



# A dolgozói termelékenység titkai

## A fizikai dolgozókat befolyásoló néhány hatás

Lukács Gábor

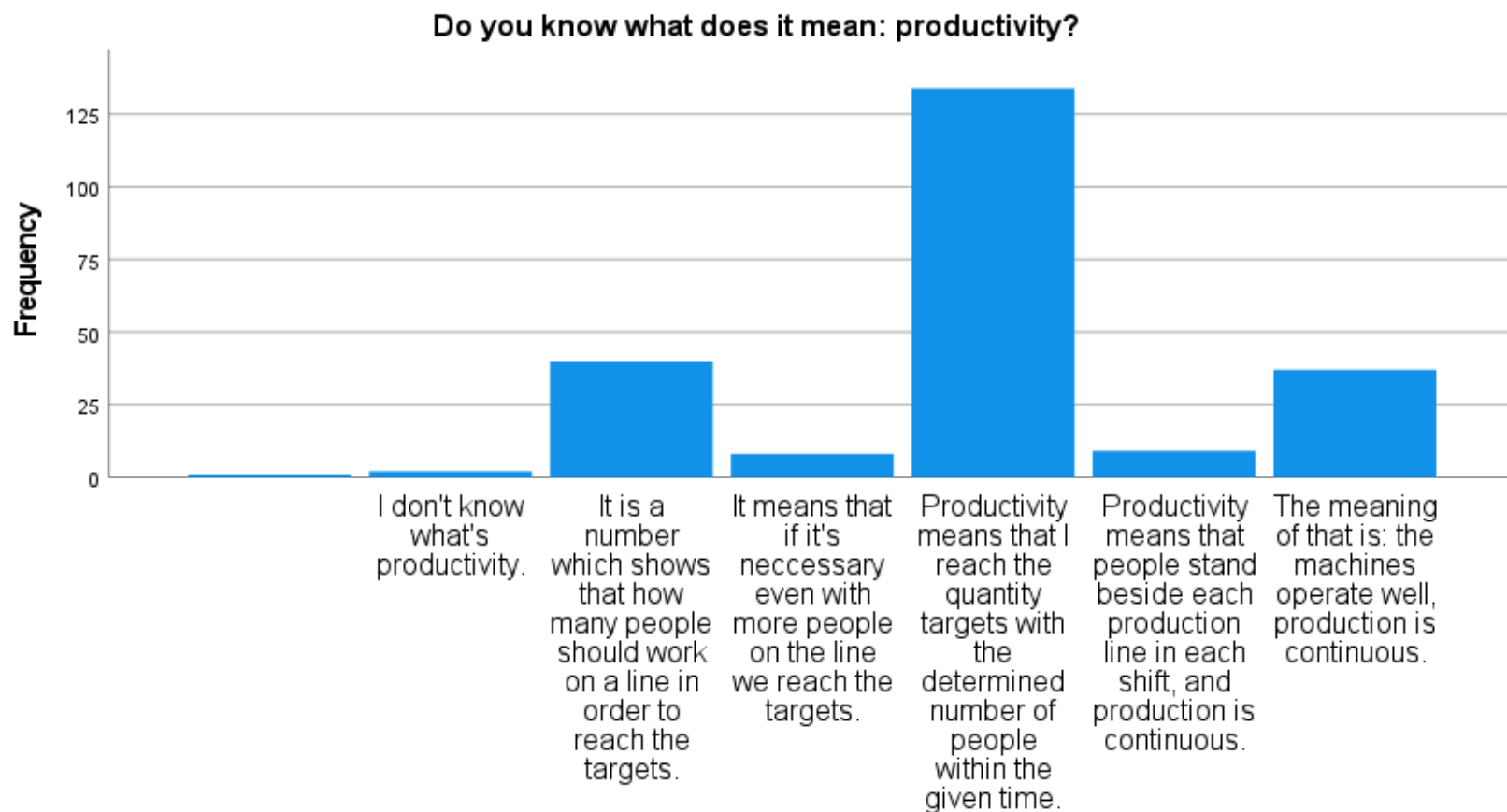
2022. október 11.

### A felmérés:

- saját kutatásom,
- 2000+ főt foglalkoztató multinacionális cégnél készült,
- a fizikai munkát végző állomány 1200 fő körüli,
- Google Forms formájában kapták meg a kérdőívet a dolgozók,
- 226 kérdésre kellett választ adni,
- 243-an válaszoltak.

