Implementing a productivity improvement program

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Productivity improvement which leads to a reduction in cost is one of the most important properties of a resistive economy. This also plays a very important role in increasing the strength of a country to move along the development frontiers. The rapid development in research and development in the education sector and inadequate resources, on the other hand, have caused many problems in the provision of educational services. Therefore, due to the limited resources and increasing demand in this sector, attention must be given to the productivity to find out how one must combine resources and factors of production to provide the required services.

Education is an area of public service that encounters increase scrutiny and criticism for its low productivity and quality. Educators are expected to function efficiently and effectively. They are also expected to adapt to methods and policies that permit even greater productivity. Productivity mostly evokes a polarized and emotional reaction from management, labor, union, customers, and stakeholders. Education is one of the most important components of the educational network. The majority of the educational sector share from the national GDP is spent on education. Thus assessing educational service productivity is important. By reducing and preventing waste of resources, available resources can be utilized to provide more services and to expand access to them and improve education and research services. Worldwide, the quality of higher education is improving continuously due to the efforts of different accrediting agencies that are set by the government1.

Higher education institutions' objective should be to provide quality education to students and also to involve them in the creation of new knowledge. High education quality is possible by creating an effective and efficient infrastructure for learning and teaching. By creating effective infrastructure more students will be attracted to admission which will support better earning for the institution. By implementing effective and innovative pedagogy in training, students are allowed to understand the concepts to improve their creativity and analytical skills. By involving the students in research activities and by designing and implemented research-oriented curriculum and evaluation policies both faculty members and students will involve in the creation of knowledge and publications. This automatically improves the research productivity of educational institutions. In this article, I will discuss designing and implementing of the productivity improvement program in ABC educational institute. The research enhancement model will be proposed and strategies that need to be followed by the institute to enhance productivity will be suggested.

**Productivity improvement plan**

The productivity improvement program will focus on the institutional research productivity of both students and faculty. The scheme of this productivity plan will depend on the ability of the institution in the creation of new knowledge. The creation of new knowledge will depend on the institution's publications and research. The publication of institutions will be measured by calculating its annual average publications which in turn depend on the number of articles published in a journal, several books published in edited volumes and the number of book chapters published. The productivity of the research will be measured by knowing the research index. Based on these I have devised a productivity improvement program. This program is based on an idea of how to involve faculty and students in enhancing the research output of an organization. The curriculum model will be developed to allow students to work in industry and research projects every semester along with a study on elective and core subjects2.

The major objective of this institute is to create new knowledge and skills among students. By keeping this objective in mind polices will be developed to add research components as a major component of the higher education system. Scholarships will be provided to the organization and students to encourage the research in different areas. The institute will promote the research atmosphere and will also encourage students and faculty members to involve in research projects. The institute will give priority to recruiting research-oriented faculty members, the setting of research centers, research funding, and publications. The dedication and commitment of faculty along with its competitiveness in research is very important. The research productivity of this institution will be enhanced by increasing the research publications of both students and faculty members. The strategies that will be used to increase research productivity include the Appointment of faculty members who have passion, research experience and inclination on publications and research. Supporting faculty members to work on different research projects by allocating time and providing external and internal institutional projects. Research centers will be created in different areas and making faculty members in charge of it. Research publication targets will be set to each faculty member and providing facilities to them to reach the publication target. Faculty development programs will be arranged on research methods. Scholar publications will be increased in international journals. Conferences and workshops will be organized periodically and the target will be set to each faculty member to present papers at the conference. Faculty members will be encouraged to publish their research papers in an international journal. The institution will encourage its students to involve in different research projects. The policy will be formulated to encourage faculty members to publish their papers in international open access journals to increase citation. The different mean of opportunities will be created to increase collaboration both at the international and national levels. This will create a better opportunity for exchanging ideas for inter-institutional collaborative publications.

The research atmosphere will be created in college by the following means. Through the research committee, every faculty member will be counseled for their research interests. Young faculty members will be supported by giving different research and case study ideas. The institute will conduct faculty meetings regularly to discuss the research development in different projects. The research committee of the institute will organize training workshops for faculty members on journal publishing and research methodology. The college will organize national conferences every year and will encourage faculty members to submit papers in each conference. The presented paper in the conference will be reviewed and published in conference proceedings. The improved papers will be published in international journals after proper supervision. The working strategy will be formulated by the research committee of the institute. The committee will supervise the student research and the working strategy will be formulated by the research committee of the institution.

The strategies that will be adopted by the research committee include: career goals will be set for becoming a successful researcher. The competition will be created among students and faculty members. The research environment will be created in the institute by providing proper infrastructure such as an online database, computer with internet, etc. Faculty members and students will be empowered by organizing research-related seminars and statistical and graphical software for training purposes. Funding’s for the publications will be provided by the institution for supporting journal publication and faculty promotions and increments will be done based on the research performance.

Training is very important because it prepares teachers to do their job well by building the right knowledge and skills for intelligent and logical decisions and actions. Well trained educators will attain a positive attitude and efficient work habits that will promote teamwork and cooperation. The strategy of goal setting for faculty members will help to convey the responsibility to faculty members of the institute. When the faculty member will realize the responsibility as a trainer, researcher and teacher then he will orient his mindset to think towards the effective way of generating new knowledge (Martinez, Bermudez, Guilley-Toyogon, Ramos, & Figueroa, 2016).

The goal-setting will help to make faculty members take responsibility to involve themselves in research activities and they will find time in their busy schedule. Productivity improvement cannot be achieved through just actions ideas and control. Very good productivity results are obtained by focusing on managing operational unit requirements. Therefore, total requirements will be managed by the use of managerial skills which will provide the right direction and will help to provide adequate motivation, encouragement, positive reinforcement and recognition. Proper coordination of all activities will be achieved by designating a project manager to be in charge of all these activities. He will ensure that the project will go according to the schedule. The project manager will possess good judgment, interpersonal skills, and organizational abilities.

**References**

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