

Topic:-

“Productivity enhancement in garment industry”

Session 2007 – 2011

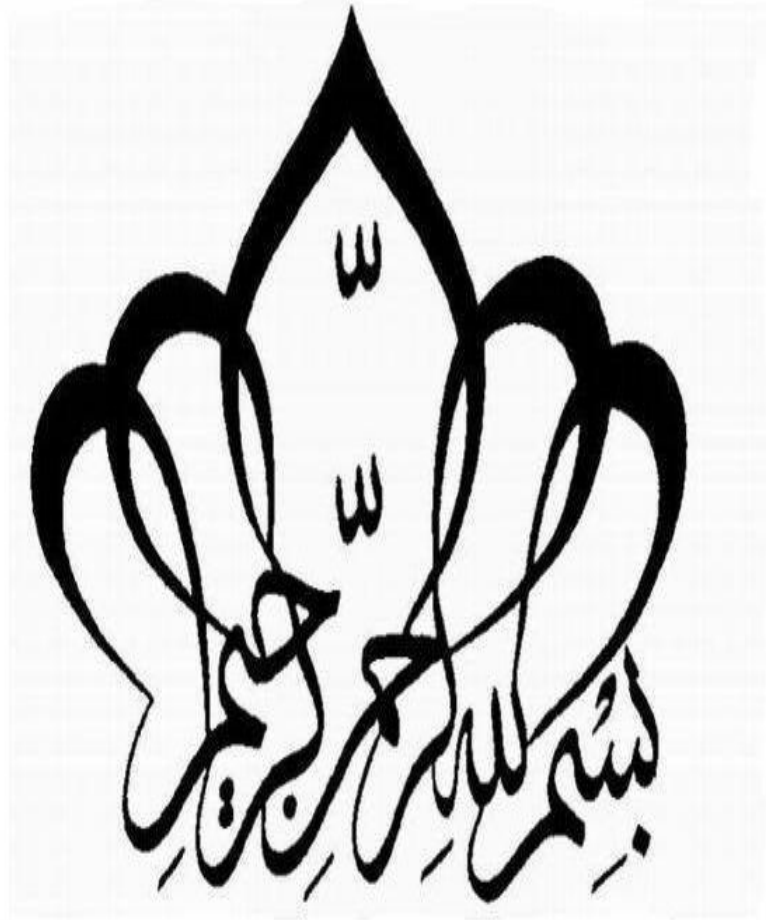
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DECLARATION

We hereby declare that this project, neither as a whole nor as a part therefore has not been copied from any source. It is further declared that we develop this project and entirely on the basis of our personal efforts made under the sincere guidance of our project supervisors **Dr.Nabeel Amin**

We further declare that this project and all associated documents, sheets, reports, samples and records are partial requirements for the degree of Bachelor in Textile Engineering. We shall not sale this project and documents.

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CHAPTER NO 1:

Productivity

Productivity:

Productivity is a measure of the efficiency of production. Productivity is a ratio of production output to what is required to produce it (inputs). The measure of productivity is defined as a total output per one unit of a total input.

At the national level, productivity growth raises living standards because more real income improves people's ability to purchase goods and services, enjoy leisure, improve housing and education and contribute to social and environmental programs. Productivity growth is important to the firm because it means that the firm can meet its (perhaps growing) obligations to customers, suppliers, workers, shareholders, and governments (taxes and regulation), and still remain competitive or even improve its competitiveness in the market place.

Productivity as a concept can be defined and can be operationalized, i.e. made measureable with the aid of production data. Production data is measured data related to the production process in the form of prices and quantities of inputs and outputs.

Main processes of a producing company:

A producing company can be divided into sub-processes in different ways; yet, the following five are identified as main processes, each with a logic, objectives, theory and key figures of its own. It is important to examine each of them individually, yet, as a part of the whole, in order to be able to measure and understand them. The main processes of a company are as follows:

Main processes of a producing company

- real process
- income distribution process
- production process
- monetary process
- market value process

Strategy for productivity improvement:

Based on the study of factors showing association with productivity and the suggestions by the respondents, the eight final recommendations for productivity improvement are summed up as follows:

- **Strengthen work measurement and methods improvement.**

Work study and industrial engineering practices need to be strengthened in apparel factories. The dependence on past time standards must give way to scientific work measurement and methods improvement. Factories could gradually move towards a fully developed industrial engineering department.

- **Initiate supervisor and manager training.**

A study of the factors associated with productivity levels clearly establishes that the factory management must adopt modern practices to achieve higher productivity. This will be possible, only if the supervisory and managerial teams are trained to bring in these changes. Companies could use a blend of in-house training along with sponsoring staff to attend programs at specialised institutions, so as to learn scientific methods of line balancing, plant layout, work place engineering, etc.

- **Set up operator training cell.**

Results of the study have clearly established that factories that had invested in operator training had higher productivity. It is absolutely essential to start an in-house operator training program for skill as well as work culture, so that the operators are made aware of how to achieve world-class performance.

- **Strengthen quality systems.**

The results of correlation analysis show moderate negative correlation between rejection level and productivity. The average repair and rejection levels reported by the respondents were quite high. It is important that factories implement a quality system for the total organisation. The aim should be to eliminate rejects and to reduce repair levels substantially.

- **Strategic technology up-grade.**

Technology level has shown significant positive correlation with productivity. Factories need to use more specialised machines in spreading, cutting, sewing, and finishing areas. It is important that the factories draw up a strategic plan for technology up-grading. As the funds for investment are expensive in India, every new investment needs to result in substantial productivity gains.

- **Introduce productivity measurement systems.**

After implementing the above stated recommendations for productivity improvement, the factory should be ready to implement productivity measurement and comparison systems. This will help the factory to record, measure and communicate performance at different levels as well as to provide data for internal and external benchmarking.

- **Strengthen production planning and scheduling.**

As the management team is likely to be equipped with better techniques, operators are well trained and productivity measurement systems are put in place, so that the factory can concentrate on strengthening production planning and scheduling. The aim should be the maximum utilisation of productive resources of the factory. The factories could also evaluate software solutions available for this purpose.

- **Introduce incentive scheme.**

The productivity gains will not be sustainable if the workers and staff do not reap the benefits of higher productivity. As the factories are likely to have already gained substantially through implementation of the recommendations on productivity improvement, it is the right time to draw up an incentive plan for the workforce that encourages higher performance and rewards it suitably.