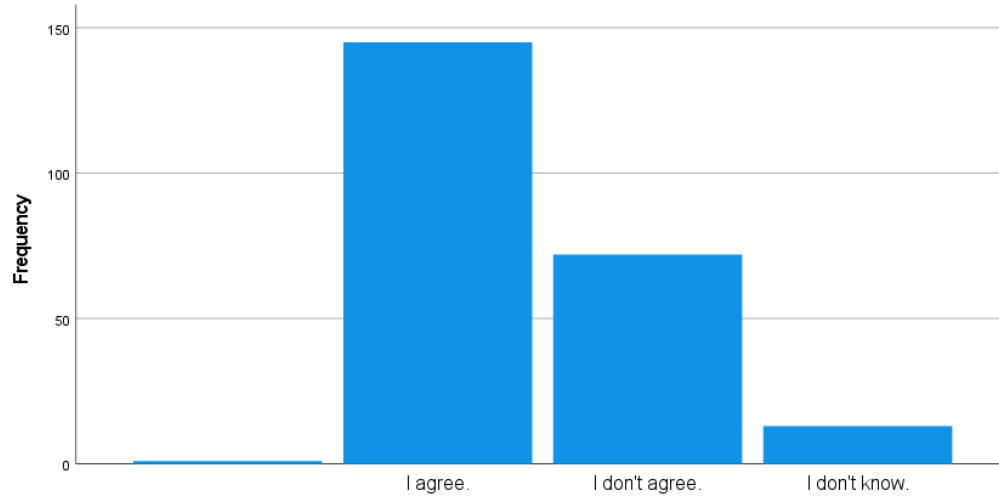
Az eredmények csak arra alkalmasak, hogy némi támpontot adjon a felsővezetésnek, nagy általánosításokra nem.

## 0. Tudják-e egyáltalán azt, hogy mi az a dolgozói termelékenység?

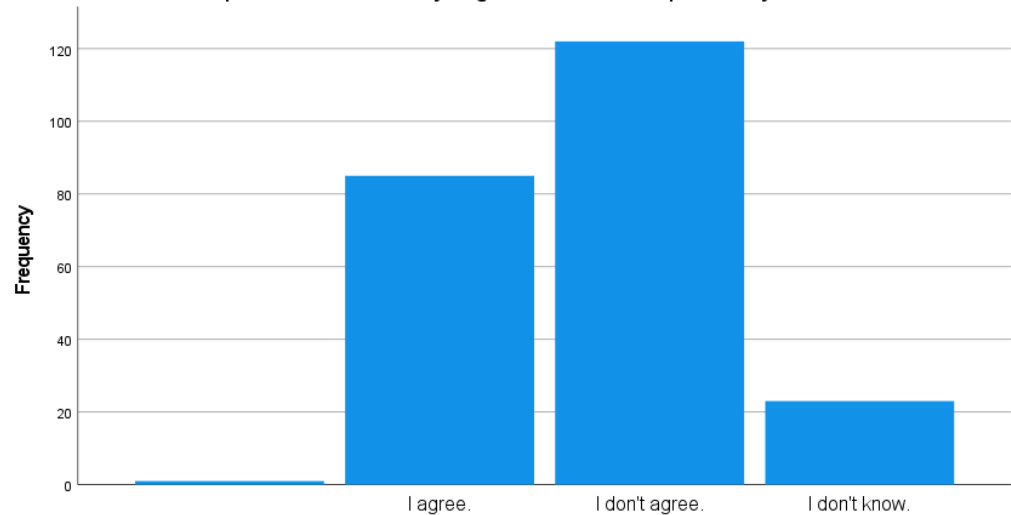


# 1. Fizetés nagysága számít-e vagy sem?

The amount of the basic salary is given, it has nothing to do with how much energy I invest in my work.

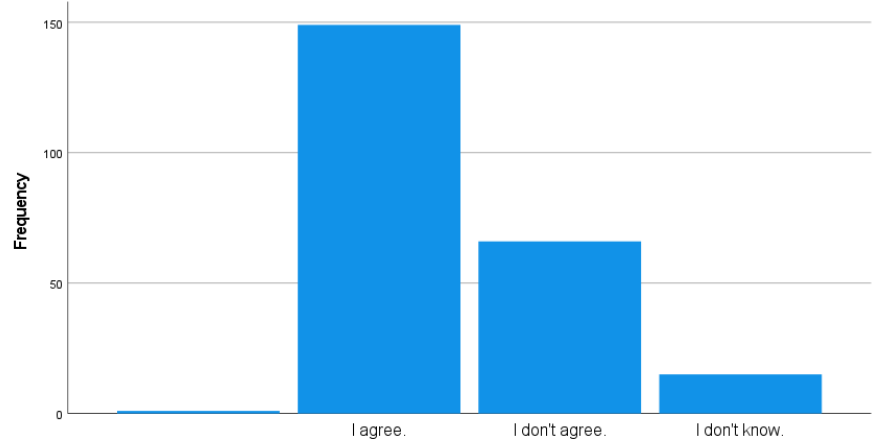


It depends on the size of my wage how much effort I put into my work.

