

A Case Study Analysis of the Impact of Satisfaction and Organizational Citizenship on Productivity

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Abstract

Despite significant investment in capital improvements and training, a rod mill suffered from chronically low productivity. The authors conducted a survey to measure employee satisfaction and to determine the correlation between employee satisfaction and productivity. The study found a correlation between average job satisfaction, low motivation and the resulting low productivity. A direct correlation was also found between low productivity and poor communication between management, supervisors and employees. The article offers recommendations to improve productivity by increasing employee involvement and communication.

Introduction

In the manufacturing industry, productivity is correlated with revenues and impacts the company's bottom line. Although an employee can increase productivity with technologically advanced equipment it does not necessarily mean that overall the company is more productive. Robbins (2001, p.20) suggests an organization is productive if it achieves its goal and does so by transferring inputs to outputs at the lowest cost. As such, productivity implies a concern for both effectiveness and efficiency. At Rodbec, a copper rod manufacturing company, productivity is defined by the ratio of productive hours over available hours of production. At 74%, the company's performance is below the industry's average of 80% and has not improved despite important investments in new state-of-the-art machinery and technical training. The objective is to study the causes of low productivity from an organizational behavior perspective.

The first section of this article (case study) describes the company and the problem. Next, the hypotheses are introduced based on variables that are critical for this problem and supported by a literature review. The methodology of the field work and data collection is explained, and the results are described and analyzed, with respect to the initial hypotheses. The final section presents alternatives to address the problem of Rodbec's low

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