

Oee calculation for ssf management essay

[Business](#), [Management](#)



In this second part of the assignment I will come to analyse the strategy requirement needed to satisfy the production's strategy at Sizzling stir fries and also outline how SSF must ensure that, adequate provision and procedures are put into place to ensure that all employees are aware of the potential food safety and risks that may arise, which covers questions D and E.

Regulation

d) In order to achieve the stringent Food Safety requirement of the UK's government and motivate its employees, Sizzling stir fries has to meet several criteria which I will outline underneath this paragraph. It has to ensure that whatever training content and methods used for the training of their employees, which reflect both on the working pressures of Sizzling stir fries business and the nature of the potential food safety hazards that need to be managed. However, there are some common principles which should be followed to ensure that training is effective. Recruiting & Training: Listening to the audio tape of the Human Resource record (Source: xstream) when recruiting the core member for a food factory, SSF at first place should outlines the criteria for the people that are looking for as in most less skilled working environment, people are not able to express themselves with a basic English communication and this is where most of the problems start to generate by lack of communication. After that, the Agency itself should be making sure that the recruiting staffs meet the first legal aspect of work here in the UK which is their immigration's statue. Research shows that illegal working has harmful social and economic effects on the UK; it undercuts British businesses by exploiting migrant workers. Many organisations tend to

employ illegal workers in order to pay them less than the minimum wage, which comes by avoiding tax pay on their wage because they want to avoid providing minimum standards, such as the National Minimum Wage and paid holidays. This is harmful to the workers involved and enables dishonest employers to gain an unfair advantage over competitors who operate within the law, while many migrants work on the fringes of low-paid employment sectors under poor conditions in the work environment which is seen to break the health and safety regulations. Migrants are one of the main groups affected by forced labour in the UK (Source: Anderson and Rogaly). Under these circumstances, immigration policy and insecure immigration status can provide an environment conducive to exploitation by employers. The lack of access to legal work may also be particularly important in rendering migrants who have few other choices susceptible to forced labour. Knowing therefore that the immigration issue is crucial and has to be met after proceeding in their induction's week, which is fine to observe when hiring people, but it is also good to send them in a training section which should outline the workers a broad understand on how things work and how they should apply them for the good functioning of the task given them to do. It is always good to train its employees; due to the fact that it increases productivity quality once operators are aware in what there are supposed to in a proper manner conducted by a good training section, SSF productivity will increase with better quality service along with more efficient staff. When having produced a training section to employees its comes to an extend where it reduce employee turnover on which showing consideration to the crew staffs will enhance them feel confident and wanted which could

eventually keep them stay longer in the company. As the lady been interviewed in the tape for the HR Management mention about the lines managers and supervisor that will monitor the core staff at the work place which is good to do so but does not cover a full training, knowing the work does not require knowledgeable worker in the factory but it requires people with someone well trained the work of supervisor will decrease. The health and safety of employees will get improved by decrease work-related injury. A background in occupational health and safety shall reduce the amount of occupational injuries which occur, such will only not protects the employees, but also to the employers, when dealing with potential unintentional homicide firms and work satisfaction will increases along with the morale and the motivation of employees, knowing that a happy labor force is a well productive personnel. Having been well trained the labour force will eventually increase the wellbeing of employees and reduces absenteeism, mistakes and stress in the workplace, which is always beneficial for a company and will enhance company image in relations of endorsing the business reputation, where in return will encourage people to join the organisation (Source: IHR Consulting). HACCP & BRC StandardThe regulation on the Hygiene of Foods states that in order to be having a high quality food safety, SSF will have to meet the HACCP and BRC Standards, undertake Hazard Analysis or set up a full Food Safety and Quality Management System (Source: FSS), which a useful theoretical mode on how to improve your plant and facilities to achieve a higher level of food safety by meeting the UK's regulation and after these criteria are met, it will have to be instructed to the employees on how to work according to these standards, it will also demand

a good HR Management policy on how to improve the ability of workers in a motivation theory concept. SSF will have to ensure that food handlers are supervised constantly and instructed in food hygiene matters in relation with their work activity and have been gained sufficient training in the demand of the HACCP standards, as the food handlers must have been knowledgeable of food instruction and proficiency to (Source: east Staffordshire) handle food safely. In addition, all food handlers must be supervised to an appropriate level. For these staff, training should be directly related to their daily work activities, including food safety risks associated with the food stuffs that they handle, how it should be stored, handling waste etc. In this concept Managers and Supervisors level, hold responsibility for ensuring that employees comply with the food safety within SSF organisation by implementing training activities that are appropriate to the needs of the business operation and are required to evaluate the risks associated with the relevant different job roles this applies to all staff no matter their contractual status.