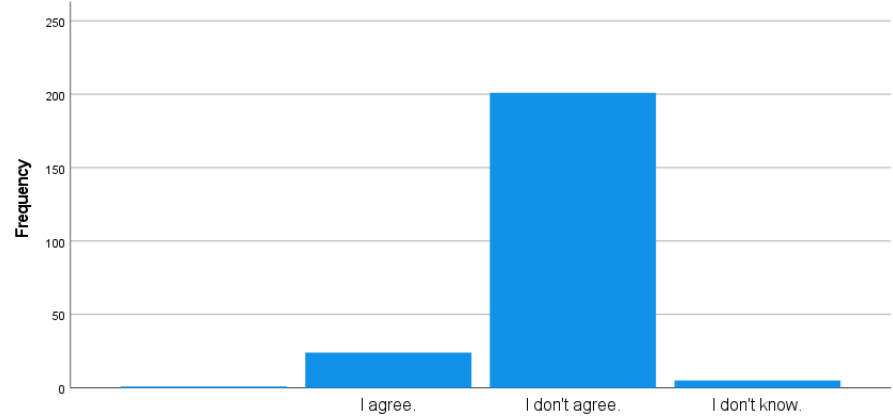


## 2. Elérhető többletjövedelem (bónusz) mozgásba hozza-e a gépezetet?

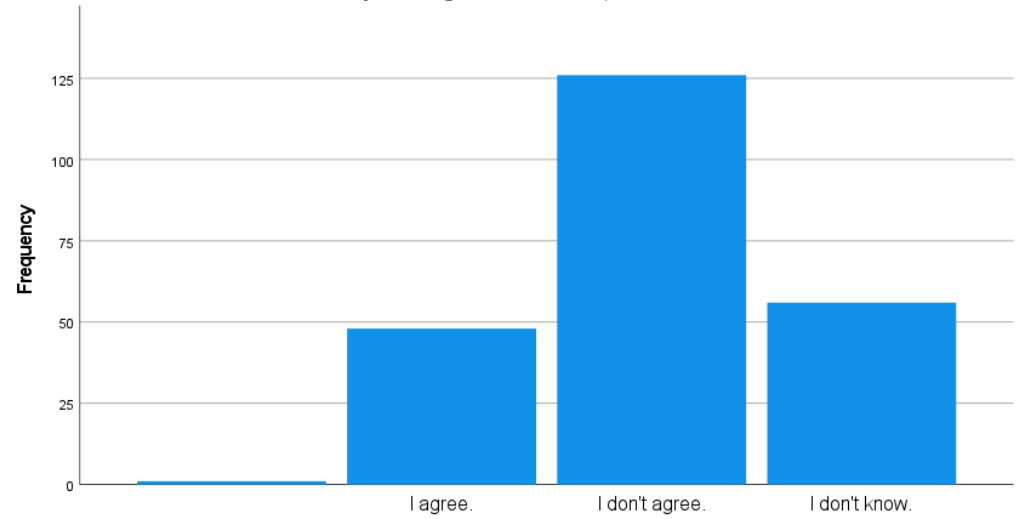
I am aware of the goals for which I can take home a monthly bonus.



