
THE WORKFORCE DEVELOPMENT THROUGH INCREASED WORK PRODUCTIVITY

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ABSTRACT

Introduction: Production is a significant concept in the modern era. It can be classified as economic Production, Production in food grains and Production is also related to labor, labor organizational raw materials; Production in the economic sector signifies the country's wealth. Production mainly depends on the organization of labor as well. If the organization can influence the workforce, it will also positively affect the work culture. The production also depends on labor because they are two sides of the same coin. Without labor, there is no production appraisal either. **Methods:** This study uses a literature review research design. Search articles discussed in the study using several databases. **Result:** Without labor, there can be no production, and the two are interrelated. Production is like the oxygen of a nation's economic system and is the basis of an organized society. For qualitative Production, a well-equipped workforce is needed to increase production growth. **Conclusion:** Productivity and labor are fundamentally influential parts of economic development.

Keywords: Production, Work Force, Organization, Economic, Progress

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INTRODUCTION

Production and workforce are necessary to achieve something in the world. It is like the railway engine which guides the whole system (Dennis, 2017). It is necessary for the economic progress of the nation also. Production is a necessary part of our economic system. All economic activities end in the concept of Production. Nevertheless, for quality production, there should also be an efficient and organized workforce. The workforce should have good quality and quantitative with manual and technology-based systems, leading to outstanding Production.

Productivity can be interpreted by increasing quantity and quality (Hanushek, 2020). Labor productivity is a barometer of how far workers are used effectively in a production process to achieve the expected output. One of the supporting elements is the age level of the workforce. Workers with a productive age level of 15-50 years can adapt quickly to new tasks and are easy to understand and use technology. However, it is different with non-productive age workers, whose physical abilities are certainly decreasing, and it is difficult to adapt to technology, so their work productivity will decrease.

Productivity which explains the input-output relationship is a crucial factor whose benefits can be distributed in various ways, such as better wages and working conditions for workers, increased profits and dividends to shareholders, environmental protection, and increased revenues

for the Government (Thompson & Goodale, 2006). It helps companies and countries to stay competitive in domestic and global markets. Increased productivity can be attributed to various reasons such as new technology, new machines, better management practices; investment in plant and equipment and technology, improvement of occupational safety at the skill level of workers; macroeconomic policies on labor market conditions, the business environment and public investment in infrastructure and education. The rapid development of technology and changing times make competition between similar companies increasingly tight, and it is necessary to have a strategy that can increase productivity so that companies can manage production systems well, increase the efficiency of the resources used, improve product quality and meet consumer demand targets (Cusumano et al., 2015). The company's constraints in increasing productivity on the production floor are generally influenced by the inappropriate use of resources during production activities.

METHOD

This study uses a literature review research design. Search for articles discussed in research I using several databases such as scientific direct, google scholar regarding published productivity journals. Our Six Steps Methodology for Integrated Workforce Planning is a practical approach to planning that ensures you have a workforce of the right size with the right skills and competencies (Mathis et al., 2016). The Methodology identifies those elements that should be in any workforce plan, considering the current and future demand for services, the local demographic situation and the impact on other services while helping you work to the budget you can afford. *"Skills for Health's Six-Step Methodology builds into the process of workforce planning essential elements to ensure the quality of services are both discussed and planned for."* (Al-Sawai & Al-Shishtawy, 2015) The Six Steps Methodology offers:

- a systematic practical approach that supports the delivery of quality patient care, productivity, and efficiency
- assurance that workforce planning decisions taken are sustainable and realistic
- a scalable approach, from small ward-based plans to large organizations
- a joined-up approach to social care, where the same approach has been adopted.

