

# **IMPACT OF ERP USAGE ON WORK AND WORK LIFE IN SRI LANKAN MANUFACTURING ORGANIZATIONS**

**K.AJ.M. Karunasekara**

A Dissertation submitted in partial fulfillment of the requirements for the degree of Master of  
Business Administration

Department of Management of Technology  
University of Moratuwa

Srilanka

December 2007

90792

## **ABSTRACT**

ERP transformation usually affects almost every aspect of an organization: work, work life, working relationships etc. Majority of the literature study the ERP implementation and problems related to that. But very few address the effect of ERP on user. Based on the responses received from ERP users of Sri Lankan manufacturing organizations, this research tries to investigate the level of ERP usage in terms of several factors such as information, integration between business functions, standardization of work procedures, level of security and overall success. It also studies the impact of ERP usage on following four work and work life aspects: Cross functionality, responsibility and accountability, power and politics and decision making capacity. 100 responses are used for data analysis and the results show that there is a high level of ERP usage in organizations. Cross functionality, responsibility and accountability, empowerment of self, transparency and usefulness of information show significant relationships with ERP usage. However, there is no statistical evidence to support any significant relationships of ERP usage with authority and innovation.