The technology landscape has changed a lot in the last two decades. Now that the new millennium party is over, the trend for workers increasingly involves technology. Just as factories emerged as the basic building blocks for the industrial age, we are in the initial stages of the business infrastructure of the digital age.

The advances in technology have heavily influenced commercial businesses in several ways. It is interesting to note however, that as different businesses compete with each other, the commercial advantage one can have over another may depend primarily on its use of new and advanced technologies.

Even as new and advanced technology promises to generate new employment by creating a demand for fresh skills and new occupational categories that may not be readily available even in developed countries, the deployment of new technology in existing industries creates challenges by transforming the organization of production. Automating production displaces labour. Increased automation leads to reduced need for labour as well as enhanced productivity. It is normally observed that when capital investments in new technology are found to be cheaper compared to employment of labour, firms substitute new technology for labour. The substitution gives rise to work and/or worker redundancy. Although, work and worker redundancy arises due to a number of factors such as outsourcing
manpower, off-loading production, and regular downsizing, new technology is one of these important factors.

The purpose of this research was to study work and worker redundancy and its management in technology intensive industries. In the present study various aspects of work and worker redundancy such as the reasons for work redundancy, selection criteria for worker redundancy, work and worker redundancy in different units of the organizations, adjustment mechanisms employed by the organizations to deal with redundancy, reaction of workers towards redundancy etc have been covered.

Chapter 1 deals with the introduction to the various concepts of the study. Chapter 2 gives a brief profile of the industries taken up for the study. In Chapter 3 an account of the studies related to the topic of research conducted in the different parts of the world has been given. In Chapter 4 the methodology adopted for the purpose of the research has been discussed. Chapter 5 deals with the analysis of the data collected, which has been presented in the form of results and discussion. Chapter 6 deals with the conclusions of the study, its implications and suggestions for future research. Finally, a list of references has been given.