The Six Steps are:

- 1) Step 1: Defining the plan
- 2) Step 2: Mapping service change
- 3) Step 3: Defining the required workforce
- 4) Step 4: Understanding workforce availability
- 5) Step 5: Planning to deliver the required workforce
- 6) Step 6: Implement, monitor and refresh

RESULTS AND DISCUSSION

1. Meaning of Production

Since the primary purpose of economic activity is to produce utility for individuals, we count as Production during a period all activity which either creates utility during the period or increases the society's ability to create utility in the future. J. R. Hicks, "Production is any activity

directed to the satisfaction of other peoples' wants through exchange." (Ekeh & Giambi, 2022). This definition makes it clear that, in economics, we do not treat the mere making of things as Production. What is made must be designed to satisfy wants. The word production has a broad meaning in economics. Production includes the Production of goods and services. Though Production appears to be the creation of wealth, man cannot create anything new. He can increase the utility of the natural wealth available. Hence, we must know that Production means only creating special utility. The goods thus produced must have value. The production function includes transport, trade, and distribution (Hesse & Rodrigue, 2014). The function of Production completes when the goods and services reach the consumer. Natural wealth, labor, capital, and organization are essential for Production (Ali & Zulfiqar, 2018). Economists have called these factors of Production. Production is possible only when there is proper coordination among these four factors. It is only for the welfare of the consumers that crores of people are involved in different ways in different capacities in the production process.

The making or doing of things that are not wanted or made just for fun does not qualify as Production. On the other hand, all jobs that aim to satisfy wants are part of Production. Those who provide services, Such as hair-dressers, solicitors, bus drivers, postmen, and clerks, are as much a part of satisfying wants as farmers, miners, factory workers and bakers. Whether any activity is productive is whether anyone will buy its end product. If we buy something, we must want it; if we are not willing to buy it, then, in economic terms, we do not want it.

So, from our above definition, many valuable activities, such as the work done by people in their own houses and gardens (the so-called do-it-yourself exercise) and all voluntary work (such as free coaching, free nursing, collection of subscriptions for a social cause such as flood-relief or earthquake- relief) immensely add to the quality of life. However, there is no practical way of measuring their economic worth (value).

This being so, and because in economics, an important task is to measure changes in the volume of Production, it is necessary to add the qualifying clause 'through exchange', i.e., in return for money, to the definition of Production.

2. Three Types of Production:

For general purposes, it is necessary to classify Production into three main groups:

- a. **Primary Production:** Primary Production is carried out by 'extractive' industries like agriculture, forestry, fishing, mining, and oil extraction. These industries are engaged in such activities as extracting the gifts of Nature from the earth's surface, from beneath the earth's surface and from the oceans (Martinez-Alier & Walter, 2016).
- b. **Secondary Production:** This includes Production in the manufacturing industry, viz., turning out semi-finished and finished goods from raw materials and intermediate goods — converting flour into bread or iron ore into finished steel. They are generally described as manufacturing and construction industries, such as the manufacture of cars, furnishing, clothing and chemicals, as also engineering and building (Pavlenko & Eugenia, 2021).
- c. **Tertiary Production:** Industries in the tertiary sector produces all those services which enable the finished goods to be put in the hands of consumers. These services are supplied to firms in all industry types and directly to consumers. Examples cover distributive traders, banking,

insurance, transport, and communications. Government services, such as law, administration, education, health and defense, are also included.

3. Factors of Production:

Production of a commodity or service requires using certain resources or factors of Production (Kurz & Salvadori, 1997). Since most of the resources necessary to carry on Production are scarce relative to demand, they are called economic resources. Resources, which we shall call factors of Production, are combined in various ways by firms or enterprises to produce an annual flow of goods and services.

Factor	Characteristics	Examples	Rewards
 Labour	Physical + Mental Input	 Workforce	Wages
 Land	Land + Extracted Resources	 Farm + Crops	Rent
 Capital	Fixed + Working Capital	 Machinery	Interest
 Entrepreneurship	Organisation of Factors	 Manager	Profit



Figure 1. Workforce Productivity

There are many factors of Production. For example, raw materials, manual and use of science and technology, operative skill, Managerial ability, coordination between all movable and immovable resources etc.

