods produced?

## **AIM AND OBJECTIVES OF THE STUDY**

1. Establishing the relationship between the introduction of new technology and alienation from productive process.
2. Establish the relationship between workers' income and access to product produced

## **LITERATURE REVIEW**

### **OVERVIEW OF TECHNOLOGY**

Technology can either be applied generally or to specific areas: examples include construction technology, medical technology and information technology. It is the making, usage, and knowledge of tools, machines, techniques, crafts, systems or methods of organization in order to solve a problem or perform a specific function. It can also refer to the collection of such tools, machinery and procedures. The human species' use of technology began with the conversion of natural resources into simple tools. The pre-historical discovery of the ability to control fire increased the available sources of food and the invention of the wheel helped humans in travelling in and controlling their environment. Recent technological developments, including the printing press, the telephone and the internet, have reduced physical barriers to communication and allowed humans to interact freely on a global scale.

However, not all technology has been used for peaceful purposes; the development of weapons of ever increasing destructive power has progressed throughout history, from clubs to nuclear weapons. Dictionaries and scholars have offered a variety of definitions. The Merriam-Webster dictionary offers a definition of the term: "the practical application of knowledge especially in a particular area" and a capability given by the practical application of knowledge" (Merriam-Webster, 2018). Bernard (1998), in *technics and time*, defines technology in two ways: as "the pursuit of life by means of other life", and as organized inorganic matter".

However, without mathematical and scientific equations, we would not have many of the advantages of technology that we do. Radio transmission, television, telephones and computers are dependent upon string equations and data links, and form the beginnings as well as continuations of most information and communication discoveries. Many amazing strides in technology have been made since the beginning of civilization, and more are certain to be on the horizon. It is unlikely that early men would have been able to visualize that someday their descendants would be travelling in a space exploration vehicle, yet they certainly set the world in motion toward that goal through their efforts to improve their world by realizing the advantages of technology (Danziger, 1985).

## **PHENOMENON OF ALIENATION IN ORGANIZATION**

Alienation in traditional Marxism comprises the parting of the employee from his or her products or his/her labour, the incapacity to impact managerial strategies, the absence of control over circumstances of employment and over the work process. As a result, the worker becomes subjugated by impersonal forces. Labour itself gets commoditized. The word alienation is derived from the Latin (*alienare*), which connotes disposal or removal. It entails the stage of estrangement, moods of powerlessness, social isolation, meaninglessness, exclusion and a lack of identity. Alienation was first discovered in the texts of Marx, with Seeman popularizing the concept in sociology alongside Durkheim's work on anomie. The following are the dimensions of alienation at the workplace.

**Powerlessness:** This indicates the classical view of alienation explored by Marx. It denotes the condition of the worker in a capitalist culture where he/she lacks control over his effort. Seeman (1959) described it as 'the likelihood

that the individual's own behavior cannot define the results he seeks'. Seeman as well envisaged powerlessness as 'the apparent lack of liberty and control while on the job'. In the view of Blauner (1964), the four types of industrial powerlessness are as a consequence of (a) separation of the ownership of the means of production and the finished product (b) the inability to affect general managerial policies (c) absence of control over the circumstances of employment and (d) absence of control over the work process.

**Meaninglessness:** Seeman (1959: 786) describes it as a situation 'when the employee is uncertain as to what he should believe – when the worker's least standards for lucidity in decision making are unmet'. This has been understood to represent when employees add very little to the total product (Shepard, 1977) or is unable to view his or her work in relation to the larger scheme of work (Blauner, 1964; Kanungo, 1979). Blauner (1964) linked meaninglessness in work with process, product and the organization of work developing from the adoption of the division of labor.

**Normlessness:** This is drawn from Durkheim's (1947) conception of anomie, employed to signify the social condition in which norms controlling individual conducts have been fragmented or are now ineffective (Dean, 1961). Anomie entails showing a bit of restlessness or fretfulness, experiencing departure from the group ideals and a feeling of senselessness. It has been viewed by Seeman (1959: 788) as a situation of 'huge expectancy that publicly chastised behaviours are necessary to achieve certain goals.