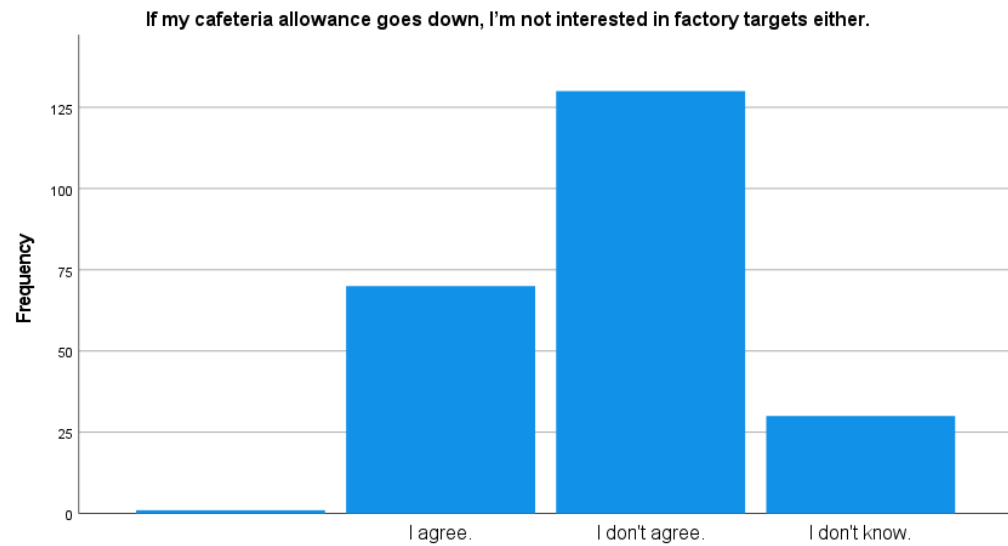
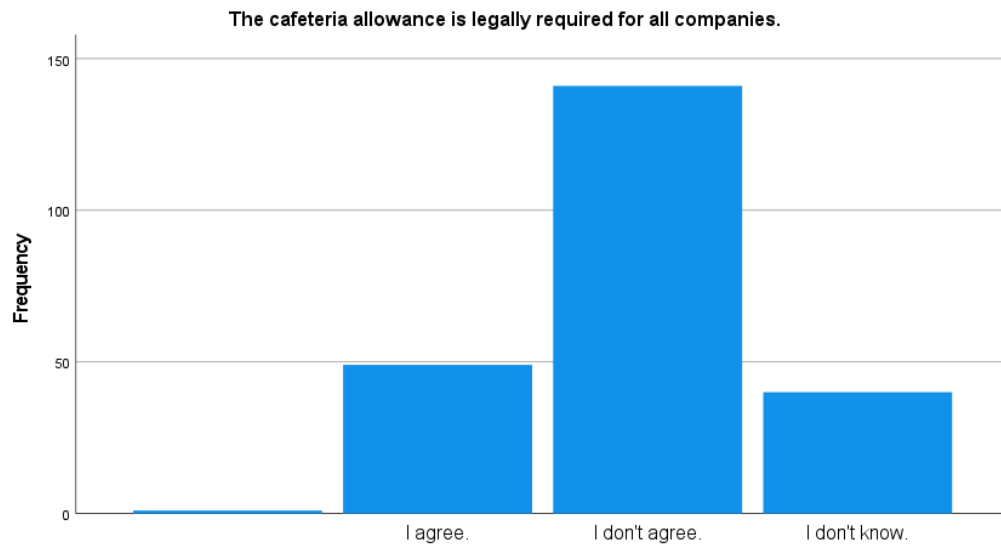
I get regular information about the monthly bonus for the current month (e.g.: more times a month, how we stand).



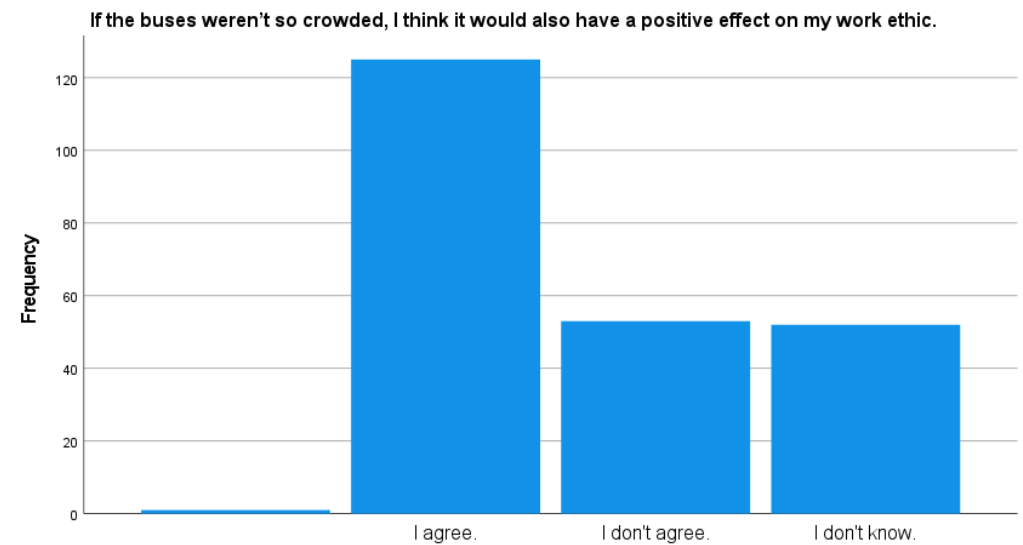
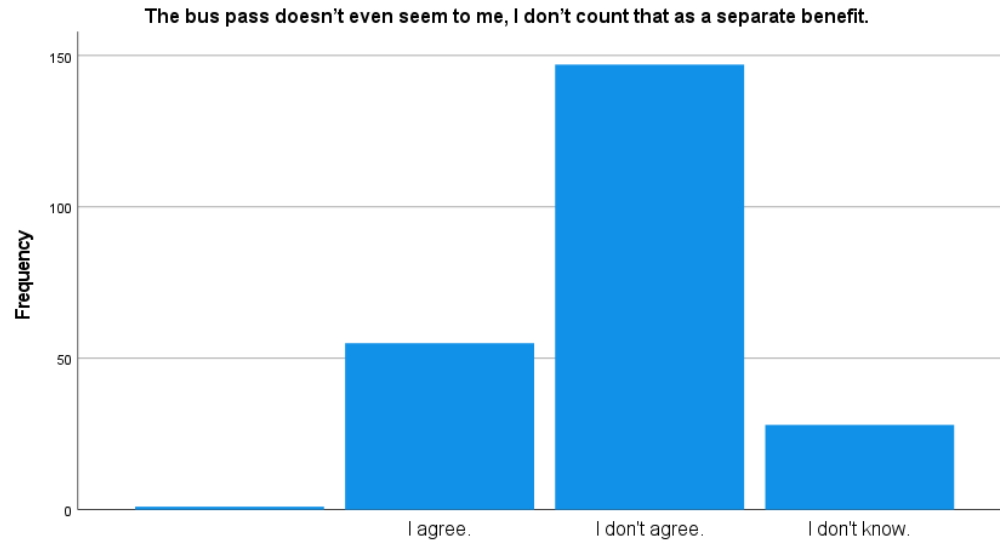
Monthly bonus goals are realistic, achievable.



