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Technology and the reconstruction of job descriptions in the metals industry

The article examines the impact of technological innovations and applications on job descriptions in the metals industry. The relationship is not causal, since the impacts of technology derive from the strategies of the work organisation and firm-specific and environment-related processes and practices. The article focuses on the job descriptions of the following occupational groups: production, planning and R&D, and remote troubleshooting and problem solving. The new technology is applied in automatised production, digital technologies, and the convergence of industries (mechanics, computing, etc.). The data used in this study came from case studies and interviews. On the basis of the data analysis, the changes occurring in the job descriptions are either profound or gradual. Gradual changes are more common than the profound ones, but the profession/occupation makes a difference in terms of the profoundness of the change. Technology-mediated and work organisationbased reforms may confuse traditional occupational hierarchies and related educational (hierarchical) orders.