Motivation theory

Physiological needs: when working in a food factory the basic needs of the employee will be the opportunity. On that stage if promoting the good labour among them and work is accurate with loyal workers a working schedule could be outline for the staff in order to give the opportunity to everyone to have a chance of working at least 3 times a week in order to cover their basic needs

Safety needs: Safety needs include physical environmental of SSF factory as knowing they staff will be working in low and high risk environments when having been trained and instructed on how to use the

facilities, the staff member will feel privilege or important in their mind and having being trained will give them an opportunity of gaining some new experience that they can use in their daily basic Social needs: Social needs include the need of affection and friendship as in some organisation it ideal to be some event that could bring their staff together which could be seen as a celebration, which could again build a good fraternity among the staffs or sometime organise a football game. Esteem needs: Rest and refreshment breaks: in the long term working hours it should be evident for staffs' member to have a reasonable break where after every 4 hours of work the break of half hours will be given unto them until they close for the day when achieved 12 working hours a day. Having 3 days of work and 3 days off will also allow the staff members to refresh themselves on they days off which they could use to be looking after their families and any others things they feel like doing. Self-actualization needs: This includes the need to become who you expect to be when working for a company, in the scenario of SSF, the self-actualization of its staff might be to get promoted or been accepted by SSF after been working for long with the company when working from an agency recruitment. It includes the need for self-growth, where SSF itself might also decide to promote an employee at a better post to make him feel wanted which could be asking a staff to be working as Line Manger or get trained to be a QA.(Source: MBA)e) Different companies plan and schedule manufacturing production are run with diverse strategies, in the scenario of SSF companies we understand that it makes goods only after receiving a customer order, which strategy has a direct bearing on the quantity of asset that it holds and that is reflected by the available cash flow for the needs of

other things to buy. When evaluating the nature of supply demands at SSF we understand that SSF operates in a lead time method, which corresponds to the period of time between the placement of an order and the completed consignment of the order to the demanded customer (Source: OSU). However, it uses the chase strategy (Source: Chambers & Johnston), to produce the finished food product made out of vegetables that were bought from farmers only when customers place orders, therefore matching the actual production strategy which is the chase strategy to meet the customer demand, it implies several advantages on SSF production management in the sense where, it keeps inventories low, and releases of liquidity that otherwise may be used to purchase commodity or constituents and to lessen expenses which are associated with inventory kept in the stock. It's a competitive advantage, as sundry clienteles expect the carriage of their purchasing goods as soon as possible subsequently after the ordering placement time. In the nature of capacity service we analyse the thoroughgoing output attainable, with a average set of resources an example to that will be all-out amount of food vegetables that can be produced per hour, knowing also that in general labour forces are habitually the most affluent part of an organisation, therefore pushing servers too hard or pushing their productivity beyond reasonable levels have an impact on both quality and workers' motivation. When listening to the audio tapes of production meeting for SSF (Source: xstream), we come to understand that SSF works in a regular basic of two lines each days, along their working shift from 10am to 10pm, where the part time shift ended their work at 6: 30pm and had the production stop due to the broken machine which took them 90

minutes around 5pm and also had lost an over 90minutes while waiting for the vegetables to come, we also know that the morning shift estimation was set to be 5370 while they only had scan 4895 units of vegetable produced and had 320 for wasted or broken pieces. Afterward the overtime shift turns up with 3 people starting from 6pm and has achieved the estimation required of 32 units with a surplus of two bags on the total which is 34. My suggestion to SSF is to set its capacity at a reasonable level as their already run with machines that can produce sufficient vegetables for peak periods or forgoes peak demand, they should also adjust capacity demand for seasonal and part-time workers and have a proper working schedule that could help them same time efficiency where daily target could be achieved, as they lost time by waiting for the goods to come and also in the changeover time, which end up with a negative productivity scheduling time and less profit gained from customers. Underneath this paragraph I will outline the current OEE of SSF and also how to schedules a production capacity demand along with staffing requirement for SSF on how it could meet the requirement of demand

