

# SCORE CASE STUDY

## PROMOTING WORKERS' IMPROVEMENT INITIATIVES AT POLYTECH CO., LTD.

Promoting workers' improvement initiatives is among the most important contents of Module 1: Workplace cooperation. This methodology helps strengthen workers' involvement in implementing improvements. Stronger workers' involvement enhance the sense of ownership to the improvements which creates a foundation for sustainability.

Founded in 1992, Polytech Co., Ltd. is specialized in wooden floor manufacturing for both domestic and international markets. The company has 53 employees, 42% is female.

Participated in Module 1 Workplace cooperation of SCORE, "Promoting workers' improvement initiatives" is one key project implemented by Polytech. Main activities of the project included:

- Promotion of improvement ideas among employees especially line workers.
- Development of procedure to receive, process and apply the improvement ideas.
- Development of communication channel to foster the exchange of ideas between workers and managers.
- Application of improvement ideas and reward.



*Polytech's Enterprise Improvement Team with the participation of both top managers and workers*

Within less than 2 months Polytech received numbers of improvement ideas, 10 of them were selected to be implemented and brought the company significant benefit in production.

Some key outcomes from the improvement are:

- **15% increase in productivity of raw material processing**
- **40% decrease in searching time at chemical warehouse**
- **30% increase in productivity at packaging**

Workers with improvement ideas received rewards and compliment from company director making an important improvement in workplace cooperation and workers' morale.



*The Team's effort was highly acknowledged by SECO's ambassador H.E. Jean-Jacques Elmiger in his visit to the company on 23<sup>rd</sup> October 2012*