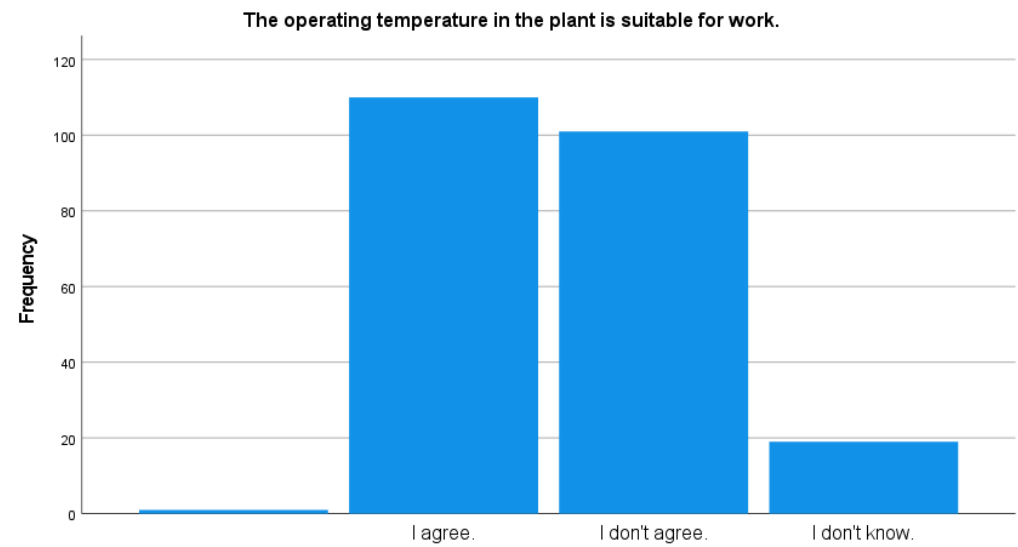
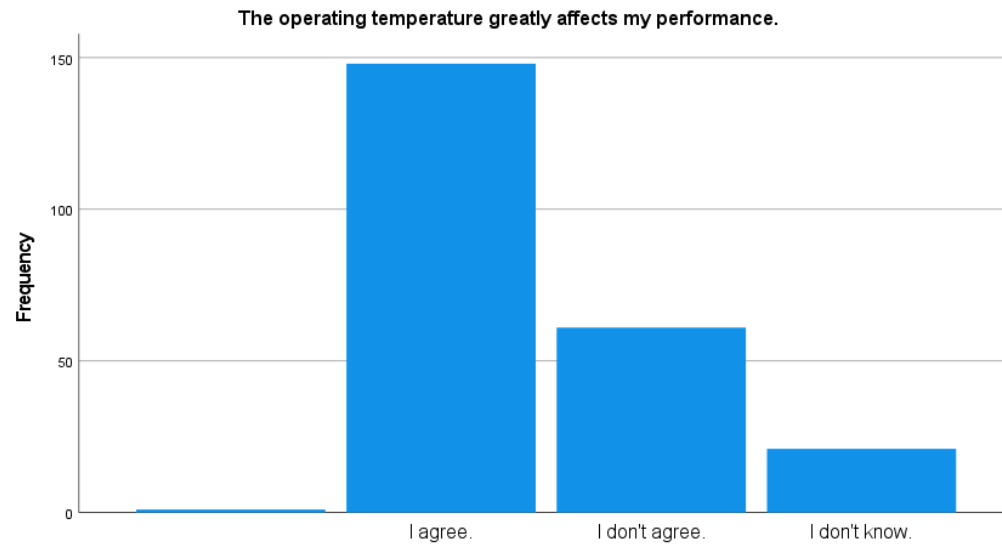
### 3. A cafeteria elemek segítenek nagyobb termelékenységet elérni?