**Isolation:** This variant of alienation is seen to be related to people 'who allocate low value to beliefs that are basically highly cherished in the society' (Seeman, 1959). It indicates the peoples' denunciation of commonly cherished ideals in the society. Dean (1961) posited that it denotes social segregation from standards of the group. Blauner (1964) pools both concepts of normlessness and isolation to denote a 'social alienation' resultant from a lack of integration in the society.

**Self Estrangement:** This form of alienation refers to the condition in which the worker becomes separated from his/her sense of self. As defined by Seeman (1959: 790), 'to experience self-estrangement connotes being something less than one might be ideally'. In another conception, alienation is concerned with the condition in which one is involved in a task that is not self-rewarding in itself. Shepard (1977) sees this as the situation in which employees view work as a means to some other end as a substitute for a means of self-fulfillment. Blauner (1964: 26) suggests that jobs that do not deliver prospects for the expression of 'unique abilities, potentialities or personality of the worker' inspire self-estrangement.

## **TECHNOLOGY AND ALIENATION IN WORKPLACE**

Instead of looking at technology as alienating us from a unity with nature, we will investigate the fact that the connection between man and modern technology appears as a problematic duality or discrepancy. As a historical self-image, alienation denotes a distortion of what it means to be human in a specific historical situation. This is the starting point for our analysis of technology and alienation. We will use Melvin Seeman's classification of the notion alienation in empirical studies as a guideline. He distinguishes six variations of alienation in empirical research: powerlessness, meaninglessness, normlessness, cultural estrangement, self-estrangement and social isolation.

### **Powerlessness: The control of technology**

Man is never all-powerful; his existence always takes place within a horizon of specific limitations and boundaries. The most extreme of these are determined by age, society, nature, geography e.t.c. From the point of view of instrumental rationality, man has always attempted to get control over both internal and external nature by means of technology. Great successes are achieved: man has obtained large degree of mastery over nature, over time and distance, e.t.c. So, technology certainly has brought us a greater freedom. Nevertheless, there is also another side of the picture. The control and ordering exercised by technology seem to extend over man himself. Sometimes, this is inevitable or even necessary: nuclear energy for instance requires a large degree of centralized supervision. Yet people not always regard this external control as necessary. Modern technology has incorporated political features (and also politics has become technocracy). Instead of man making deliberate choices for the organization of society, it is technology that dictates certain choices we make. Man himself even became an object or material in the organization of modern technology (Geyer, R. Felix and Schweitzer, David R., 1976).

### **Meaninglessness: Life in a technological world**

Modern life world is a disenchanted one: things have lost their sacred character and are reduced to object-for-us. At the same time, this world is increasingly mediated by human technology, and as such, it becomes increasingly complex. For much people, it becomes too complex: their existential grasp upon the things cannot follow the fast developments in technology. The world appears as an incomprehensible whole for them, there comes no meaningful appeal from the things. And as we saw that man has to understand the meaning of himself in his world, this is a real problem. The high degree of depressions and even suicides in our technological societies proves that much people experience their existence as meaningless. The problem is that we have to understand ourselves and the meaning of our existence in a technological culture, but technological knowledge cannot supply us with this kind of

understanding. In technology studies, it is particularly Blauner (1964) who deals with this topic. His theory of focal things and practices tries to suggest a way out of the meaninglessness of the things and our existence.

#### **Normlessness: Technology as Incorporate values**

In modern technological action, however, immediate interaction is more and more ruled out. From a human point of view, man performs an ever smaller part of the production process by an increasing division of labour. As a consequence, a psychological distance between man and his actions is instituted, which fosters the danger of a moral vacuum. From the point of view of technology, there seems a problem with norms and values too. If individual man fulfills an increasing smaller task in the whole production process, he will have lesser control about the dynamics of technology. The mechanical and fragmented character of technological acting leaves little room for ethical considerations: technology ought to be neutral in itself and doesn't have to be evaluated as such. We saw, however that technology has some political features.

