

## Navigating through Organizational Change: TAM-Based Manual for Digital Skills and Safety Transitions

**Authors :** Margarida Porfírio Tomás, Paula Pereira, José Palma Oliveira

**Abstract :** Robotic grasping is advancing rapidly, but transferring techniques from rigid to deformable objects remains a challenge. Deformable and flexible items, such as food containers, demand nuanced handling due to their changing shapes. Bridging this gap is crucial for applications in food processing, surgical robotics, and household assistance. AGILEHAND, a Horizon project, focuses on developing advanced technologies for sorting, handling, and packaging soft and deformable products autonomously. These technologies serve as strategic tools to enhance flexibility, agility, and reconfigurability within the production and logistics systems of European manufacturing companies. Key components include intelligent detection, self-adaptive handling, efficient sorting, and agile, rapid reconfiguration. The overarching goal is to optimize work environments and equipment, ensuring both efficiency and safety. As new technologies emerge in the food industry, there will be some implications, such as labour force, safety problems and acceptance of the new technologies. To overcome these implications, AGILEHAND emphasizes the integration of social sciences and humanities, for example, the application of the Technology Acceptance Model (TAM). The project aims to create a change management manual, that will outline strategies for developing digital skills and managing health and safety transitions. It will also provide best practices and models for organizational change. Additionally, AGILEHAND will design effective training programs to enhance employee skills and knowledge. This information will be obtained through a combination of case studies, structured interviews, questionnaires, and a comprehensive literature review. The project will explore how organizations adapt during periods of change and identify factors influencing employee motivation and job satisfaction. This project received funding from European Union's Horizon 2020/Horizon Europe research and innovation program under grant agreement No101092043 (AGILEHAND).

**Keywords :** change management, technology acceptance model, organizational change, health and safety

**Conference Title :** ICIOP 2024 : International Conference on Industrial and Organizational Psychology

**Conference Location :** Lisbon, Portugal

**Conference Dates :** October 28-29, 2024