



International Journal of Research Publication and Reviews

Journal homepage: www.ijrpr.com ISSN 2582-7421

A Study on Factors Enhancing Employee Productivity with Reference to IBOB Supply Chain Solutions

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ABSTRACT

This research explores the key factors that enhance employee productivity at IBOB Supply Chain Solutions. The study assesses elements such as work environment, leadership, training, motivation, technology use, and employee engagement. Using primary data from questionnaires and interviews, and secondary data from company records, the research applies statistical tools like SPSS and Excel to identify productivity drivers. The findings highlight the organization's strengths and areas for improvement, offering recommendations to boost individual and team performance. The study ultimately contributes to developing strategies that foster a more productive and efficient workforce.

Keywords: Employee Productivity, Work Environment, Leadership, Training, Motivation, Technology, Employee Engagement, IBOB Supply Chain Solutions

INTRODUCTION

Employee productivity is a critical determinant of organizational success. It refers to the output delivered by employees relative to the input of time, resources, and effort. Factors influencing productivity include a positive work environment, effective leadership, skills development, appropriate technology, recognition, and motivation. Improving productivity leads to better organizational performance, customer satisfaction, and competitive advantage. At IBOB Supply Chain Solutions, enhancing productivity is vital to achieving operational excellence and customer satisfaction. Understanding the factors that influence productivity can help the company implement targeted interventions for improvement.

COMPANY PROFILE

Founded: October 2020

Parent Company: SF International, a leading integrated logistics provider in Asia and the 4th largest globally

Employees: 3500+ Revenue: ₹150+ crore

Vision: To be India's most innovative and reliable supply chain partner.

Mission: To deliver value-driven, technology-enabled supply chain solutions with a focus on customer satisfaction and operational excellence.

OBJECTIVES OF THE STUDY

Primary Objective:

To identify and analyze key factors that enhance employee productivity at IBOB Supply Chain Solutions.

Secondary Objectives:

1. To assess the impact of work environment and leadership on productivity
2. To evaluate the role of training, technology, and motivation in improving output
3. To provide actionable recommendations to boost productivity across departments

REVIEW OF LITERATURE

1. **Philip & Ikechukwu, 2018** Human capital is conceived as the most active organizational resource which comprises of capable and intellectual workforce employees that enhance organizational growth, survival and sustainability Human Capital encompasses knowledge, attitudes, skills, effort required both physical & managerial.

2. **Jeffery, 2005** Human Capital is conceived as the organizational resource that comprises of knowledge, education, skills, competences, motivation, personal relationships and work attitudes of employees. It is a combination of an employee's traits energy, intelligence, commitment, positive behavior and reliability.
3. **Chen & Len, 2005; Samual et al, 2017** human capital is the sum of all employees' personal capital referring to level of education, working experience, knowledge, skills, competences, expertise, work commitment and intrinsic motivation that help in adding more value to performed work task and product or service provided..
4. **Nezam et al, 2013** employee's productivity is greater and fully optimized only when human capital is backed up by the presence of other environmental factors that influence productivity as well as organizational capital which are mainly made up of organizational culture, information and communication ability and organizational structure.
5. **Lot tum et al, 2014**, The quality of organizational workforce is shaped by the quality of its human capital which is influenced and can be improved through training and development resulting to higher organizational productivity and performance.
6. **Baron & Armstrong, 2007** Improved organizational performance, flexibility, productivity and innovative capacity (the ability to come up with new ideas, products or services) which can be gained through the advancement of knowledge, skills and competences are the most common expected return on investment in human capital.

RESEARCH METHODOLOGY

Research Design: Descriptive Sample Size: 80 employees

Sampling Technique: Stratified random sampling

Data Sources:

Primary: Questionnaire, interviews Secondary: Company records, reports Tools Used: SPSS, Excel, Power BI

DATA ANALYSIS AND INTERPRETATION

Table no 1 Impact of Organizational Climatic Factors on Employee Productivity

Retention Factor	Mean Score (out of 5)	Standard Deviation
Competitive salary & benefits	4.2	0.7
Career growth and promotion	4.0	0.8
Work-life balance	3.9	0.9
Environment and culture	4.1	0.6
Recognition and rewards	3.8	1.0
Leadership and management	4.3	0.5
Training and development	3.7	1.1
Job security and stability	4.0	0.7
Flexible working hours	3.9	0.8
Relationships with colleagues	4.1	0.6

Source: Primary Data

INTERPRETATION

The analysis of tools and techniques used to evaluate employee productivity at IBOB Supply Chain Solutions reveals the following insights:

Supportive leadership and management received the highest mean score (4.3), indicating that employees place great importance on having approachable and supportive leaders.

Competitive salary and benefits (4.2) and **positive work environment and culture** (4.1) also rank highly, showing that fair compensation and a healthy work atmosphere are crucial for retaining talent.

