

Role of Kaizen Management Techniques to Improving the Work Efficiency in SSI

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Abstract - SSI (Small Scale Industries) is generally perceived as an incredible instrument for financial development and adjusted sectorial improvement. One of the particular qualities of little scope area is that the advancement of these enterprises would make more extensive business openings helping business and aptitudes improvement and guarantee better utilization of scant monetary assets and fitting innovation. Besides, they can assume a fundamental function in accomplishment of public economy and sociopolitical destinations, the incubation time frame is exceptionally short and they need modest quantity of cash-flow to begin. I additionally help in the dispersal of creation limit not at all like the huge scope enterprises which will in general pack in a couple of hands. This separated, foundation of such ventures in provincial zones and humble communities assists with checking the convergence of populace into greater towns. A remunerating highlight of monetary advancement in India has been the amazing development of present day SSI. The little endeavors have at this point set up their ability to fabricate a wide assortment of complex merchandise in various product offerings requiring a serious level of expertise and accuracy.

Keywords- SSI, Kaizen, Ss, SMEs,

I. INTRODUCTION

India is dominantly a cultivating country. Beside agribusiness, SSI have been in like manner advanced. SSI are the establishment of our mechanical structure as they give an arrangement of non-conventional, low development things. They are excessively busy with the taking care of, ensuring, creating and changing activities and accept a key employment in changed and possible monetary turn of events. Thusly, a proper improvement of little extension organizations is fundamental for the sound advancement of economy. The fundamental object of developing little scope businesses in Rural domains is to make better work openings, raise pay levels and lifestyles of people. SSI are essential for giving helper or trade occupations and utilization of neighbourhood work and rough materials. They empower a convincing gathering of resources of capital and capacity and in like manner vitalize the advancement of mechanical venture. Consequently, the headway of little extension adventures is an indispensable bit of the overall monetary, social and mechanical improvement of a country

II. DEFINITION OF KAIZEN

Kaizen implies "kai=Change/the activity to address" Zen="Good". In this way the Kaizen=Good change .kaizen

induces the dependable upgrades recalling everyone for the connection starting from the bosses to laborers.

III. REVIEW OF LITERATURE

Imai (1997) portrays that the improvement can be secluded into Kaizen and progression. Kaizen suggests little updates due to advancing undertakings. Progression incorporates a remarkable improvement on account of colossal theory of resources in new development or equipment. The maker also explains that concerning Kaizen, the heads has two critical limits: upkeep and improvement. Upkeep insinuates practices facilitated towards keeping up current progressions, regulatory and working measures, and keeping up such standards through planning and request. Under its upkeep work, the board plays out its allotted tasks with the goal that everybody can hold fast to standard working framework. Improvement, meanwhile, implies practices composed towards raising current checks

Deming (1995) highlights that affiliations are progressed at a more noticeable rate than at whatever point in recorded history. Since affiliations are dynamic substances and since they stay in an always advancing condition, a huge bit of them are in a consistent state of movement. This outstandingly genuine and constantly changing condition offers tremendous managerial open entryways similarly as challenges. To satisfactorily address this condition, various

overseers have gotten a handle on the organization hypothesis of Kaizen

Gibb and Davies (1990) have perceived and included the accomplishment factor for CI what's more, creative technique in Australian Small to Medium Enterprises (SMEs), the criticalness of market bearing and ground-breaking key definition in productive SMEs. The essential accomplishment factors that have been included in the examination fuse propelling a corporate culture, making an incredible structure, separating competitors, making cooperations and affiliations, and making versatility and speed of response

Irane and Sharp(1997) considering the survey in a little degree creating association, recommend that CI technique should be pervaded as a conviction into the agents 'heart. The ideal condition of CI procedure is its mix with the corporate culture

Chen et al. (2000) apply Kaizen approach on a little assembling organizing structure. The point of convergence of this endeavor is the virtual creation of meat tenderizer. The thing is correct now too expensive to even consider evening consider creating. To address this system plan issue, a structure engineer, a gathering engineer, a quality planner and two machining overseers are free to be the associates in this Kaizen adventure. In the wake of recognizing the issue, a conceptualizing strategy has been used to explore the gathering targets by getting the information on current system of the thing. Cell manufacturing system is familiar with reduce creation costs. Kaizen brings CI, it diminishes 25% of the unit cost, reduces floor space need by 15% and it also develops a prevalent correspondence mastermind .

Dehghan et al. (2006) depict the relevant investigation of Kaizen adventure that is performed by National Productivity Improvement Program (NPIP), at Chaharmahal-Bakhtiari Farming Organization. Two Kaizen methods of reasoning to be explicit 5S and strategy improvement are used for this CI endeavor. The status of the method already, at that point afterward Kaizen is showed up by using stream traces, square charts and spaghetti outlines, etc. Shortening of work techniques and decrease in budgetary expenses achieve growing the satisfaction level of both private and outside customers. Results show the decreasing in 11% stations, decrease in 11.7% moving around, 16% proficient, 34.2% length decay and 53% saving in transportation cost.

