Usage of information and communication technology for people with disability in business

Matea Novak

Faculty of Organisation and Informatics

University of Zagreb

Pavlinska 2, 42000 Varaždin, Croatia

mnovak@foi.hr

Abstract

The development and usage of information and communication technology are in full swing and innovative inventions from this area can completely change the lives of people with disabilities to the better.

The main topic of my final work is the usage of ICT in the business environment for people with disabilities. The work is conceived as a research based on the analysis of newspaper articles, and the method of content analysis was used. The main goal of the research was to determine the frequency of articles on disability issues and analyze the content of the articles. Another goal was to learn how ICT can contribute to improving the quality of life of people with disabilities. In a business environment, assistive technology is the most needed type of ICT. This type of technology is very important as it facilitates communication and mobility. It includes both hardware and software, and all forms of devices that increase employee independence and productivity. For research purpose, it was necessary to get familiar with the legal regulations related to the employment of persons with disabilities. According to Croatian law, employers who employ people with disabilities are required to provide them with adaptation of the workplace and business processes, and if necessary to obtain equipment and technology to help them with their job.

The conclusion of the research is that the representation of articles on people with disabilities is extremely rare and they are usually very concise. Another conclusion is that the situation with the employment of persons with disabilities is not good, there is still a lot of room for upgrading, but there is also noticeable effort of the state and employers for improvement. During the research several positive examples from practice were found that could serve as an example to other employers how to successfully integrate people with disabilities into the business environment, and which benefits all of them can have by using ICT.

Keywords: people with disabilities, information and communication technology, content analysis, business environment, assistive technology

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