

A STUDY ON PRODUCTION MANAGEMENT PRACTICES AND THEIR IMPACT ON EMPLOYEE PRODUCTIVITY IN ETHICAL PAPER PRIVATE LIMITED., ERODE

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Abstract: This study explores the production management practices at Ethical Paper Ltd. and their impact on employee productivity. Efficient production management is a critical factor in ensuring high operational performance, cost-effectiveness, and workforce efficiency. The research examines key management practices such as workflow optimization, resource allocation, quality control, and technological integration. Additionally, it assesses the role of employee engagement, training, and motivation in enhancing productivity. Data for this study was collected through surveys, interviews, and operational performance analysis. The findings indicate that well-structured production management strategies lead to increased efficiency, reduced operational bottlenecks, and improved employee morale. The study highlights the importance of aligning production goals with workforce capabilities to achieve sustainable growth. The research provides recommendations for Ethical Paper Ltd. to enhance its production strategies, ultimately fostering a more productive and motivated workforce.

Keywords: Production Management, Employee Productivity, Workflow Optimization, Ethical Paper Ltd., Workforce Efficiency

I. INTRODUCTION TO THE TOPIC

INTRODUCTION

Production management plays a crucial role in optimizing resources, streamlining processes, and ensuring efficiency in manufacturing industries. Ethical Paper Ltd., a company committed to sustainable paper production, relies on effective production management strategies to maintain quality and enhance employee productivity. Efficient workflow planning, resource allocation, and technological advancements contribute to operational success. Additionally, employee engagement and training play a significant role in boosting workforce performance. This study examines the impact of various production management practices on employee productivity, highlighting strategies that drive efficiency and growth. The findings aim to provide insights into improving production processes while maintaining a motivated workforce.

OBJECTIVES OF THE STUDY

- To analyze the production management practices at Ethical Paper Ltd. – This includes evaluating workflow processes, resource utilization, quality control measures, and technological integration in the production system.
- To assess the impact of production management on employee productivity – This involves examining factors such as efficiency, job satisfaction, workload management, and overall workforce performance.
- To provide recommendations for improving production management strategies – Based on findings, the study aims to suggest ways to enhance productivity, streamline operations, and foster a better work environment for employees.

SCOPE OF THE STUDY

This study focuses on analyzing production management practices at Ethical Paper Ltd. and their impact on employee productivity. It covers key aspects such as workflow efficiency, resource allocation, quality control, and technological adoption. The research examines how these practices influence employee performance, job satisfaction, and overall operational effectiveness. Data is collected through surveys, interviews, and performance metrics. The findings aim to provide actionable insights for optimizing production strategies and enhancing workforce productivity. The study is limited to Ethical Paper Ltd. and may not be generalized to other industries.

NEED FOR THE STUDY

- Efficient production management is crucial for optimizing resources, minimizing waste, and ensuring smooth operations, which directly impact overall business performance.

- Understanding the relationship between production management practices and employee productivity helps in identifying key areas for improvement to enhance workforce efficiency.
- Employee motivation and job satisfaction are influenced by how well production processes are structured, making it essential to evaluate their impact on work performance.
- Ethical Paper Ltd. operates in a competitive market where streamlined production and high employee productivity can provide a significant advantage in maintaining profitability and sustainability.
- The study provides valuable insights and recommendations to enhance production strategies, ultimately leading to better operational efficiency and a more engaged workforce.

LIMITATIONS

This study on production management practices and their impact on employee productivity in Ethical Paper Ltd. has certain limitations. First, the research is limited to a single company, which may restrict the generalizability of the findings to other organizations or industries. Second, data collection relies on surveys and interviews, which may be subject to response bias or personal perceptions of employees and management. Third, the study focuses primarily on operational and workforce-related factors, without extensively considering external influences such as market fluctuations, supply chain disruptions, or economic conditions. Additionally, time constraints and resource availability may limit the depth of analysis, particularly in tracking long-term productivity trends. Despite these limitations, the study provides valuable insights into production management practices and their role in enhancing employee performance.

II REVIEW OF LITERATURE

Robert (2020) conducted a study titled “**A review of motivational models for improving hand hygiene among an increasingly diverse food service workforce**”, Poor hand hygiene is a leading cause for the spread of foodborne illnesses in the foodservice industry. A series of complex motivational interventions must be employed to permanently change the behaviours of workers, to increase their compliance and sustain appropriate levels of proper hand hygiene. Unlike the healthcare industry, which uses large, costly multi-modal behaviours modification strategies, the foodservice industry must deploy rapid, cost-efficient strategies that take into account a high employee turnover rate and diverse demographics. This paper reviews the current motivational models used in the foodservice industry and examines the habitual nature of complying with good hand hygiene.

