

EVALUATING PRODUCTION MANAGEMENT PRACTICES OF HORAIOS: BASIS FOR IMPROVEMENT PLAN

ABSTRACT

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Production management serves as a cornerstone for ensuring efficiency, quality assurance, and employee well-being in manufacturing industries. Despite holding a competitive edge in the market since 2018, Horaio Corporation—renowned for its household and skincare products—faces persistent challenges that hinder its operational effectiveness. Problems related to inventory control, workplace safety, employee compensation, and overall engagement have contributed to a noticeable decline in productivity and staff morale. This study aimed to assess the current state of production management within the company, identify key areas of concern, and develop actionable strategies to streamline operations, enhance workforce satisfaction, and support long-term organizational growth. The study followed a quantitative-descriptive approach, focusing on numerical data to examine patterns and relationships. A total of 30 production employees from Horaio Corporation were selected through purposive sampling based on their direct involvement in the company's operational processes. Data collection was conducted using structured survey questionnaires designed to capture employee satisfaction and perceptions of production management practices. The responses were analyzed using frequency percentages, weighted means, and Pearson's correlation coefficient to identify trends and determine the relationship between management strategies and employee productivity. The study revealed that employees reported the highest satisfaction in areas related to meeting production quotas (weighted mean = 3.30) and receiving compensation for target achievements (weighted mean = 3.13). Conversely, the lowest levels of satisfaction were associated with work-life balance and the adequacy of feedback from management, both of which scored a weighted mean of 2.70. Correlation analysis revealed a statistically significant negative relationship between ineffective production management and employee satisfaction ($r = -0.5222$, $p = 0.0032$), suggesting that deficiencies in management practices are strongly linked to decreased employee morale. These findings highlighted the critical need for enhancing workplace policies, particularly in managerial communication and employee support systems, to foster a more productive and satisfying work environment. The findings suggest that optimizing production management through the adoption of automation technologies, real-time inventory tracking, and well-structured employee feedback systems holds significant potential to enhance both operational efficiency and workforce satisfaction. To address the identified gaps, it is strongly recommended that Horaio Corporation implement robust safety protocols, reevaluate and modernize its compensation schemes, and actively invest in employee engagement and development initiatives. These strategic improvements are not only vital for improving current performance but also instrumental in fostering a sustainable, high-performing, and future-ready organizational culture.

RECOMMENDED CITATION

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