



## Productivity Improvement Programs in Mature Manufacturing Industries: Implementation and Diffusion; September 1982 (Classic Reprint) (Paperback)

By Thomas A Barocci

Forgotten Books, United States, 2015. Paperback. Condition: New. Language: English . Brand New Book \*\*\*\*\* Print on Demand \*\*\*\*\*.Excerpt from Productivity Improvement Programs in Mature Manufacturing Industries: Implementation and Diffusion; September 1982 Implementation is not the last step. Unsuccessful programs must be cancelled, and successes diffused throughout the firm. This paper reports the results of our on-site examination of ten productivity enhancement programs, launched in a variety of mature American firms, and evaluates their merits on the basis of a simple model of diffusion. Diffusion theory, as might be expected, does not directly apply to real-life activities. Nevertheless, the programs we examined come close enough to the model that it is possible to conclude by enumerating a set of prerequisites for moving successful experimental programs into full-scale implementation. The Model The implementation of change in an organization's structure or work processes requires maneuvering through four major phases: 1) Problem Identification/Definition -Isolation -Measures -Goal Setting - Organizational Support 2) Program Selection - Isolate Problem Causes - Determine Problem Type 3) Program Testing/Experimentation - Pilots -Voluntary Participation - Test Timing and Site Selection 4) Program Expansion - Data Collection from Testing Phase - Re-evaluation/Radiagnosis -Transferring Human Resources The first step, problem...



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