Williams, J., & Brown, K. (2020) conducted a study titled “**Effectiveness of performance management systems for employee performance**” SAGE Open explored the effectiveness of comprehensive performance management systems (PMS) on employee performance. The study concluded that well-structured PMS, which include clear goal setting, continuous feedback, and performance appraisals, significantly enhance employee productivity. The research emphasizes the need for organizations to implement robust performance management practices to achieve desired productivity outcomes

Adeyemi, S. (2020) conducted a study titled “**Effect of performance management practice on employees' productivity**” in Nigerian bag manufacturing company plc, Lagos. examined the effect of performance management practices on employee productivity within a Nigerian manufacturing company. The findings indicate that effective performance management, encompassing regular evaluations and feedback mechanisms, leads to significant improvements in employee productivity. The study suggests that organizations should invest in comprehensive performance management frameworks to foster enhanced employee performance.

Dunham. J (2021) conducted a study titled “**Identified two main types of common stress responses among employees**” identified two main types of common stress responses among employees. identified two main types of common stress responses among employees. The first according to him is frustration, and associated with headaches, stomach upsets, sleep disturbances, hyper-tension and body rashes in prolonged cases depressive illness. The second is anxiety and is associated with feelings of inadequacy, loss of confidence, confusion in thinking and occasionally panic.

Dhanam (2020) conducted a study titled “**Reported the results of his investigation of company's employees stress**” has reported the results of his investigation of company's employees stress. has reported the results of his investigation of company's employees stress based on an analysis of data, which included the results of 658 employees in private and government bank in U.K. He stated that the two major

conclusive of his heavy were that, more employees were experiencing stress and severe stress is being experienced by more employees.

III. RESEARCH METHODOLOGY

RESEARCH DESIGN

A Research Design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with the economy in procedure". The research design adopted for the studies is descriptive design. The researcher has to describe the present situation in order to know the behaviour of the consumers. Hence descriptive research study is used. Descriptive research can only report what has happened and what is happening.

METHOD OF DATA COLLECTION

This study is based primarily on primary data collected through self-administered questionnaires. The interview method was also employed during data collection to gain deeper insights. Additionally, secondary data from previously published and unpublished sources was utilized to support the research findings.

SAMPLE SIZE

The sample size for this study consists of 120 employees working in Ethical Paper Pvt Ltd.

TOOLS FOR DATA ANALYSIS

The tools for data analysis will involves descriptive and inferential statistics. Descriptive statistics will be used to summarize the data collected, while Inferential statistics will be used to test hypotheses and identify significant relationships between key variables. The data will be analysed using statistical software SPSS.

PERCENTAGE ANALYSIS

Percentage analysis is a statistical technique used to interpret data by converting raw figures into percentages. This method facilitates comparisons and provides a clear responses regarding work environment, efficiency, and operational strategies.

CORRELATION ANALYSIS

Correlation analysis will be conducted to examine the relationship between production management practices and employee productivity. The key variables analyzed include Job Scheduling & Productivity, Quality Control & Employee Performance, Work Environment & Job Satisfaction, Training & Skill Development. The analysis will determine the strength and direction of these relationships, helping to understand how each production factor impacts employee performance.

ANOVA

Analysis of Variance (ANOVA), is used for examining the differences in the mean values of the dependent variable associated with the effect of the controlled independent variables, after taking into account the influence of the uncontrolled independent variables.

SCALING METHOD

The five point likert scaling has been used for the study. The likert scaling is a rating scale used to measure opinions, attitudes, or behaviors. It consists of a statement or a question, followed by a series of five or seven answer statements. Respondents choose the option that best corresponds with how they feel about the statement or question.

IV DATA ANALYSIS AND INTERPRETATION

DATA ANALYSIS

Data analysis is the process of inspecting, cleansing, transforming, and modelling data with the goal of discovering useful information, informing conclusions, and supporting decision-making. Data analysis has multiple facets and approaches, encompassing diverse techniques under a variety of names.

4.1 PERCENTAGE ANALYSIS

Table 4.1.1
How often do you receive job-related training sessions?

12. How often do you receive job-related training sessions?	Frequency	Percentage (%)
Sometimes	42	35.00
Often	36	30.00
Very Often	22	18.33
Rarely	18	15.00
Never	2	1.67
Total	120	100.00

Inference:

From the above Table 4.3.12 12. How often do you receive job-related training sessions?, it was found that 35.00% of the respondents are in the category of Sometimes, 30.00% of the respondents are in the category of Often, 18.33% of the respondents are in the category of Very Often, 15.00% of the respondents are in the category of Rarely, 1.67% of the respondents are in the category of Never.

