ISM 202: Productivity Management

Credits: 3
Lecture Hours: 48

Course Objective

This course aims to acquaint students with the broader and holistic perspectives of productivity management and proposes a model which is applicable for productivity measurement in business firms.

Course Description

This course contains introduction, productivity improvement, Areas of Consideration for Productivity Management, Productivity Measurement.

Course Details

Unit 1: Introduction **LH 11**

Concept, the importance and role of productivity, productivity improvement factors-internal and external factors affecting firm's productivity, productivity management system, productivity policy, approaches to productivity appraisal- total productivity, labor productivity, government and public sector productivity appraisal, comparing and analyzing productivity; approaches to productivity analysis in the enterprises- the Kurosawa structural approach, Lawlor's approach, Gold's approach, quick productivity appraisal approach, Inter-firm comparison .

Unit 2: Productivity Improvement **LH 12**

General considerations, productivity improvement programmes: concepts and key elements, organizational approaches to productivity improvement programmes, major variations of productivity programmes, productivity improvement techniques- industrial engineering and behavioral, productivity improvement strategies and action plans.

Unit 3: Areas of Consideration for Productivity Management **LH 13**

Waste reduction and energy conservation program, maintenance improvement, improving productivity through quality- quality and productivity, TQM and quality management, quality circles, effective human resource management- motivation, participation, training and work organization, education and training policy of the Government of Nepal, labour-management relations and productivity movement, The role of ILO in productivity promotion, role of The Asian Productivity Organization.

Unit 4: Productivity Measurement **LH 12**

Concept, objectives of productivity measurement, management by objectives and productivity measurement, system approach and productivity measurement, performance objectives-productivity (PO-P), identification of key performance areas (KPA's), setting of performance objectives, ranking and weighting and sub-systems, KPA's and PO's performance indices-calculation and evaluation.

Text and Reference Books

Prokopenko, J., ***Productivity Management,*** A Practical Handbook, ILO, Geneva

Vrat, P, Sardana, G.D., & Sahay, B.S., ***Productivity Measurement for Business Excellence,*** Alpha Science International Ltd. Oxford UK.

Vrat, P., Sardana, G.D., and Sahay, B.S., ***Productivity Management: A system Approach***, Narosa Publshing House.

Sawhney, S.C., ***Productivity Management: concepts and Techniques,*** Tata McGraw-Hill, India

Kongkiti, P., ***Productivity Management in an Organization: Measurement and Analysis,*** ToKnow Press.

Economic development and National Productivity Centr, Productivity in Nepal.