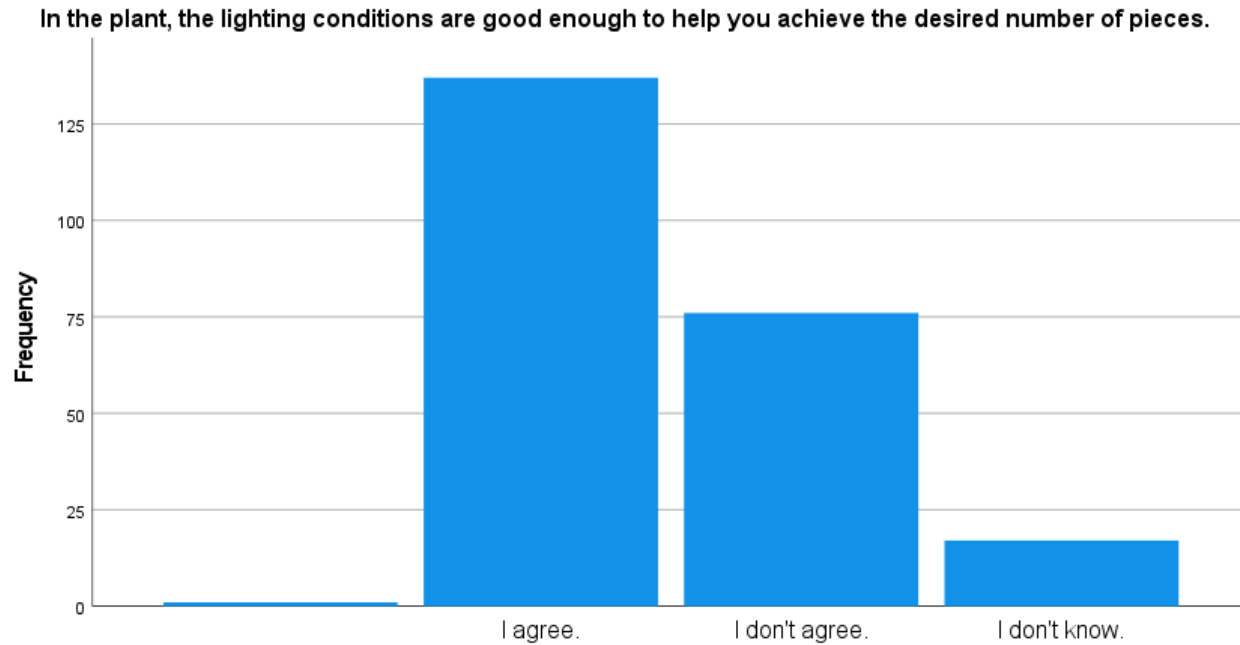
## 4. Mi a helyzet a munkába járási támogatással?