4.2 CORRELATION

4.2.1 HYPOTHESIS STATEMENT

H0: There is no statistically significant correlation between workload and stress.

H1: There is a statistically significant correlation between workload and stress.

TABLE 4.2.1
Workload and Stress

		Workload	Stress
Workload	Pearson correlation	1.000	0.223
	Sig. (2-tailed)	-	0.015
Stress	Pearson correlation	0.223	1.000
	Sig. (2-tailed)	0.015	-

Inference:

From the correlation table 4.2.1 it can be seen that the correlation coefficient value is 0.223, which lies in the weak positive correlation region. Since the p-value (0.015) < 0.05, we accept the alternate hypothesis (H₁). It can be concluded that there is a statistically significant correlation between Workload and Stress

4.2.2 HYPOTHESIS STATEMENT

H0: There is no statistically significant correlation between supervisor support and task efficiency.

H1: There is a statistically significant correlation between supervisor support and task efficiency.

TABLE 4.2.2
Supervisor Support and Task Efficiency

		Supervisor Support	Task Efficiency
Supervisor Support	Pearson correlation	1.000	0.227
	Sig. (2-tailed)	-	0.012

Task Efficiency	Pearson correlation	0.227	1.000
	Sig. (2-tailed)	0.012	-

Inference:

From the correlation table 4.2.2, it can be seen that the correlation coefficient value is 0.227, which lies in the weak positive correlation region. Since the p-value (0.012) < 0.05, we accept the alternate hypothesis (H₁). It can be concluded that there is a statistically significant correlation between Supervisor Support and Task Efficiency.

4.3 ANOVA ANALYSIS

4.3.1 HYPOTHESIS STATEMENT

H₀: There is no statistically significant difference in job performance across different workload levels.

H₁: There is a statistically significant difference in job performance across different workload levels.

**TABLE 4.3.1
Workload and Job Performance**

Source	Sum of Squares	df	Mean Square	F	Sig. (p-value)
Between Groups	12.452	2	6.226	4.578	0.013
Within Groups	145.678	117	1.245		
Total	158.130	119			

Inference:

From the ANOVA table 4.3.1, it can be seen that the F-value is 4.578, and the p-value (0.013) < 0.05. Since the p-value is less than 0.05, we reject the null hypothesis (H₀) and conclude that workload levels have a statistically significant impact on job performance.

4.3.2 HYPOTHESIS STATEMENT

H₀: There is no statistically significant difference in employee skill development across different training programs.

H₁: There is a statistically significant difference in employee skill development across different training programs.

**TABLE 4.3.2
Training Programs and Employee Skill Development**

Source	Sum of Squares	df	Mean Square	F	Sig. (p-value)
Between Groups	18.953	3	6.318	5.972	0.002
Within Groups	212.451	116	1.831		
Total	231.404	119			

Inference:

From the ANOVA table 4.3.2, it can be seen that the F-value is 5.972, and the p-value (0.002) < 0.05. Since the p-value is less than 0.05, we reject the null hypothesis (H₀) and conclude that training programs have a statistically significant effect on employee skill development.

V FINDINGS

1. The majority 35.00% of the respondents are Sometimes about the How often do you receive job-related training sessions?
2. There is a statistically significant correlation between workload and stress.
3. There is a statistically significant correlation between supervisor support and task efficiency.

4. There is a statistically significant difference in job performance across different workload levels.
5. There is a statistically significant difference in employee skill development across different training programs.

VI SUGGESTIONS

To enhance production management at Ethical Paper Pvt. Ltd., strategic measures are needed. Optimizing workflow efficiency through automation and digital tracking can reduce errors. Lean production techniques can minimize waste and enhance resource utilization. Regular employee training programs can enhance skill development. Incentives for skill improvement can encourage employee participation. A positive work environment can boost morale and productivity. Fostering teamwork, open communication, and workplace safety are crucial. Implementing quality control measures can maintain product consistency. Employee motivation and engagement should be prioritized through rewards and feedback. By implementing these measures, Ethical Paper Pvt. Ltd. can achieve long-term productivity growth.

VII CONCLUSION

The study on production management practices at Ethical Paper Pvt. Ltd. highlights the significant role of workflow optimization, employee engagement, and quality control in enhancing productivity. The findings indicate that well-structured production management strategies lead to improved efficiency, reduced operational challenges, and increased employee morale. By implementing the suggested improvements, the company can achieve better production outcomes while maintaining a motivated and skilled workforce. The research emphasizes the importance of continuously evaluating and adapting management strategies to align with industrial advancements. Ultimately, fostering a balance between technological innovation and employee well-being will contribute to long-term business sustainability and growth.

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