

Organisational Productivity

Organisational productivity can be defined in terms of organisational processes completed on schedule. It includes:

- end-product processes, which yield a discrete, traceable output such as a report; and
- routine maintenance processes such as updating a personnel record.

3 ways to increase organisational productivity

1 Set realistic targets

- Set realistic targets so everyone knows what to work towards.
- Break top level objectives into smaller, achievable targets. They form the crucial link between strategy and daily operations.
- Identify performance measures to encourage and track improvement.

2 Promote an innovative mindset

- Think about organisational processes from different perspectives.
- Encourage the creation, implementation, or improvements to existing organisational processes that can reduce costs and enhance productivity.

3 Enhance communication between employer and employee

- Employers should maintain face-to-face communication to reach all employees.
- Employees should share their issues directly with their bosses.

Successful cases of organisational productivity

- **Singapore Productivity Association**
<http://www.spa.org.sg/ecpp-success-stories.html>
- **SPRING Singapore - A Guide to Productivity Gainsharing**
https://www.spring.gov.sg/Resources/Documents/Guidebook_Productivity_Gainsharing.pdf

References

Singapore Human Resource Institute. (2015). *Tactics used to increase productivity*. Singapore: Singapore Human Resources Institute, p.16. Retrieved 2016, November 4 from [http://www.shri.org.sg/shriorg/download_PDF/HC%20Jan-Mar2015\(27\).pdf](http://www.shri.org.sg/shriorg/download_PDF/HC%20Jan-Mar2015(27).pdf)

Igbaekemen G. & Idowu O.A. (2015). The impact of organisational commitment on employees productivity: A case study of Nigeria Brewery, PLC. *Impact*, 2(9),107-121. Retrieved from 2016, November 4 from EBSCOHost.