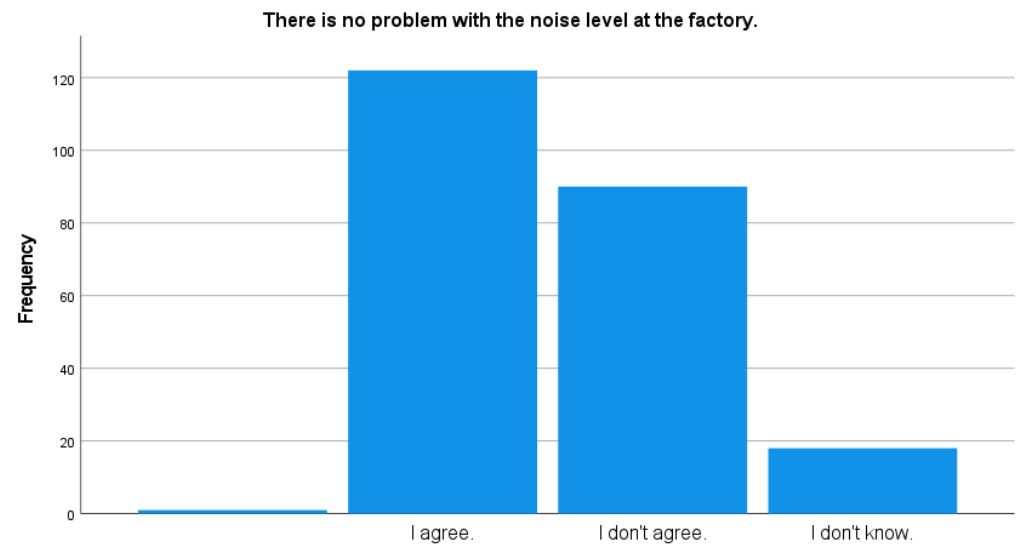
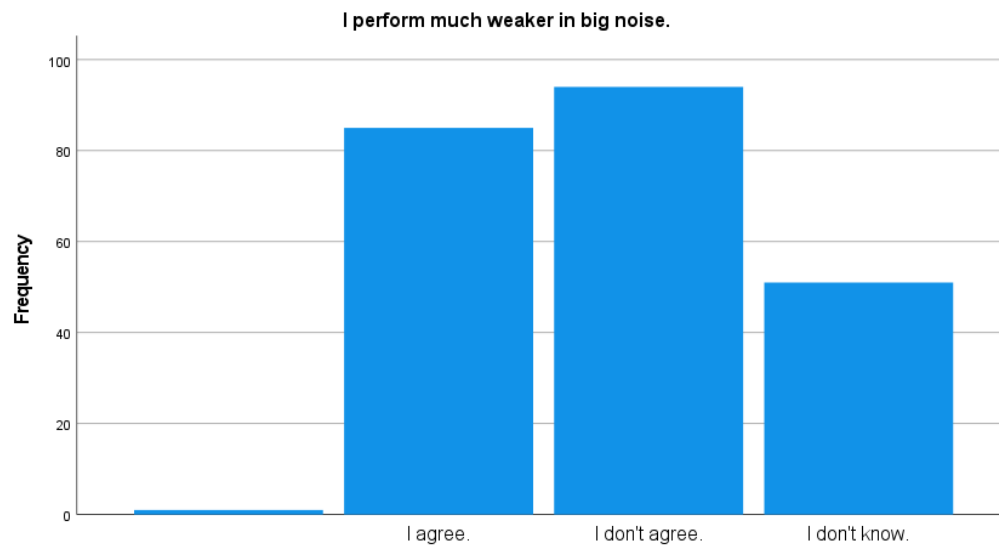
## 5. Hideg van, meleg van!



