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Recruitment Analytics and Candidate Experience In E-Recruitment Platforms: Special Reference to Naukri.com

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1.Overview

This report outlines an industrial research project that aims to improve manufacturing efficiency and address actual industrial problems. The study synthesizes theory and practice by providing suggestions for improving industrial operations, quality control, and productivity. The report reflects on data collected from observation, interviews, and numerical documentation from a particular manufacturing site.

2.Introduction

Industrial research serves to connect academic knowledge with industry demand. The following study was developed to analyze contemporary manufacturing practices, identify inefficiencies in operations and recommend data validated improvements. This research aimed to leverage research methodologies on real-world industrial issues and facilitate data-informed decision-making.

3. Body

The central focus of this research is to analyze the operational performance of N. Company, a manufacturer of metal components. The research applied the concepts of production systems to identify inefficiencies in N. Company's production processes and suggest possible improvements. N. Company utilizes semi-automated production processes and there are issues such as high downtime of machinery, low productivity of labor resources, and inconsistent product quality. These issues have had obvious impacts on the performance and output of N. Company.

To assess these issues, this research used both qualitative and quantitative methodology. The data were collected through on-site visits, interviews with staff members, and structured observations. Time-motion studies were performed to measure and assess production-time for different production activities, and defect rate, along with production inspections, to define the major issues in quality management and flow design for the production systems.

The first and main issue was with machine performance. The production line was susceptible to machine breakdowns, relating to outdated machinery and poor maintenance. This resulted in production delays, and the unnecessary costs to N. Company. Labor productivity was impacted with limited training opportunities and with no distinct pipeline or quality standards which resulted in underutilized labor resources.
Quality control was also another major issue. The study found the inspection processes were not standardized, resulting in inconsistency in quality checks and an unacceptably higher defect rate. In addition, the layout of the operations contributed to inefficiencies in overall flow. Since the design of the workspace was so poor, workers were forced to travel unnecessarily long distances and move around materials from one location to the next, which negatively impacts any kind of efficiency.

When the observations were complete, several recommendations were identified. First, the company should consider (investing) to upgrade machinery to minimize downtime and foster a more consistent operating business. Also, staff training that is structured will increase the level of skill and improve productivity. Furthermore, standardized inspection processes lower the defect rate and enable consistent and confirmable quality. Lastly, the overall layout of the production facility should be improved with new design based on lean practices, improving workflow and reducing delays.

4.Conclusion

The industrial research revealed significant areas for improvement in the manufacturing operations of the company. By utilizing the recommendations put forth in this report, the company will increase productivity, create less waste, and increase product quality. This study demonstrates the usefulness of applying research methods to practical industry problems.

5. REFERENCES

1. Internal documents and production logs for the company.
2. Conversations with staff and members of the management team at N. Company.
3. Books and articles from the industrial engineering field.
4. Texts related to time studies, and motion studies.
5. Lean manufacturing and Six Sigma methodologies.