- 1) Raw materials are necessary for Production and are an important factor in Production. Raw materials are important because they are necessary and the base of Production. Whatever the Production may be, agriculture, industries, transport, communication etc. Most of the time, the industries are located where raw materials are available.
- 2) Manual and use of science and technology; - Manual and use of science and technology are both needs in the production concept. Manual means the human resource which is used to operate the machines. It is also like the engine of Production.
 - Human resource is as important as natural resources. Just like natural resources are necessary for the nation's progress, it is very necessary from the point of view of the nation's development. Even though in the era of science and technology, human sources are an integral part of the nation.
 - Due to the era of the industrial revolution, we are much more dependent on machines. Still, skilled human resources are necessary to operate the machines, and in agriculture,

defense, and industries, human resources are an integral part of our economic system. If any country has a skilled and qualitative population, it is the main resource of any nation.

- 3) Use of science and technology; - The use of science and technology is also an important concept of Production. In the modern era, science and technology are leading to contributions to growth in Production. This science and technology help in the speedy growth of Production.
- 4) Managerial ability; - Managerial ability leads to the excellent growth of Production. It is also called team leadership which means the captain of the ship. If the captain is an able person, then the whole team works in the correct side of the direction. The efficient manager manages all the things, handles the troubleshooting and situation, and truly influences the workforce. Suppose we have an efficient team and leader. In that case, we can assume that there is a good workforce behind qualitative Production.
- 5) Operative skill in the Production; - Operative skill is also called expertise in a skill that contributes to the production aspect. If there is the availability of all factors, but if the employees lack the skill of expertise, then there is all are becoming useless
- 6) Coordination between movable and non-movable things; -There should be good coordination between the manual and machines. There should also be coordination between the team leader and the whole working team. The expertise and dedicated staff handle the immovable things, leading to qualitative and quantitative Production. Having updated knowledge, only we can operate the instruments and the correct use of resources. Here the resources can be termed artificial and human resources. If the human resources are correct, then the instruments work correctly.
- 7) The relation between Production and workforce; - Both Production and workforce are the main aspects of the nation's economic growth. Both are the two wheels of the cart of economic growth of the nation. But both are necessary for the all-around progress of the nation. If there is dedicated staff, in the name of a well-organized workforce, then there is a good production term. A well-organized workforce leads to better Production, and both are the two faces of the same coin. If their s good Production and a well-dedicated workforce, there the development in terms of direction.

4. Importance of Production

We cannot imagine the term " Production" without a workforce. Without a workforce, there is no existence of Production, and both are co-related terms. Production is just like the oxygen of the economic system of the nation, and it is the base of the organized society. All fields like agriculture, industries, transport, and communication n also have a base, that is Production. For qualitative Production, there is the necessity for a well-equipped workforce that works to increase production growth.

1) Distribution

Distribution is a very important economic activity. The important function of distribution is to distribute the goods produced involving the interaction of the factors of Production (Becker et al., 2017). The national income produced among land, labor, capital, and organization is rent, wages, interest, and profit. The distribution occurs in the rate of the role played by each factor of Production. It should balance the demand and supply without bringing an obstacle to Production. Special importance should not be given to any factors of

Production, nor should any of them be neglected. This is necessary to maintain equilibrium in the entire economic system. Distribution is influenced by many factors, such as Production, demand, supply consumption, price fixation etc.

2) Consumption

Using goods and services to satisfy wants is consumption (Brewer & Porter, 2013). The goods and services consumed may be bad, but if they satisfy wants, they will be consumed. In modern economics, a lot of importance is given to consumers.

There are two types of consumption:

- a. Goods and services used for Production.
- b. Finished goods and services used to satisfy wants. Generally, consumption means satisfaction of wants.

The prosperity of the nation, the standard of living and the employment ratio depend upon the quantity of consumption of the respective nation. This is because the economic organization is there to satisfy human wants, and it ends only after consumption. In order to consume, there must be Production and distribution. Production takes place to satisfy wants. Production and income increase when consumption increases, creating markets for the goods produced and providing full employment opportunities. Production, income, and value decrease when consumption decreases, creating unemployment. So, consumption and Production have a close relationship between them. Both combined have a significant influence on the national income.

