

Chapter 4

The Effect of Technological Innovation on Job Satisfaction: Delving Into the Mediating Role of Training in the Transhumanist Age

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ABSTRACT

This study explores the impact of technological innovation on job satisfaction, focusing on the mediating role of training in the transhumanist age. By surveying 65 individuals working in technology-driven environments, the research aims to understand how progressions in technology effects job satisfaction and how training programs can enrich this relationship. The findings show that technological innovation significantly improves job satisfaction when effective training is provided, enabling employees to familiarize to and thrive in transhumanist workplaces. This study contributes to the existing literature by stressing the crucial role of training in mediating the effects of technological innovation on job satisfaction in an era characterized by rapid technological advancements.

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INTRODUCTION

There are many detrimental factors contributing to Job satisfaction. The factors such as work environment and culture, good remuneration, employer's brand and so on. A very important factor is also the performance of the employee. Employee's IT tools have made it easier for workers to do their tasks. Today's world relies heavily on the systematic application of physical forces through various forms of technology to produce commodities and services. In the majority of organizations, technology supplied the necessary forces in a variety of forms to enable the production of commodities and services. According to Dauda (2009), this could take the shape of machine equipment information and communication made up of skills, instruments, processes, and systems meant to operate in particular ways.

Workers from a variety of backgrounds, including less educated manufacturing workers, have profited. Every type of employee now has the ability to transmit and receive information from anywhere in the globe via the internet, multimedia phones, and other communication tools. Their productivity and effectiveness have increased as a result of having access to both technological and non-technical solutions for their organizational and personal difficulties.

Nowadays, engineers, technologists, technicians, craftsmen, and artisans use the internet to look for resources, tools, and solutions that could help them perform better and solve problems. This has improved performance on both an individual and team level in many organizations.

Human Resources and Technological Innovation

In order to survive and be recognized, man often takes care of his own needs as well as those of others. The two positions were neatly integrated by Brown and Peddler (1996). To them, man is an inherently social species with a propensity to seek out other people. By interacting with others, he discovers and fulfils himself in this way. Social networks give people the environments they need to struggle with finding meaning in their relationships with other people. Therefore, a person's sense of self and worth is reliant on other people's presence in his life and his interactions with them (Grant, 1991). People are inspired or motivated to innovate by biological, social, and psychological needs, which are mostly a result of their interactions with people and their surroundings.

Mitchell and Greenberg, 1983).

Ito (1995) emphasized the importance of individual uniqueness in the context of an organization. A person believes and behaves as though he or she is unique. Tajfel (1982) has a similar perspective on distinct groups. He stated that intergroup

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