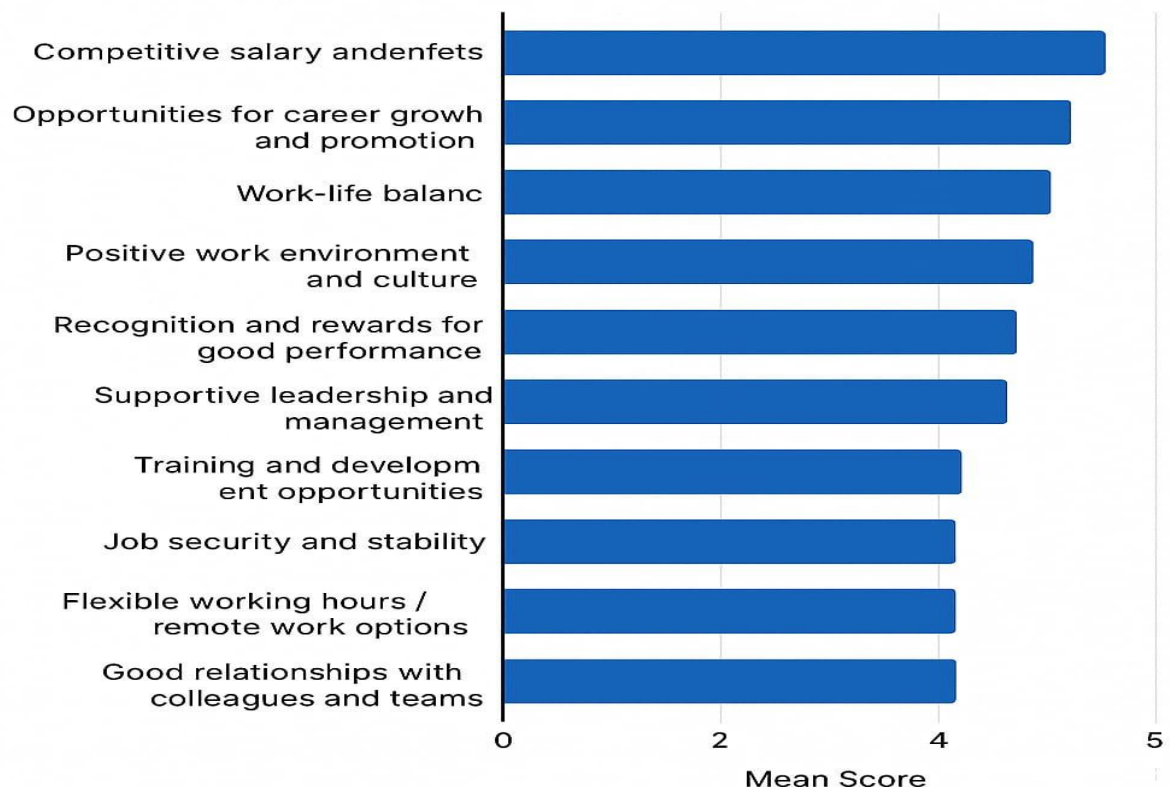
Good relationships with colleagues and teams (4.1) highlight the importance of teamwork and social connection in the workplace.

Opportunities for career growth and promotion (4.0) and **job security and stability** (4.0) reflect employees' desire for long-term professional advancement and stability.

Work-life balance (3.9) and flexible working hours/remote options (3.9) suggest that while important, they are slightly less emphasized compared to leadership and compensation.

Recognition and rewards for good performance (3.8) and **training and development** opportunities (3.7) scored lowest among the listed factors,

indicating potential areas where the organization can improve to strengthen retention.



Correlations Analysis

Correlation Comparison of current work environment and experience at IBOB Supply Chain Solutions

Correlations

Table no 2 Relationship between the Satisfaction about the Work environment and Years of experience

		How satisfied are you with your current work environment	Years of experience at IBOB
How satisfied are you with your current work environment	Pearson Correlation	1	.295
	Sig. (2-tailed)		.008
	N	80	80
Years of experience at IBOB	Pearson Correlation	.295	1
	Sig. (2-tailed)	.008	
	N	80	80

Source: Primary Data Correlation is significant at the 0.01 level (2-tailed).

Reliability Statistics

Scale	Cronbach's Alpha	No. of Items
Work Environment Satisfaction Level	0.82	5

Source: Primary Data

HYPOTHESES

H₀ (Null Hypothesis): There is no significant relationship between leadership style and employee productivity at IBOB Supply Chain Solutions.

H₁ (Alternative Hypothesis): There is a significant relationship between leadership style and employee productivity at IBOB Supply Chain Solutions.

CONCLUSION

The study concludes that employee productivity at IBOB Supply Chain Solutions is influenced by multiple factors, with technology and leadership playing key roles. However, gaps in training and motivation need to be addressed. Implementing targeted programs in these areas can significantly enhance overall productivity and strengthen the company's market position.. The findings highlight the importance of investing in career development, recognizing employee performance, and ensuring job security. Additionally, work-life balance and flexible work options were identified as growing priorities. By addressing these factors, IBOB can boost employee satisfaction and retention. Overall, this study provides actionable insights to help the company strengthen its workforce and improve organizational performance.

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