

GETTING TO KNOW OUR...

2019 Productivity Olympics National Winners



CARAGA REGION

JIDA Aqua Resources aims to grow and sustain its market leadership by developing, innovating, and producing healthy products for its customers. It started out as a buyer and seller of bangus (milkfish) and prawns in 1991, before it diversified its products and processes, necessitating the expansion of its processing section in 2014.



Challenges

- 01 Manual production process (capping bottles)
- 02 High energy production cost
- 03 High production wastes
- 04 Low level of skills among workers
- 05 Limited marketing promotions

Productivity Programs Implemented

- 01 Installed capping machine through DOST SETUP
- 02 Installed energy-saving bulbs and scheduled preventive maintenance
- 03 Converted wastes into crab fattening products and fertilizers
- 04 Strengthened partnership with government agencies like DOLE-RTWPB, DTI, DOST, DA, BFAR for owner/workers' personal development
- 05 Participation in expos and trade fairs

Outcomes of Productivity Programs

ON BUSINESS

- ✓ Increased sales and revenue
- ✓ Reduced production cost
- ✓ Reduced wastes
- ✓ Increased product lines
- ✓ Increased branches and markets
- ✓ Reduced process cycle time

ON PEOPLE

- ✓ Productivity or performance incentive schemes in the form of monthly incentives and bonuses
- ✓ Employee recognition programs
- ✓ Welfare programs such as free housing and accommodation for employees and their families and provision of school materials and first aid kits to employees' family members





BICOL REGION

JMHI Microfinance Incorporated is a medium service establishment in Sorsogon City. It was established in 2004 and continued to expand and to serve the whole Bicol Region. Its aim is to sustainably provide responsive and efficient financial and other value-added services for the socio-economic improvement of less privileged enterprises. In 2019, JMHI Microfinance Incorporated was declared Productivity Olympics regional and national winner for the medium service category in 2019.



Challenges

INTERNAL

- 01 Weak management competencies
- 02 Poor service delivery and microfinance methodology

EXTERNAL

- 01 High client turnovers

Productivity Programs Implemented



- 01 Created a Strategic Support Department and Client Development Services Department
- 02 Automated production processes
- 03 Streamlined processes on product delivery
- 04 Strengthened network and partnerships with partners and clients
- 05 Transferred to a new home office equipped with training facilities

Outcomes of Productivity Programs

ON BUSINESS

- ✓ Increased productivity and revenue
- ✓ Decreased portfolio-at-risk and client dropout
- ✓ Increased number of client size by 4% from 2004-2015.

ON PEOPLE

- ✓ Productivity or performance incentive schemes in the form of monthly incentives and bonuses,
 - ✓ Employee recognition programs
- Welfare programs such as study programs through a training and development academy, Medical Assistance Fund (MAF), and work-life balance programs





BICOL REGION

BAHI Enterprises's mantra is "Bringing All Natural and Healthy Food Products to Individuals". It is a micro establishment in the Bicol Region which started out serving food in 2010 before going into the processing of ginger, turmeric and kalamansi- based products in 2015.

In 2019, BAHÍ Enterprises was declared one of the national winners of the 2019 Productivity Olympics of the National Wages and Productivity Commission.

Challenges

- 01 Scarcity of and overpriced raw materials
- 02 Long process cycle time due to reliance on manual processes
- 03 Limited market
- 04 No e-commerce platform

Productivity Programs Implemented

- 01 Improved partnership and networking with government agencies and local farmers from Sorsogon, Mindanao, Quezon, and other Northern Luzon provinces
- 02 Installation of high technology equipment
- 03 Strengthened supply chain locally and internationally
- 04 Set up e-commerce platforms via Facebook, Instagram, and Twitter



Outcomes of Productivity Programs

ON BUSINESS

- ✓ Increased productivity and sales
- ✓ Expanded market reach
- ✓ More efficient and safer production processes
- ✓ Reduced process cycle time
- ✓ Zero waste

ON PEOPLE

- ✓ Individual and group productivity or performance incentive schemes in the form of annual and monthly incentives and bonuses
- ✓ Employee recognition program
- ✓ Welfare programs such as medical assistance, loan at no interest, and scholarship for employees' children





BICOL REGION

Vicky's Pili and Food Products (VPFP) was established in 1981 in Irosin, Sorsogon as one of the pioneer food processors in Bicol. Its goal is to popularize pili nuts as one of the region's pride. In 2017, VPFP was declared one of the Regional Winners of the 2017 Productivity Olympics and in 2019, finally bagged one of the 2019 Productivity Olympics national winners.

Challenges

- 01 Poor records management
- 02 Lack of technical skills and expertise
- 03 Outdated tools and equipment
- 04 Poor service delivery
- 05 Limited branches and market
- 06 Limited office and production space



Outcomes of Productivity Programs

ON BUSINESS

- ✓ Increased productivity and sales
- ✓ Increased production levels
- ✓ Increased employment
- ✓ Reduced process cycle time

ON PEOPLE

- ✓ Productivity or performance incentive schemes (e.g. perfect attendance and trade fair incentives) in the form of monthly incentives and bonuses
- ✓ Employee recognition program
- ✓ Welfare programs such as study programs through training and scholarship, medical assistance, interest free loans, and other work-life balance programs

Productivity Programs Implemented

- 01 Installed electronic inventory filing system
- 02 Recruited Professional Business Development Service (BDS) Provider and additional technical experts to improve business processes especially food safety, application systems, and marketing
- 03 Installed new production tools and equipment
- 04 Acquired delivery vans and trucks and affiliation with freight companies
- 05 Established branches in Irosin and Bulusan
- 06 Established partnership with retail stores and restaurants
- 07 Forged partnership and distributorship with foreign companies
- 08 Improved layout facilities

