



Productivity Improvement and Organization Development

Case Example to Illustrate Approach Plan

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Case Outline

- This case study provides an outline presentation of methodology and tools deployed for the productivity improvement and Organizational development assignment, and the results.
- The case pertains to a Health Care organization - with about 1400 employees.



Case Outline

- This organization has about 1400 employees .
- The organization has 4 sales SBUs and 3 plants.
- This exercise was started on the year 2010-11 and continued through 2011-12 and 2012-13.



Results and Benefits

- **Over all sales growth of 57% from the base year (2009-10)**
- **Productivity of Sales SBUs increased by 75%**
- **Productivity of Manufacturing by 48%**

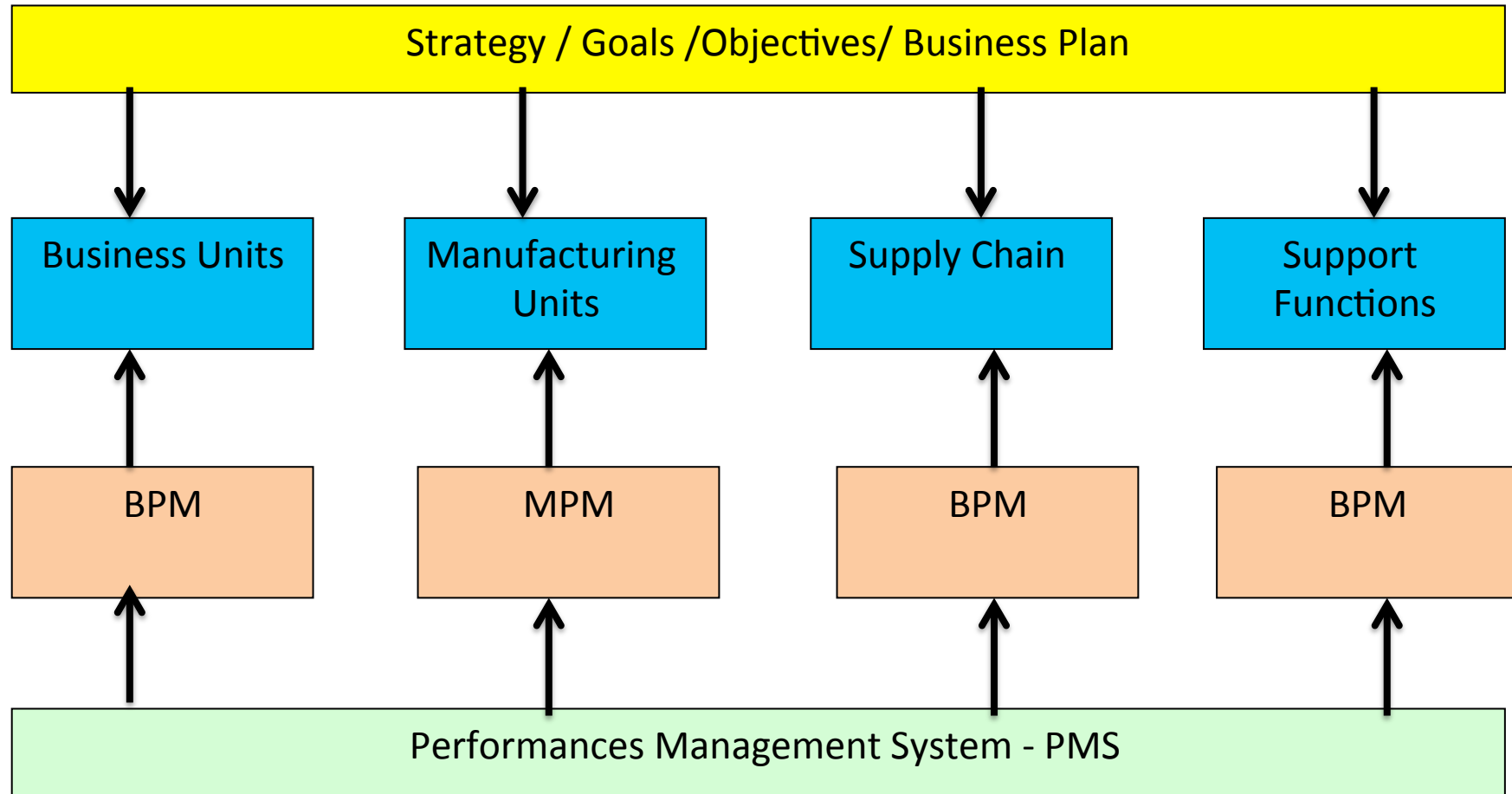


Results Summary

SBU	KPI pointing Productivity	Base Year	2010-11	2011-12	2013-14	Increase in % From Base Year
		2009-10				
Organization	Overall Sales (CR)	170	189.7	225.08	266.44	57%
M-WS	Sales Per person per month	1.63	2.34	2.43	2.84	74%
M-ES	Sales Per person per month	3.6	4.61	5.4	6.23	73%
P1-TB	Production units per man day	9200	11131	12330	13833	50%
P1-OL	Production units per man day	601	715	780	880	46%



Methodology Framework



BPM – Business Process Management and Organization Development
MPM – Industrial Engineering and Manufacturing Process Management