

National Manufacturing

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Productivity Analysis

Purpose or Issue Addressed

Case Study: Impact of Profile XT on Productivity in the Finisher position
 Department: Finishing
 Assessment: Profile XT
 Employees: 45

Baseline Prior to using Profile XT

Defects: 20%
 Scrap: 10%
 Employees needed to staff department: 50

Course of Action

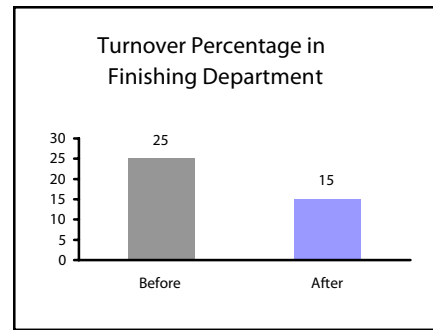
- In June 2003, National Manufacturing assessed top performers in the Finisher position with the Profile XT and used those results to create a peak performance Job Match Pattern. Subsequently, all individuals hired for the Finisher position were assessed with the Profile XT and measured against this peak performance Job Match Pattern.

Results

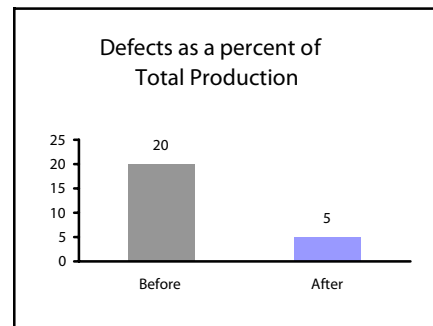
- From the period 6/1/2003-6/1/2004, the following changes were seen in the production of the Finishing department:
- Defects: 75% decrease from 20% of total production to 5% of total production
- Scrap: 90% decrease from 10% of total product to 1% of total product
- Because of production efficiencies, number of people needed to staff department has decreased from 50-45 resulting in a 10% decrease in workforce

Benefits

- By using the Profile XT to hire and coach all new individuals in the Finishing position, National Manufacturing shows a substantial decrease in defects and scrap resulting in a savings to the company of \$357,000.
- Based on the average salary in the Finishing position of \$25,000, National Manufacturing has also seen a savings of \$137,500 in salary and benefits.



Decrease in Turnover Percentage



Decrease in Defects



Decrease in Scrap