Rajesh Gautam(2012) In india there are countless little and medium scale organizations are accessible in India All are facing certain issues achieving absence of creation and quality issues. the kaizen use in an industry in a successive development framework in India that creates front and back turn for considerable and medium vehicles.in his paper when execution of kaizen methodologies then productivity

and quality is moreover improve them .such a huge number and various methodology, the association can make due with lower delivering cost and higher type. The benefit is figure exhort with respect to The extent among yield and data is known as productivity. It may moreover be portrayed as the mathematical extent of whole made to the proportion of resource used in any creation. The resource may be land, plant, work, material, machines, gadgets or it very well may be a blend of all

M. Shabeena Begam(2013) 43 In any manufacturing organizations there are the normal issue is to pass on the thing and materials in straightforwardness and furthermore in best quality yet the lean and kaizen methods are goes after to cleared out the wastages ,improve the quality. Lean teachqies is workers on the over creation ,silly vehicle ,unnecessary development the further degree to make lean thoughts, which could be executed in low volume, high collection and high volume and low grouping .the essential clarifications behind low level of lean organization nonappearance of care and planning about kaizen and lean.

Yousuf Khadri(2013) portray the fixations at the utility of kaizen thought, practice and advancement as a vital strategy to join agents to contribute their suggestions for improvement of the about amassing structures just as anything everything in the assembling plant beginning from security to corporate office. The examination is on base on the TVS motors ltd. kaizen has helped in joining people and build a space of trust and love and thusly - kaizen improvement joined with quality circle improvement has affected bringing positive progressive change and a good definitive culture for dynamic human resource headway in the association

Dhareन्द्रa Prajaapati(2015) the examination is clarify the effect of the working condition on the work efficiency. The workplace of association is the principle the issue in the efficiency. In his examination they investigation the how the functioning condition is the influencing on the profitability of work. The helpless working condition are influencing on the announcements the profitability of work. The clamor level is additionally influencing on the work profitability. The climate influences on occupation fulfillment and accomplishment of the association objectives. The most representative are feel the pressure in during work. The workplace is most Indian association should be a concurred to work for their employment towards the uplifting mentalities for fulfillment there work. The administration are need to improve correspondence framework with their representative for make a persuading climae for to expand profitability. The workplace is the critical determinant for work fulfillment and must be the manner by which improve the workplace for builds the work efficiency

IV. RESEARCH PROBLEM

In Nashik region there are so many Small scale Manufacturing Industries they facing the Employee Productivity problem .Key solution on this problem is the Kaizen Techniques overall research on analysis of Kaizen Techniques It's impacts on employee Proactivity . The survey is done on Both Implemented Kaizen industries and Non Implemented Industries.“A Study of kaizen Kaizen Management Techniques and its impact on Improving the Work Efficiency in SSI of Nashik Region”

Objective of Study - The principle target of study is to Analysis the Kaizen Techniques and there sway on SSI of Nashik Region . The Specific target are as per the following.

1. To Identify the Effectiveness of Kaizen Techniques on work efficiency in SSI of Nashik Region.
2. To Study of Relationship between Kaizen Techniques and work efficiency.

Hypotheses

Following null hypotheses are framed and tested. The null hypotheses were framed with reference to data collected from Industry officers.

Null hypotheses-

1. There is no relationship between the extent of labor force engaged with actualizing kaizen and usage period of the kaizen venture
2. There is no relationship between obstructions in actualizing kaizen Techniques and kind of industry.

Alternate hypothesis-

1. There is relationship between the extent of labor force engaged with actualizing kaizen and usage period of the kaizen venture
2. There is relationship between obstructions in actualizing kaizen Techniques and kind of industry.

Research Approach

Post Facto Research Methodology is utilized in this examination. This basically involves an unmistakable style of examination to discover viability of kaizen methods and its effect on works efficiency. The current exploration study is unmistakable in nature and consequently, information is gathered from both Primary and Secondary sources.This research incorporates quantitative strategies where it assembles information in words and ideas (Punch, 2005). The respondents were approached to rate every assertion as per their degree of concurrence with it by utilizing a 5-point Likert scale (1: Strongly Disagree, 2: Disagree, 3: Neutral, 4: Agree, 5: Strongly Agree).

Sample selection

Kerlinger (1986) states that examining is segment of an objective populace or universe as an agent. As indicated by Cohen et al (2007), a likelihood (irregular) testing and non-likelihood (purposive) inspecting are two primary procedures for choosing research subjects. This exploration embraces a plausible for example arbitrary inspecting. Researcher is Selected 50 Production Employee of 25 Industries of SSI(small scale industries)in Nashik region for Sample and Which is Selected Though the random sampling method.

Data Collection

The current examination study is graphic essentially and accordingly, information are gathered from both primary and secondary sources. Auxiliary information were gathered through complete writing survey and web. Other auxiliary sources included past investigations, diaries, reports, magazines, papers and books. The essential information were gathered from field visits of the different units doing preparing and improvement programs.