5. Workforce Scheduling

Workforce scheduling entails establishing the schedule of your current hourly workforce to manage the predicted amount of work in your business (Henly & Lambert, 2014). Several factors affect the process of workforce scheduling. These factors include increased footfall in the retail or restaurant industry, increased tendency of accidents and, therefore, hospital visits during certain holidays, sudden emergencies in manufacturing or construction, and increased requirements in call or contact centers. Employee availability, employee skills, and productivity also determine the scheduling process. Workforce scheduling is an integral component of workforce management, which involves considering predicted workloads and the number of resources needed to complete the job. With dynamic industries (as are most industries that hire hourly workers), the workload changes frequently, and having an automated scheduling process to handle these changes is imperative. Workforce scheduling has gone way beyond the traditional spreadsheet. The suite of workforce scheduling software now available ensures that you, for all practical purposes, never struggle with planning schedules on spreadsheets again. From cross-device functionality to mobility for a cross-country workforce, this software can help the struggling manager to streamline workforce scheduling.

Rank	Most Desired Trait (Summed Score)	Least Desired Trait (Summed Score)
1	Approachable (211)	Risk taker (77)
2	Good communicator (193)	Calm (57)
3	Professional (139)*	Business sense (51)
4	Supportive (134)*	High energy (46)
5	Understanding (131)	Detail oriented (44)
6	Motivator of others (129)*	Visionary (36)
7	Mentoring attitude (128)	Strong willed (32)
8	Receptive to people and ideas (122)	Cheerful (29)*
9	Sense of humor (118)	Empowering (27)*
10	Dedicated (117)*	Dignified (26)

* Indicates trait was not common to both groups.

Figure 2. Emerging Workforce (N = 176) Preferences for Faculty

Many terms in the concept of workforce influence the factor of the workforce.

- 1) Employee availability; Employee availability is the main force of the workforce. – Sometimes, we face the availability of employees and sometimes, due to unemployment, there is overcrowding of aspirants to get a suitable job according to their qualifications. A suitable person for a suitable job is the main aspect of the workforce. A well-organized workforce depends upon the e availability of employees. Most companies sometimes face a shortage of employees due to many reasons. Like geographical factors, the attraction of designations sometimes decreases in public due t many scandals etc., and it directly affects the growth of any organization. For example, due to the COVID problem, their s work from home culture was started. So many companies removed their employees during the time of economic recession.
- 2) Employee skills; - Employee skills are the main organ of the workforce, and a well-skilled workforce can only build any organization (Green, 2013). Skills mean not only expertise in the technical field and hard-working culture.
- 3) Employee productivity; - Employee productivity is also the main quality as well as assessment of any workforce of the organization. Manual Production, economic Production as well as employee productivity are also the main leading factor of a well-organized workforce and betterment of Production. Employee productivity means how much every employee contributes to Production in any organization, including mental strength, will power, expertise in the technical field, dedication toward the organization, etc. If there are lack of any fields like resources, raw materials, communication, economic factors etc. but it should not lack employee productivity.

6. Workforce Diversity

Due to the forces of globalization, the increasing significance of the internet in everyday life and various other factors, the Nature of the workforce is going through changes. In order to survive in today's highly competitive marketplace, companies must deal with changes in their workforce efficiently. Specifically, companies need to devise initiatives and programs aimed at dealing with the issues of the aging population in many developed countries, the percentage of which represents their workforce, as well as their need to implement practices that eliminate the

possibility of diversity in the workforce becoming a major issue within an organization. Moreover, because of the changing employment patterns, including working from home and job sharing, companies are left with no choice but to accommodate the workforce who prefer these new working patterns. This paper aims to analyze to what extent Apple Corporation, US multinational company producing consumer electronics, computer software and personal computers, is fulfilling its need to adapt to changes in its workforce. Specifically, the paper will analyze four major changes in the workforce: the aging workforce, diversity of the workforce, the flexibility of the workforce, and changes in training and development needs.

The aging workforce is one of the major problems the US, European countries, Russia and a range of other countries face. Boone and Kurtz (2009) inform that by 2030 the number of Americans above the age of 65 will double and reach 72 million people, representing almost 20 percent of the US population. People born in the 'baby boom' after the second world war are approaching their retirement age with not enough young people to replace them in their job positions. This fact is creating problems on many levels.

