Abstract

This paper represents combination of technology management with human resources management component. Authors reviewed the literature regarding organizational readiness and organizational competences as one of its pillar. The paper proceeds and analyze an approach to strong competencies that when built successfully leads to competitiveness and future success of an organization. In this paper, authors exemplify the results of survey conducted in 76 diverse companies in Republic of Serbia in order to determine the level of organizational readiness with emphasis on organizational competence. Results show that there
is significant impact of competencies on the organizational readiness; firm size does not affect the level of competencies for successful implementation of new IT initiatives and the industry in which companies operates are affected by the pillar of organizational readiness for implementation of new technology. The paper represents contribution in terms of improving the adoption of new technologies by the companies.

Reference

Index Terms

Computer Science
Ubiquitous Computing

Key words

Organizational Readiness
Organizational
Competencies
Information Technology