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Institute Elections 2013

The details of the elections to the IMS Council given in the December Newsletter should have read:

Those elected to serve on the IMS Council were John Heap, Harry Hogg, John Lucey, Andrew Muir and Malcolm Towle.

On the 21st of October John Lucey resigned from Council and Kevan Kelly was co-opted to fill this casual Vacancy".

UK businesses not providing the right collaboration tools



According to a recent report, 54% of UK employees believe access to better collaboration tools would improve productivity yet only 18% are satisfied with the devices and 5% with digital collaboration tools their organisation provides.

According to the **'Digital Collaboration: delivering innovation, productivity and happiness'** report by Deloitte and commissioned by Google UK businesses are hindering employee morale and productivity by failing to provide the right work-place technology.

The report highlights the fact that the use of the second generation of collaboration tools such as social media, video conferencing, and online collaborative editing tools are the exception rather than the rule in the UK.

Extracts for the report will be published in the Institutes Spring Journal which will be available to members in March.

Solving the U.K.'s Productivity Problem

There is a great deal of talk in the United Kingdom about the things companies are doing to improve morale at work, but these initiatives don't appear to be making much difference to how most people feel about their jobs.



In 2012, the proportion of employees in the U.K. who felt involved and enthused at work remained flat -- a percentage that hasn't changed since **Gallup's last global workplace study conducted in 2009-2010. Slightly fewer than one in five** British employees are engaged at work.

Since the start of the Great Recession, the U.K.'s productivity gap versus other G7 nations has widened. According to the Financial Times, only Italy's productivity is worse. Raising the level of employee engagement among the country's workers is probably the fastest and least expensive option for U.K. firms to start to bridge the productivity gap, and in turn, sustain the budding economic recovery.

Working long hours is not always productive

The Malaysian Employers Federation (MEF) executive director Shamsuddin Bardan recently indicated that employees who spent long hours at the office were not necessarily productive. He urged employers to rethink the way they view employee productivity – by looking at their achievements and not the number of hours spent in the office.

Citing a lack of trust as the main reason most Malaysian employers did not allow flexible work arrangements, such as working from home. He indicated that companies that practised flexible work arrangements, including allowing employees to work from home, had found improved work quality and commitment and reduced stress levels among its workers, he noted.

Agricultural Productivity

In the past century we have seen a rapid growth in agricultural productivity. In America in 1870, it took 80 farm workers to feed every 100.

By 2002, that number had fallen to around two, according to World Bank figures—and those two remaining farm workers were producing so much food that obesity had become the country's number one health problem and agricultural products one of its largest exports. It is estimated that today every US farmer feeds roughly 155 people.

Better pay means more productivity

The RAGS Challenge Fund (Responsible and Accountable Garment Sector) of the UK government has demonstrated that better pay and working conditions can go hand in hand with better productivity in Bangladesh. It has been found that Better resource management and communication between employees and managers can benefit all. In participating Bangladesh factories,

when average monthly take-home pay was increased by Tk 491 (£3.86), daily efficiency and productivity increased 18.28% and 17.07 % respectively. The RAGS has been working with buyers such as Arcadia, Marks & Spencer, Mothercare, New Look, Sainsbury's and Tesco and non-governmental organisations in the garment sector since 2010.

It aims to develop the sector through: capacity building of mid-level management and workers, women's empowerment through training, working with small and medium enterprises and cottage industries to produce fair trade products and access to global markets, and use of environment-friendly technology.

Globally Productivity Declines



The Conference Board a global, independent business membership and research association has produced a report indicating that in 2013 most countries failing to improve their overall efficiency for the first time in decades. Productivity growth is the most important ingredient for raising prosperity in rich and poor countries alike. If overall productivity growth disappears in the years ahead, it will dash hopes that rich countries can improve their population's living standards and that emerging economies can catch up with the advanced world.

The Conference Board's annual analysis of productivity uses the latest data to estimate economic growth in all countries, the increase in hours worked and the deployment of additional capital to estimate the efficiency of individual economies. Globally, it found that labour productivity growth declined from 1.8 per cent in 2012 to 1.7 per cent in 2013, having been as high as 3.9 per cent in 2010.

The Conference Board said: "This stalling appears to be the result of slowing demand in recent years, which caused a drop in productive use of resources that is possibly related to a combination of market rigidities and stagnating innovation."

Diabetes affects work productivity

Dr. Muneera Ba Al-Ahmad, Director of Health Education and Administration at the MOH in Jeddah, recently indicated that diabetes, like any other chronic disease, has a detrimental effect on productivity.

Recent statistics reveal that 14.1% of the adult population in Saudi Arabia suffer from diabetes, with some 2.8 million people having been diagnosed with diabetes, and around 28% of those who are afflicted are within the 30-year old range.

China needs to improve Productivity

Zhu Min, deputy managing director of the International Monetary Fund, has indicated that the ultimate goal of China's development is to increase the well-being of the people.

He said the essential element to reach that goal is to ensure the steady increase of productivity, instead of the total increase in gross domestic product.

As an emerging economy, the way toward sustainable growth and the mission to catch up with developed countries not only means the expansion of economic scale, but also the improvement of productivity, said Zhu Min.



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