

СЕКЦІЯ 2. ЗАБЕЗПЕЧЕННЯ СВІТОВОЇ ПРОДОВОЛЬЧОЇ БЕЗПЕКИ ТА РОЛЬ УКРАЇНИ У ГЛОБАЛЬНІЙ ЕКОНОМІЦІ

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THE ESSENCE OF LABOUR PRODUCTIVITY IN OPERATIONAL MANAGEMENT

Labour productivity is crucial component of economics. Its significance and importance is hard to overestimate. Also we can consider it as one of the most critical factors in determining the efficiency and effectiveness of an organization's operations. It measures the output produced per unit of labor input, typically expressed in terms of goods or services per labor hour. This key performance indicator (KPI) reflects not only the efficiency of the workforce but also the overall performance of the organization. High labour productivity is closely tied to several positive outcomes, including cost efficiency, sustainable growth, and the ability to maintain a competitive edge in a rapidly evolving market.

The role of labour productivity extends beyond just numbers, it directly impacts profitability, operational effectiveness and the capacity to innovate. An organization that excels in labor productivity can reduce production costs, improve resource allocation and deliver high-quality outputs at a lower cost. This efficiency allows companies to reinvest savings into areas such as research and development and expanding their product lines or enhancing their workforce capabilities. The connection between labour productivity and economic performance is profound. National economies and individual industries are often benchmarked based on their labor productivity levels. Economies that consistently improve productivity levels can achieve higher GDP growth rates, reduce inflationary pressures and enhance overall living standards. On a microeconomic level, labor productivity contributes to organizational success by enabling businesses to increase output without proportionally increasing labor costs. This balance is vital for maximizing profit margins and achieving operational scalability.

For deeper analyze the essence of labour productivity it is necessary to observe factors influencing it. We can present a table, which describe factors that contribute to labour productivity (see Table 1).

Table 1. Factors contribute to labour productivity

Factor	Impact on Productivity	Example Measures
Employee Skills and Training	Improves task accuracy and efficiency	Regular skill development programs
Technological Advancements	Reduces manual errors and speeds up processes	Integration of AI and automation
Work Environment and Conditions	Promotes higher efficiency in a safe, comfortable space	Creating ergonomic workspaces, offering wellness programs
Managerial Efficiency	Enhances effective management of resources and tasks	Training managers for optimal resource management
Incentives and Motivation	Motivates employees to perform better	Providing bonuses, recognition, career growth opportunities

Source: Adapted from [1-3]

Organizations that maintain high productivity levels are better positioned to thrive in competitive markets. They can sustain profitability through reduced operational costs, better resource utilization and more effective management practices. When productivity is optimized, companies have the ability to produce more with fewer resources, which enhances their capacity to reinvest in innovation, expand their market share, and attract new customers. This is particularly important in industries that are resource-intensive or face increasing competition from both local and global markets.

Moreover, industries with high productivity growth can adapt more quickly to market changes and economic shocks. They are better equipped to absorb the costs of new technological innovations, regulatory changes and shifts in consumer preferences. This adaptability is a crucial aspect of long-term sustainability and competitiveness in the global economy.

According to scholars, notably Heizer et al, there is a strong connection between Operational Management and Labour Productivity. It is highlighted that Operational management plays a crucial role in driving improvements in labour productivity. This role even can be considerable as vital. Effective operational management involves not only optimizing resources, but also ensuring that processes and systems are continuously evaluated and refined. Key strategies that operational managers can implement to enhance productivity include:

- **Process Optimization:** Streamlining operations to eliminate inefficiencies.

- **Lean Management:** Adopting lean principles to minimize waste and maximize output.
- **Performance Measurement:** Using key performance indicators (KPIs) to track and improve productivity.
- **Technology Integration:** Implementing modern technologies to automate repetitive tasks and enhance efficiency [4].

We can perform strategies that help enhance employee productivity through effective management (see Fig. 1).

Strategy1 . Set Clear Expectations and Goals:

- define roles, responsibilities and performance indicators. Clear goals lead to focused efforts, improving efficiency and achieving desired results.

Strategy 2. Cultivate Effective Communication:

- foster a culture of transparency through open communication channels like regular team and one-on-one meetings.

Strategy 3. Equip Employees with the Right Tools:

- provide access to modern software, equipment and resources. Well-equipped employees can complete tasks faster and more effectively, whether working remotely or in-office.

Strategy 4. Offer Training and Development Opportunities:

- invest in professional development through workshops and mentorship programs. A skilled workforce is more innovative, which leads to higher productivity.

Strategy 5. Recognize and Reward Achievements:

- implement recognition programs with rewards like public praise and bonuses.

Strategy 6. Promote Work-Life Balance:

- encourage regular breaks, holidays and flexible schedules. A supportive environment prevents burnout leading to more engaged and productive employees.

Strategy 7. Foster Team Collaboration:

- promote teamwork by organizing cross-functional projects and team-building activities. Collaboration improves problem-solving and enhances productivity.

Strategy 8. Streamline Processes with Automation:

- automate repetitive tasks which allows managers to focus on strategic decisions while increasing efficiency, save time and reduce errors.

Source: [5]

Taking into consideration all above, we can conclude that for improving overall productivity, managers must implement a combination of clear goal setting, employee development, effective tools and efficient processes. These strategies help foster an environment where employees thrive, leading to long-term success. As businesses focus on enhancing productivity, they can improve resource utilization, reduce costs, and stay competitive in a fast-changing market. Effective operational management not only optimizes daily activities but ensures sustained growth and

profitability. By investing in the right strategies, businesses can enhance efficiency, build a stronger workforce, and secure long-term success.

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