#### **Cultural Estrangement: Technological Determinism or Cultural Particularity**

Current tendencies in philosophy of technology tend to be an empirical approach to a differentiation of concrete techniques. Andrew Feenberg's notion of under determination of technological choices is a good example in this respect. The internet for example, was originally developed for military ends but is now at the disposal of a large number of people. Also, Erik Fisher's presentation on nanotechnology has to be situated here. As a consequence of this notion under determination, cultural particularities do not have to dissolve in the dynamics of the mega machine. In this opinion, culture and modern technology could go together. The phenomenon of globalization however, makes us doubt this. Traditions and local cultures are more and more subject to individual questioning or even rejection; the future seems to lie in technological process (Grayson, 1993). At the same time, we witness the emergence of an increasingly uniform world-culture; technology is at least one of the major causes of this development.

#### **Self-Estrangement: Dehumanization and inauthenticity**

As stated above, man acquires this picture of the self through his interaction with the world, to be precise through identification and differentiation with the things outside him. This indicates what people in a given culture and time consider as a self or an existence that is worthy of realizing. The opposite of idea is self-estrangement or dehumanization. It should be clear that this form of alienation is the most philosophical one. In a certain sense, man is always and necessarily alienated; his being is never complete positivity. He always finds himself in a certain degree of distance with respect to himself and the immediate reality. One could even say that when man merges into the positivity of his surroundings, he is self-alienated. As such, man loses much of his potentialities; he gets de-skilled and dependent upon the mega machine which is essentially a social one: instead of the collection of all technological instruments, it means the cooption of human energies with the logic of machine. As a result, man increasingly loses his opportunities for meaningful personal development.

#### **Social Isolation: An Atomistic Living Together**

This last form of alienation concerns the meaning and influence of modern technology on the institution of human existence. Man may not be totally wrapped up in or over-identify himself with society, because human freedom is situated in the distance between man and social institutions, because man is always a social being. Generally, Marx sees the cause of these forms of alienation in capitalist property relations, but there are interpretations which locate these causes in the imperatives of industrial technology and the increasing division. The reality of Eastern-European communism by the way, seems to support this vision in a certain degree. According to Marx, man is socially isolated in the performance of his work, if he interacts with no one, or only in an impersonal, detached and antagonistic manner; in other words, if the relation between fellow workers has a mechanistic character.

### **THEORETICAL FRAMEWORK**

#### **Robert Blauner's Theory of Alienation and Technology**

Scholars have embarked on several studies to determine whether it is all forms of technology that produce alienation along these dimensions or which type of technology produces alienation. Robert Blauner in his attempt to investigate the relationship between technology and alienation first identified different kinds of technology (pre-industrial craft technology, automobile industry, the textile industry and automated continuous processes). His study of American manual workers in his book on Alienation and Freedom (1960) adopts the view that workers' attitudes are an indication of their degree of alienation; that is, he does not adopt the Marxist view that workers in a capitalist society are automatically alienated owing to their objective economic position.

Signs of alienation are indicated by (1) the degree of control over work; (2) the sense of purpose in it; (3) the degree of social integration with other co-workers; (4) the degree of involvement with the work. He analyses four

occupational situations by means of questionnaires given to workers. He uses the printing industries (prior to the onset of computerized technology) as an example of a pre-industrial craft technology. He found that only 4% of print workers found their work dull and monotonous.

Applying this to the study, workers in the Kamwire industry and the ministry of health could experience alienation if they do not have a certain degree of control over their work, if they are not properly integrated with other employees and if they do not have a complete knowledge of the work process. With the introduction of machines to the work process, there is bound to be a degree of isolation among the workers. Employees could work alongside one another for years without speaking with one another. As the employees are not in control of the work they do, they may find no sense of purpose in it.

## METHODOLOGY

This study was carried out in Ilorin metropolis of Kwara State. The city is composed of numerous cultures, populated by the Igbo, Yoruba, Fulani, Hausa, Baruba, Nupe, Kanuri and Malian tribes, as well as other Nigerians and foreign nationals. There are large numbers of Christians and Islamic populations, and many ceremonial activities, mostly with religious aspects, take place in the city throughout the year.

