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Enterprise Resource Planning

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Enterprise Resource Planning

Enterprise Resource Planning (ERP) is software applied by companies to control their daily functions. The software ensures that accounting, project management, risk management, and supply chains run smoothly. These systems are complicated, considering they manage many sections of companies. Hence, the decision-making process is vital to ensure the right software is selected to meet the company's objectives. In choosing a suitable ERP, the employees in the different departments should be involved.

Employees should be involved in selecting the right Enterprise Resource Planning system, so they own the decision. Applying them means they attain a professional and individual role in the organization and the general success. They become committed to reaching the goals, which results in high productivity levels (Yang & Gabrielsson, 2017). It is also beneficial to the company as they get insights about their responsibility, preparing them for their future. Therefore, it is a reliable way to ensure progressive growth, as they feel part of the decision making them motivated to attain it. Notably, the employees interact with the systems directly, implying that the systems adopted to empower the organization to meet its goals and objectives when involved.

Another reason why workers need to be involved in the selection team is to improve morale. The software to be introduced is used mainly by the employees meaning if they participate in the selection process, motivation will improve. Most organizations have a hierarchy of power, separating the workers and the management. Involving employees in this process lessens the gap because communication between them is improved (Yang & Gabrielsson, 2017). The workers develop the attitude that their contribution is required, making them more engaged not to let the company down. On the other hand, the leaders collect

information on what the workers need to interact with the systems well for positive outcomes. The more communication is improved, the higher the motivation to execute roles, so the systems' intended functions are met. For that reason, involving the workers is necessary because the motivation to fulfill the software's roles increases, making the investment worth it as the planned outcomes are attained.

When the company employees are involved in determining the software to be used, it means the internal resources are tapped, making the process easier and cheaper. In decision making, an organization would either involve the workers or external consultants. Involving the workers is better because they already have valuable information about the company, so the decision-making period is shorter (Newman et al., 2018). With the external professionals, a lot of time and money is spent explaining to them about the company and the needs the software should meet. Moreover, they have to be informed about the general company policies they need to respect. On the other hand, the workers only need to revise the information to identify the machine required to make their work easier. With the modern competition in the market, companies need to save as much as possible, so that a lot is used in expanding operations. To save time and money in the decision-making process, the employees should be involved rather than outsiders.

Finally, the workers should be involved in the decision-making process so that workplace relationships are improved. When involved, they raise opinions and share knowledge with others increasing chances for the right decisions. Moreover, the organization's interaction rises, as the workers see the need to accommodate each other. With time work, the company adjusts to the new software faster, and chances of resistance are limited. The systems require human

interaction to run the company smoothly. The need is met when the employees are involved, as they understand why a system was preferred over the other and the role it is supposed to attain.

In a nutshell, involving the workers in selecting the software for the company is vital. As explained, it makes them responsible for the decision, improved motivation; it is cheaper and takes less time, and increases workplace relationships. Thus, for a company to invest in a system and ensure the intended outcomes are attained, the workers must be involved, as they are the primary users of those systems.

References

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