



CASE STUDY

Boosting Productivity in the Heavy Machinery Industry

Client Overview

Our client, a leading company in the heavy machinery, stone, and mining industry, was struggling with declining production levels. With a large workforce and complex operations, they faced challenges in optimizing productivity and efficiency.

The Challenge

The company was experiencing a drop in daily production from 1,300 tons to 800 tons, significantly impacting profitability. After analyzing the situation, HR Tactics identified the key issues:

- ✓ **Unclear Roles & Responsibilities:**
Employees were unsure of their tasks, leading to inefficiencies.
- ✓ **Dependency on a Few Employees:**
Critical operations relied on a handful of workers, creating bottlenecks.
- ✓ **Lack of Performance Tracking:**
No structured system was in place to monitor site efficiency.
Site Supervision Gaps: Supervisors were not effectively tracking work schedules, machinery breakdowns, and task completion rates.

Our Approach & Solution

HR Tactics took a data-driven approach to resolve these issues:

- 1. Weekly Data Collection:** We started tracking key production metrics and factors influencing daily output.
- 2. Process Optimization:** Identified inefficiencies in task allocation and dependencies.
- 3. Redefined Site Supervisor Responsibilities:**
 - Implemented hourly task tracking to ensure work was progressing as planned.
 - Adjusted supervisor timings to better align with peak production hours.
 - Introduced a breakdown monitoring system to minimize machinery downtime.
- 4. Employee Role Clarity & Task Redistribution:**
Reduced dependency on a few employees by restructuring workforce responsibilities.

Results & Impact

After a 6-week monitoring and implementation period, the results were significant:

- Production restored to 1,300 tons/day**, eliminating the 38% drop.
- Improved task ownership**, reducing delays caused by role confusion.
- Better workforce distribution**, minimizing bottlenecks.
- Efficient machinery management**, reducing downtime and maximizing production hours.

Client Testimonial

"HR Tactics brought a structured approach that helped us regain lost productivity. Their data-driven insights and process improvements made a tangible difference, and we are now operating at full capacity!"