OEE Calculation for SSF

In the listening tape of SSF (Source: xstream) from the production meeting file, we clearly understand that not meeting their daily target along with losing much time on not doing anything than cleaning and waiting for vegetables. However, if making the use of Overall Equipment Effectiveness method, to measure the potential improvement in a production process of SSF, to eliminating waste which is the core objective of lean manufacturing when looking in the scenario of SSF. it will help determine how close SSF is to

perfect production, such as producing good, as fast as possible, without facing any down time, which will help SSF understand the fundamental losses, by focusing on these losses to be making action of reducing them. The OEE calculation of SSF will be base the quality assessment of their working time period and also as the break time periods were not been mentioned on the tape. To operate effectively, SSF needs to achieve high levels of performance against the availability, the speed and the quality (Source: Chambers & Johnston). I will undergo the calculation without implementing a break time periods. Following the creation that defines the structure and productive route, describing the movement of vegetables product throughout the preparation process of food, the manufacturing lead time for SSF is calculated as follow (Source: OEE).

Item

Data

Shift Length

12 hours = 720 min.

Numbers of Short Breaks

?

Number of Meal Break

?

Down Time (changeover, cleaning)

(90min changeover & 90min waiting for vegetables)180 minutes

Amount of items produced per hour

13 pieces per minute (two lines were operating as the total amount of vegetables produced a day divided by 12 working hours shift)

Total Pieces

4, 895 pieces

Reject Pieces

320 pieces

Planned Production Time

= Shift Length - Breaks= 720 - ?= 720 minutes

Operating Time

= Planned Production Time - Down Time= 720 - 180= 540 minutes

Good Pieces

= Total Pieces - Broken Pieces= 4, 895 - 320= 4, 575 pieces

Availability

= Operating Time / Planned Production Time= 540 minutes / 720 minutes

= **0. 75 or 75%**

Performance

= (Total Pieces / Operating Time) / Ideal Run Rate= (4, 895 pieces / 540 minutes) / 13 pieces per minute

= 0. 69729 or 69. 729%

Quality

= Good Pieces / Total Pieces= 4, 575 / 4, 895 pieces

= 0. 9346 or 93. 46%

OEE

= Availability x Performance x Quality= 0. 75 x 0. 6972 x 0. 9346

= 0. 4887 or 48. 87%

(Source: Chambers & Johnston)

Part-Time, Overtime and Full-Time Schedules

The working schedules have traditionally been from 10 am to 10 pm at SSF, needs for services beyond those hours will not be that necessary at the moment for SSF due to the fact that it's not operating in a busy season of the year, therefore when demand is lower than nominal, the amount of time spent by staff on productive work can be reduce by not having an overtime or idle time shift (Source: Chambers & Johnston). However, SSF must determine the appropriate mix of part-time and. full-time employees along with agency's they will staff based on the needs of their business to reduce overtime shift by increasing the amount of agency's worker along with the part time shift. To test the efficiency in the production line, SSF needs to know the hourly production rate, as in the tapes of production meeting I have listened I couldn't figure out what is the standard set to produce a certain amount of unit within an hour, because based on the hourly production rate, you can set production goals to meet any deadlines as if you

are making the use of sequencing production method (Source: Chambers & Johnston), as it allows you to implement the production plan, decide what will be manufactured, the quantity to be made, and when the output is produced. Whereas the production program responds amounts of that will be manufactured during specific periods from the origin of the sales forecasted and customer briefings, production program sets dates for the quantity of products that will be manufactured. This is where throughput time strategy will be useful in order to measure the stage required for a substantial component or subassembly throughout a manufacturing procedure, subsequently after the release of the level control of the production, which entails the processing time, inspection time, movement time and waiting time, changeover time, breaks time cleaning. In order to ensure that manufacturing capabilities is accessible to take account of the requirements of the production plan, where capability requirements scheduling is carried out. It is then essential for SSF to create list of every section of the manufacturing structure, as it's a steering that defines the daily target within an organisation. Lead time is formerly elaborate constructed from the bills of material and routing. An over recommendation for SSF to overtake customers demand is to also produce vegetable that are coastally demanded by most customers. I will therefore suggest SSF to apply both strategies make to order and make to stock (Source: Chambers & Johnston) in the sense where at first place its producing good after receiving orders from customer, where in general an organisation or manufacturing firm using this strategy of make to order produces a kind goods like in the scenario of SSF, we also know that SSF over produce some time which can be found in the

tape of production with the overtime she when they had produce 34 bags where they were supposed to do 32, it will therefore be best to also apply the make to stock for goods that are produced before customers place orders. The make to stock strategy will allow SFF to produce goods in long production runs, by taking advantage of production efficiencies (Source: Manage engine).

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