Management at Apple corporation comprehends the issues related to the aging workforce and therefore has implemented a set of programs and initiatives that are aimed at minimizing the negative effect of this problem. The initiatives within the company offer more flexibility for the aging workforce in terms of offering them part-time jobs or working from home.

Moreover, all the workers are encouraged to lead a healthy lifestyle in the company. Only full-time workers were covered by medical insurance by the company until recently. However, Apple announced to start from the beginning of January 2010, all part-time members of staff will get medical insurance that will cost \$8,000 per year per employee with an additional annual bill of \$80 million for the company.

Because of the forces of globalization, the workforces in organizations have become more diverse in terms of nationality, ethnic origin, lifestyle, sexual orientation etc. Companies that allow these differences among the workforce to become a reason for disagreements and misunderstandings will fail in the marketplace. Apple has been acknowledged as a company where diversity among the workforce is seen as a source of a competitive edge since diverse employees offer different perspectives on existing issues. Brostoff (2009) informs that Human Rights Campaign Group has added Apple to the list of 274 major companies that have created fair opportunities for joining the companies and making a career for GLBT (gay, lesbian, bisexual, and transsexual) minority group representatives. Not only the rights of the GLBT minority but also the representatives of other minority groups based on ethnic origin, race, and age are treated fairly and offered equal opportunities as well. Gitman and McDaniel (2008) mention a survey of Apple employees conducted by Vault research firm in 2005 that identified that Apple employees were generally pleased with the opportunities for advancements for the company's diverse workforce.

- 1) The features of the workforce; - The workforce has its features like the base of Production, part of the army, an integral part of the economic sectors, an indivisible part of the human resource etc.

- 2) The base of Production; -The well-organized and well-equipped workforce is always the base of Production, most probably economic Production. Without a workforce, we cannot assume the concept of Production.
- 3) Part of the army; -The dedicated and patriotic-minded workforce is an important part of the army. In the era of complicated international-level concepts, the workforce has its role. Even though we have modern weapons like missiles and updated technical equipment, if we lack a dedicated workforce, all are becoming useless. So, to protect our nation from the attack of foreign countries and to avoid international clashes, there is a necessity for a workforce.
- 4) Integral part of the economic sectors; - The workforce is also an integral part of the economic sectors, namely primary, secondary and tertiary sectors. Primary sectors, including agriculture, fishing, domestication of animals, etc., all have the base of the workforce. Without the farmer, we cannot assume that food grains production and all the agriculture-supported activities like domestication of animals exist only with the existence of a workforce. In the secondary sector, to manufacture goods, there is a need for skilled laborers who are also part of the workforce. In the tertiary or service sector, there is a need for a skilled workforce to provide service to society. Teachers' lawyers and scientists are part of the workforce who contributes to the wellness of our society.
- 5) Indivisible part of the human resource; -The workforce is the indivisible part of the human resource of any nation. Human resource means well-educated and dedicated people who become assets of the nation. The workforce is a divided set of people with professional knowledge assigned to work.
- 6) The workforce at the corporate level; - The workforce at the corporate level also has its own role because it is facing challenges in daily life due to a complicated framework. Adopting work culture and professionalism, and updated knowledge, the workforce becomes an asset for any millionaire company.
- 7) Importance of training to the workforce; - To acquire professional knowledge, formal and informal training is necessary. The trained and young workforce can also make the nation a superpower. The formal and informal training includes updated knowledge of science and technology, good personality development, well qualified and hard-working group of people is becoming the asset of the society.
- 8) Importance of workforce; - The workforce is an integral part of Production and the base of all economic activities. It may be in agriculture, industries, defense, or any other form. It is the base of the nation's strength and the qualitative and quantitative part of the population. It has its role in the contribution to the economic prosperity of the nation. We can say that it is the moral of the nation. If we have well organized and well-equipped workforce, then we can easily build our nation.

CONCLUSION

Productivity and workforce are the base of economic development, which are integral to the nation. It also affects the quality of the human resources of the nation. Both Production and workforce are the two faces of the same coin. Both are integral as well as indivisible parts of the economic framework of the nation. In conclusion, we can say that both productivity and workforce are the influential part of the economic sector, including industry and agriculture.

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