

StitchCo Essay

StitchCo was a family-owned garment manufacturing company that ran under a Tayloristic management style and worked through a hierarchical organisational structure. They operated through enticing their employees to maximise workload, but keep up consistent quality, and in return higher wages were given. This essay will discuss the impacting factors of the company through change, such as the organisational structure and technological advancements that occur whilst trying to keep up with advancements in everyday life.

Technological advancements are a key element to business development and relevance and Fathima (2025), emphasises the importance of these advancements through the topic of digital entrepreneurship to provide an insight to the audience for not just organisational security and advancement, but also the relevance of the development of technology in economic growth. The change in advanced technology has created numerous effects for StitchCo through employees not being ready for change and haven't been prepared for the need of their own skill development to increase productivity in the workplace. Marco (2025), claims the introduction of technology itself can have various negative effects on the technological and environmental factors of the company through change and the need of technological advancement, and new equipment leading to more energy usage and consumption further creating a bigger carbon footprint causing long lasting effects to the climate and the environment.

There are many other challenges that are faced through introducing technology to various job roles whether you are an employer or an employee, highlighted by Mullins (2019) and by Marco (2025) which can include social interactions between staff members, relationships between employees and the organisation itself, work efficiency and "the pace and intensity of the work" along with many others. Although some employees have been ill prepared for the challenge ahead, development in technology in the workplace can also bring along a variety of positives which can vastly improve the worklife of everyone involved, even if some face challenges adapting to the new workstyle. Introducing new technology can benefit the employees from things as simple as reducing their own workload to improve efficiency, explained by Smith (2023) with many more benefits following.

But to be able to use technology to its full potential, StitchCo needs to overcome the challenges faced through focusing on where they've been hit negatively and work together to be able to adapt and better their workstyles and performance to improve organisational working standards. Training needs to be adequately arranged so that all staff members are comfortable using all new technology. This could be done through

having a day where the business either finishes early or closes for the day to go ahead with the training and could eliminate one of the key issues faced for a minor cost.

Technical issues are unfortunately a major factor in all businesses that are currently using technology, which is the majority of the companies in this day and age, but due to functioning for so long without advanced tech, a simple solution would be whenever the technology has issues or goes down, simply go back to the old working style and use older equipment whilst the new technology is having issues and this could result in less delays in work, less frustration for staff and less of a loss for the company.

The change in management style could have a positive and negative impact on the organisation all at once, especially with similar negatives being inflicted purely by the change in technological advancements. The company has benefitted in running under a hierarchical structure through an approach of senior management giving instruction, managers then planning and employees executing, with an incentive of more pay for workload and consistency. In terms of manager functionality, this structure has clearly worked for the company thus far and is important for staff morale and future development, supported by Saiti (2020), as leadership is important in the workplace to set goals and targets for future achievements and to benefit from incentives such as the increased pay for the workload.

The relationship factor of hierarchical structure is also important as having leading roles such as senior management in organisations which offer incentives is crucial for staff morale, and also helps staff responsibility and accountability. This is explained by Child (2019) who states that hierarchical structure is an important factor for these relationships which as stated, can be very beneficial for staff morale and to give each member of the organisation a role of responsibility in the company. So, losing this organisational structure could mean incentives for staff workload gone, and staff morale quickly disappearing. The change in technological advancements could impact social interaction between the staff members and can negatively impact relationships between staff and the organisation, which largely affects culture already, one of if not the most important factor of bringing a workplace together, agreed by Diene (2025). So, taking away the hierarchical structure could cause a need for complete culture change which could result in a big shock and impact to the organisation.

Although a big change will need to be made between the staff to adapt to a new workstyle and culture, many employees could feel happier, and more in control with their workload working under a distributed leadership. Oeij (2017) researched into the effects of distributed leadership and found that the employees given the responsibility managed to develop efficiency in their workstyle, as well as increasing their “knowledge, skills, experience and creativity”, which is supported by Harris (2009) who claims as well

as increasing productivity it improves decision making and the quality of it. The research by Oeij resulted in benefits being made to the employees such as pay rises and bonuses which can highly impact staff morale and could also result in a tighter culture in the workplace as staff won't feel as if others are above them due to having more responsibility and can lessen the need of organisational groups. Along with the benefits of this leadership style come the negatives, such as a reduction in staff due to employees being expected to develop skills and be more efficient with their work, which could increase their potential workload and lead to more stress in employees. Also, one of the main drivers of an organisation is having goals and wanted achievements set to work towards, and employers and employees should share these drivers to be able to work towards the same goal. Chatwani (2017) provides information through other reliable sources in the organisational industry giving us insight that distributed leadership rather than hierarchical leadership doesn't create the same drive towards that goal as the main factor that works towards this is having a strong leadership management style which hierarchical leadership has more of a focus on. So if underlying issues form with the new management style a simple solution will be to go back to the original.

The changes required for employees is one of the most outstanding factors of the key issues as doing something for years can make it very hard to be able to adapt and change to new working styles. Age can play a big part in this in the current day as with technology advancing more and more, it's hard for anyone to adapt to new current changes. Older people in the workplace are more susceptible to injury also and can take longer to develop new skills and workstyles, supported by Borman (2012). Reaction time and skill development also plays a huge part in these current advancements meaning older people could be looked at first if staff employment needs to be lowered. Although it can be more difficult for older people, change can be a challenge for everyone involved, therefore proper training and timely introduction to new machinery is a vital factor for the change that's been made.

Some employees having job security concerns are reasonable as advancements in automation have created job losses galore in countless organisations. Thangam (2012) highlights the severity of job loss caused by automation over past years in which its development was at its peak. The only way to secure job roles in this situation is to be able to adapt and develop the necessary skills needed in the current workplace, and also to learn about the advancements themselves, as new machinery and technology opens countless opportunities for learning and job roles through needing maintenance and supervision. Michel (2025) provides information to the reader on how job opportunities were at peril due to automation but then thousands of opportunities arose due to the needs and servicing of automation itself.

Gerbas (2023) describes the key benefits and negatives to rivalry between employees. It can benefit through higher work ethic being achieved to stand out amongst others, but can have negative effects due to individuals withholding information on needs for skill development, and can impact staff communication. To improve and use the organisational rivalry effectively, staff should implement incentives all round, as well as incentives for workload so that there's still some friendly competition but if targets aren't reached, there'll still be benefits and arguing will be minimised, supported by Latham (2007).

All in all, the advancements contribute many positives and negatives to the organisation through its leadership, cultural, technological factors along with its potential productivity and monetary benefit. Necessary training needs to be implemented for technological advancement, staff need to be learning and capitalising their skill development for job security but old working ways can be implemented if there's any technological issues. Rivalry, if managed correctly can be a positive factor for workload and productivity. The change itself is a part of life and will have to be dealt with by all to continue to thrive in the workplace. The advancements have shown benefits to outweigh the negatives, which is heavily supported, and as long as management can enforce these necessary improvements to help staff with change in the workplace, StitchCo can once again thrive itself through increased staff productivity and technological advancement.

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