V. DATA ANALYSIS

The information gathered were investigated utilizing the statistical package for the social science(SPSS) to decide frequencies, rate, means and standard deviation, coefficient alpha, relationship insights and different procedures.

Table No. 1: Which is the following result is find in your company? Works efficiency

		Frequency	Percent
Valid	Disagree	16	32
	Neutral	2	2.4
	Agree	15	30.7
	Strongly Agree	17	34
	Total	50	100.0

Source-Field Survey Data

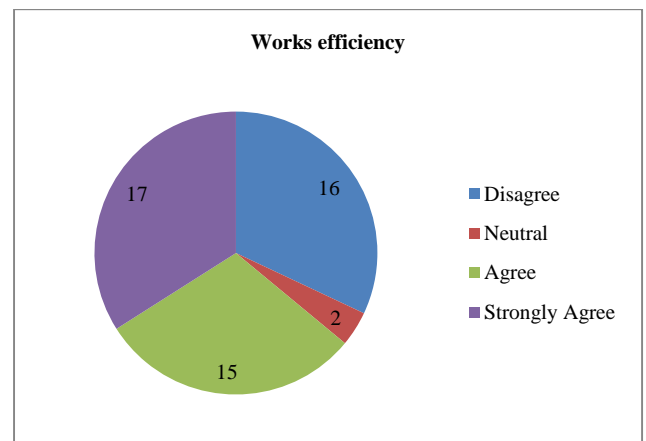


Fig no 1.2 work efficiency.

The researcher filling the questionnaires from the production employees of small scale industries,where

kaizen techniques is applied work efficiency is improve 34% respondent are strongly agree work efficiency is improve. From the above table and chart shows that the where the kaizen techniques is implemented the work efficiency is not found 33.5% of respondent Disagree for that, 33.3% of Respondent are Strongly agree for where the kaizen is implemented work efficiency is improve, 30.7% Respondent are agree for Work Efficiency is improve and 2.4% of Respondent are not decided the work improve or not

Testing of Hypotheses-

Hypothesis-1

- $H_0 : \mu = 0$, There is no relationship between the extent of labor force engaged with actualizing kaizen and usage period of the kaizen venture.
- $H_1 : \mu \neq 0$, There is relationship between the extent of labor force engaged with actualizing kaizen and usage period of the kaizen venture .

We would like to test above hypothesis at Level of Significance = 0.05

We study ANOVA table and F-Test. we get Significance value < 0.05 . We can reject the null hypothesis and accept the alternate hypothesis. **Inference:** There is relationship between the extent of labor force engaged with actualizing kaizen and usage period of the kaizen venture

Hypothesis-2:

- $H_0 : \mu = 0$, There is no relationship between obstructions in actualizing kaizen Techniques and kind of industry
- $H_1 : \mu \neq 0$, . There is relationship between obstructions in actualizing kaizen Techniques and kind of industry We would like to test above hypothesis at Level of Significance = 0.05 We study ANOVA table and F-Test. **Inference:** There is relationship between obstructions in actualizing kaizen Techniques and kind of industry

VI. FINDINGS AND CONCLUSION

In this examination kaizen has been executed in SSI of Nashik region to accomplish the kaizen strategies profits by the chose research strategy and kaizen devices and procedures idea not just adequately actualized in SSI of nashik region yet additionally improved the creation, quality and arrangement of organization. by utilizing the waste end methods, for example, Poke yoke, 5S, Standardization, 3M, Value stream planning, kaizen benefits were found in the zone as decreased process duration, diminished cost, improved proficiency, improved quality, decreased the wastage, improve the worker profitability, demeanor and good and so forth which features the commitment of kaizen in this research when the

questionnaires filling from the production employees. The Respondent production employee think the barriers was come in actualizing the kaizen techniques is authoritative culture protection from change is fundamental boundary in executing kaizen Techniques in ventures. Overall, this examination presume that execution of kaizen procedures Across SSI clears path for development in the works Efficiency, elevation and good, work proficiency, nature of creation and correspondence arrangement of association

VII. RECOMMENDATIONS AND SUGGESTION

In view of study, it is suggested that the improvement and use of kaizen strategies is associated with the learning mindset in the affiliation learning affiliation culture can affect the utilization of kaizen procedures in a fair manner and it can construct soul of cooperation. In perspective on examination, It is suggested that the improvement and use of kaizen strategies is associated with the learning attitude in the affiliation learning affiliation culture can affect the utilization of kaizen methods in a good manner and it can assemble soul of collaboration. Organization should have a convincing correspondence System and critical data and kaizen activity should be passed on to employees. it is huge that associations should give more thought on their correspondence structure to engages a relationship to interlink with its delegates. A Kaizen giving critical and important data. For the expansion the work efficiency kaizen procedures is successful however when all representative will be take care of all responsibility of consistent improvement and persistent pondering how take care of the issue and how to get arrangement.

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