This section deals with the information on the process or methods employed by the researcher in carrying out his study. As such, survey method (which is a major weapon for the social scientist, especially sociologists) was employed to ascertain the stated objectives of the researcher. On this ground, a two-stage sampling technique was used starting with the quota technique, used in the selection of 53 respondents from both ministry of health and Kamwire industry. Following this, the convenience sampling technique was then used in the selection of particular respondents for consultation.

## RESULTS AND DISCUSSION

The focus of this section centered on the presentation and analysis of the author's field work. The data were obtained from a list of 106 workers randomly selected from the two work environments in Ilorin metropolis. At the end, the ninety six questionnaires were eventually retrieved for analysis which represents the whole respondents of the targeted population for the study.

**Table 1: Demographic Make-up of the Respondents**

| Age                              | Frequency | Percentage (%) |
|----------------------------------|-----------|----------------|
| Below 18 years                   | 3         | 3.1            |
| Below 18 and 30                  | 45        | 46.9           |
| Below 31 and 50                  | 43        | 44.8           |
| 51 and above                     | 5         | 5.2            |
| <b>Total</b>                     | <b>96</b> | <b>100</b>     |
| <b>Sex</b>                       |           |                |
| Male                             | 79        | 82.3           |
| Female                           | 17        | 17.7           |
| <b>Total</b>                     | <b>96</b> | <b>100</b>     |
| <b>Educational Qualification</b> |           |                |
| No Schooling                     | 3         | 3.1            |
| School Certificate               | 10        | 10.4           |
| ND/NCE                           | 28        | 29.2           |
| HND/B.Sc./ B. A                  | 36        | 37.5           |
| Others                           | 19        | 19.8           |
| <b>Total</b>                     | <b>96</b> | <b>100</b>     |
| <b>Monthly Income</b>            |           |                |
| Below =N= 20000                  | 8         | 8.3            |
| Between =N= 20001 and 30000      | 25        | 26             |
| Between =N= 30001 and 40000      | 41        | 42.7           |
| Above 40000                      | 22        | 22.9           |
| <b>Total</b>                     | <b>96</b> | <b>100</b>     |

Source: Researcher's Survey, 2012

The table1 above shows that, the highest age range of respondent is between 18 and 30 since the majority amounted for 46.9%; followed by 31 and 50 years that clinched 44.8. The lowest age range revolved around options 'below 18 and above 51'. It could also be observed that majority of respondents were male since they amounted for 82.3 percent, while the remaining 17.7 percent are females. In term of educational qualification, 37.5% went for

HND/B.Sc./ B. A; 29.2 percent went for ND/NCE; 19.8 went for others; while the remaining 13.5 of the subjects went School certificate and option 'No schooling' As regard the workers' income 8.3 percent of the respondents went for option 'less than 20000'; 26 percent of the respondents went for '20001 to 30000'; 42.7 percent of the subjects are between 30001 and 40000; while the remaining 22.9 percent went 40000 and above.

### TEST OF HYPOTHESES

This section had to do with testing the hypotheses formulated for this study in order to determine their validity and reliability and also establish whether there is a relationship between dependent and independent variables offered in the study.

#### Hypothesis 1

Ho =There is no relationship between the introduction of new technology and alienation from productive process.

Hi =There is a relationship between the introduction of new technology and alienation from productive process.

**Table 2**

| Technology Introduced             | Knowledge of Technology |        |          | Total |
|-----------------------------------|-------------------------|--------|----------|-------|
|                                   | Great extent            | Little | Moderate |       |
| Computers and Software Processing | 22                      | 6      | 29       | 57    |
| Automation and process control    | 3                       | 3      | 9        | 15    |
| Lubrications/Machinery            | 0                       | 11     | 13       | 24    |
| Total                             | 25                      | 20     | 51       | 96    |

Source: Researcher's Survey, 2012.

