Improve Productivity through HR Development

I. Background

		Every month Suggestion submitted 🙂

A Factory	- 1000 members are working
	-Target for Suggestion submission:
	   One sugg/member/month
		- Award amount for one sugg Rs5000/-
		- Total cost for company/month
		   Rs 50,00000/-

Every month Suggestion submitted
1000 (Plan)   1000 (Actual)

II. Problem consciousness

1. Lack of traceability on How many Suggestions are Duplicated.
2. Unique suggestion ideas not appreciated
3. Sugg evaluation panel(management) keep on changed.
4. All Implemented and not implemented suggestion treated as same

Leading to difficult in run Factory without real improvements 😞

III. Basic Way of Thinking

Strengthen the System on suggestion scheme

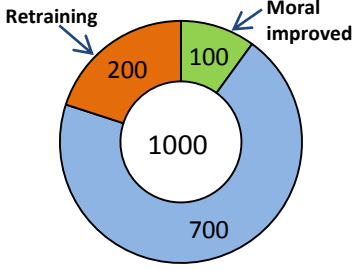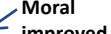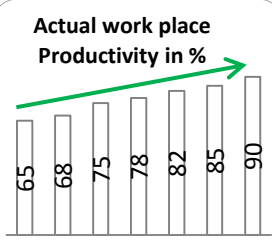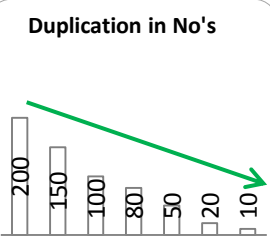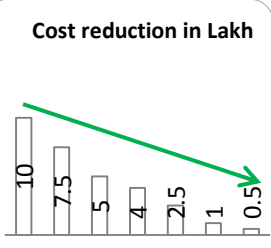**Outline of Suggestion scheme improvements to get Real improvement:**

1) Training of 1000 workers

1. All workers to be understand in what is Valuable suggestion.

2. Teach about all Suggestion centralized with Automation - No depended on Man.

3. Ask to Build the consensus with own supervisor to confirm No duplication suggestion also sugg idea has implemented-Take auto approval.

2) Real output

1. Appreciate Unique idea Suggestion with higher awarded- Propose for Top Mgt. presentation, send External event competition and linked with Work Life Plan(Grade up, Promotion, Increment, etc..)

2. Once Suggestion idea implemented at actual working area, Review about how company get befitted by through PDCA and linked with company HR KPI.

IV. Organization

Jeyaraman & HR-MGR	Define Roles & Responsibility & Overall Schedule
Team - 1	Automation - IS Dept.
Team - 2(HR-MGR)	Training for Supervisor - MFG Dept.
Team - 3(Supr)	Training for workers -MFG Dept
Team -4(Jey)	Monitor & Analysis with stack holder
Team -4(Jey)	Review with MGR→ GM→ VP

Presentation in Companywide Communication Meeting(CCM) to showcase our company pride to become AP Region number One plant of choice.

V. Result / Analysis output

Spl. award introduced, Top Mgt. recognised, Automation implemented, Promotion nomination increased, Set a Standard that Not implemented suggestion will not be consider.

Retraining 200   Moral improved 100
Unique Sugg   Regular Sugg 700   Duplicate Sugg
1000

Actual work place Productivity in %

Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20
65	68	75	78	82	85	90

Duplication in No's

Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20
200	150	100	80	50	20	10

Cost reduction in Lakh

Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20
10	7.5	5	4	2.5	1	0.5

HRD KPI ACHIEVED 🎯 by Team work