$X^2_c = 20.214$ ,  $df = 4$ , Significance = 0.05  $X^2_t = 16.905$

Therefore,  $X^2_c = 20.214 > X^2_t = 16.905$ . Thus, reject Ho and accept Hi

#### Decision Rule

The table above shows the cross tabulation of the introduction of new technology and alienation of workers from productive process. The calculated Chi-square from the table is  $X^2_c = 20.214$  with the degree of freedom of 4 at 0.05 level of significance and table  $X^2_t = 16.905$ . Since the Chi-square value is greater than the critical table value, the Null hypothesis (Ho) which states that there is no relationship between the introduction of new technology and workers' alienation from productive processes is therefore rejected.

#### Hypothesis II

Ho = there is no relationship between workers' income and their access to products produced.

Hi = there is relationship between workers' income and their access to products produced.

**Table 3 Cross tabulation of monthly income and workers' access to their products**

| Monthly Income          | Worker's Access to the Products Produced |                   | Total |
|-------------------------|------------------------------------------|-------------------|-------|
|                         | Positive Response                        | Negative Response |       |
| Bellow 20000            | 6                                        | 2                 | 8     |
| Between 20001 and 30000 | 5                                        | 20                | 25    |
| Between 30001 and 40000 | 29                                       | 12                | 41    |
| Above 40000             | 22                                       | 0                 | 22    |
| Total                   | 62                                       | 34                | 96    |

Source: Researcher's field survey (2012)

$X^2_c = 42.581$ ,  $df = 3$ , Significance = 0.05,  $X^2_t = 7.82$

$X^2_c = 42.581 > X^2_t = 7.82$ . Thus reject the Ho and accept the Hi.

#### Decision Rule

The table above shows the cross tabulation of respondents' perception on estimated monthly income and workers access to products produced. The calculated Chi-square from the table is  $X^2_c = 42.581$  with the degree of freedom of 3 at 0.05 level of significance and table  $X^2_t = 7.82$ . Since the Chi-square value is greater than the critical

table, the Null Hypothesis (Ho) which states that there is no relationship between the workers' estimated monthly income and workers' access to products produced is therefore rejected. Thus, there is significant relationship between estimated monthly income and access to products produced.

### **Conclusion**

From the foregoing discussion so far, one can see that the issue of technology and workers' alienation in an organization of any kind is something that had been in existence and still exists from time immemorial either in a positive or negative dimension. This is evident from the findings of this research. The findings of the study went ahead to showcase the social network of workers in work environment with modern technology, the production processes, skills, working environment as well as managerial studies among others. The introduction of both old and new technology in work environment (especially Kamwire industry) has an effect on workers in making them feel less important, so old skills were becoming redundant and new skills were becoming more important. With the introduction of new technology, the employees lack a complete knowledge of how all of them work. This is an alienation from the process of production. In this regard, in service industry (especially ministry of health); computers were seen as increasing the volume of business through automation. Although technology on one hand, makes task easier, quicker, more efficient and better. On the other hand, technology can make people lazier, products are made cheaper (which can be good for companies and bad for consumers) and technology can have adverse effect on a person's health and safety. Also, the findings show that certain employees do not have access to the object of their productive effort. This means that certain employees of the Kamwire Industry are alienated from the object of their productive effort. They are unable to afford some objects in which they contributed to productive efforts.

### **Recommendations**

In order to provide means by which alienation can be reduced to the barest minimum at work and create room for workers in adjusting to suit the modern technology; the following recommendations are considered useful based on the findings of the research work.

First, there is the need for cordial relationship, cooperation, availability of working tools and infrastructural development in one form or the other that can reduce alienation. As for technology being friendly with man to machine and environment would invariably enhance the workers to newly introduced technology.

Another way for workers to suite the modern technology in an organization is to have the knowledge of machine used in the production process by learning the proper management of machines. Seminars, workshops in the related areas of technological application should be made available for the workers to learn the entire productive process and not just fragmented learning occasioned by division of labor.

However, providing better welfare packages for workers will fully enhance their potentials; bringing more efficient machines that are less rowdy would obviously improve technology and increase productivity; proper screening of employees before employment can reduce the rate of alienation to the barest minimum at work. Workers in turn should be encouraged to develop adequate interest in their work so as to improve their production capacities and defend their production. These could be done by creating an avenue for awareness, enlightenment for workers in the adjustment to modern technology at work place.

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