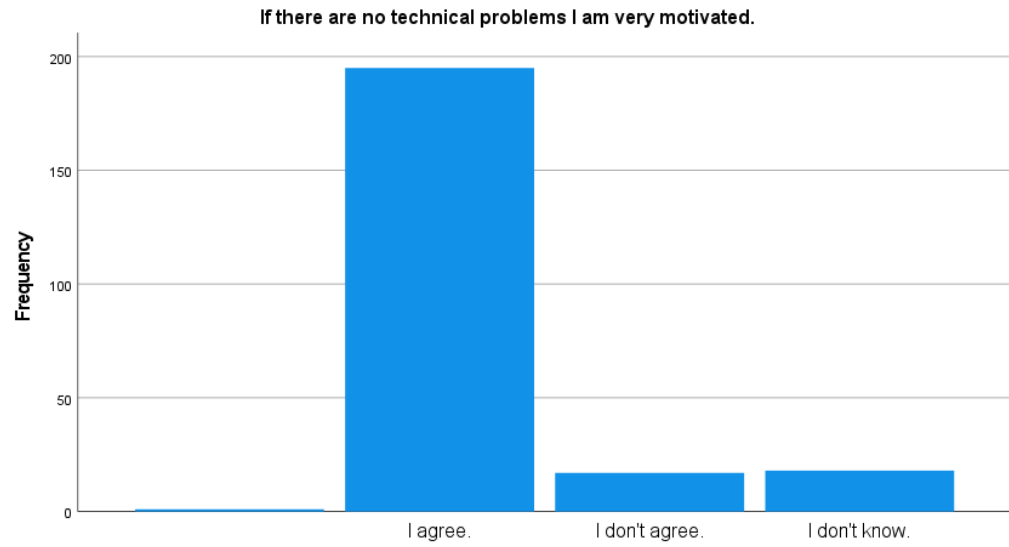
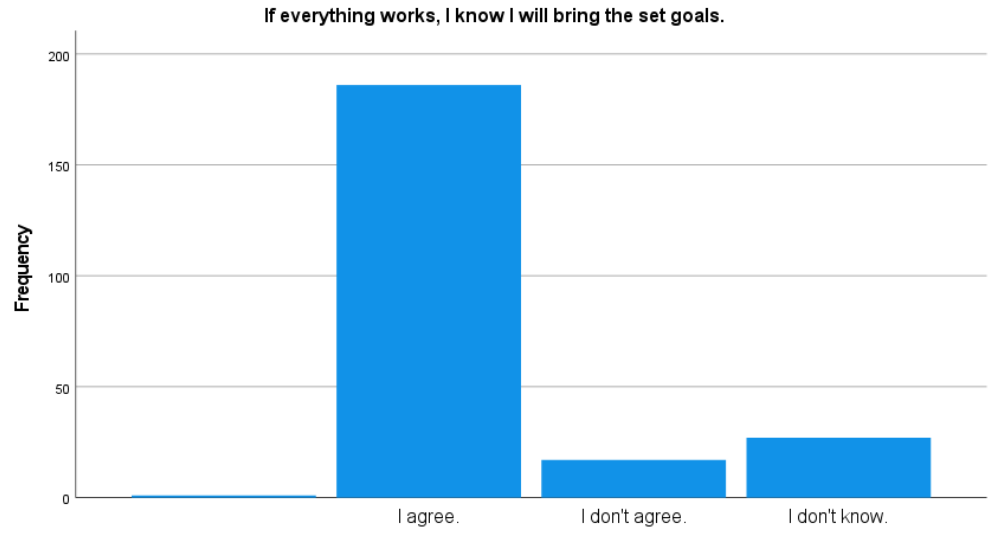
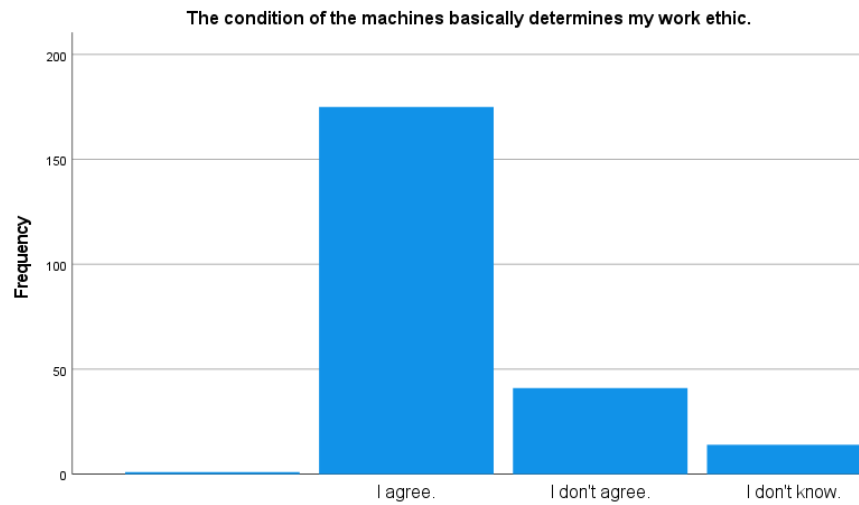
## 6. Most akkor sötét van, vagy túl világos?



## 7. Zaj van Babám!

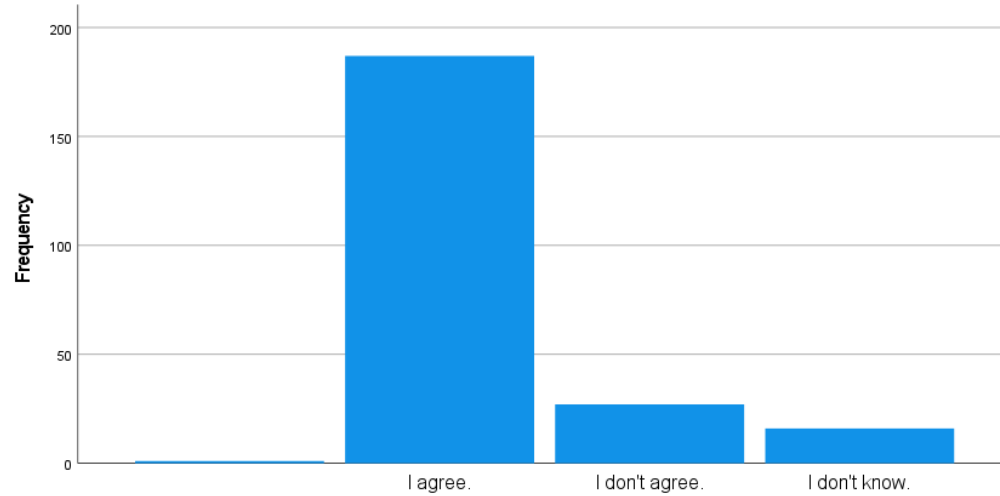


## 8. Gyártóberendezések állapota: az egyik legfontosabb tényező!

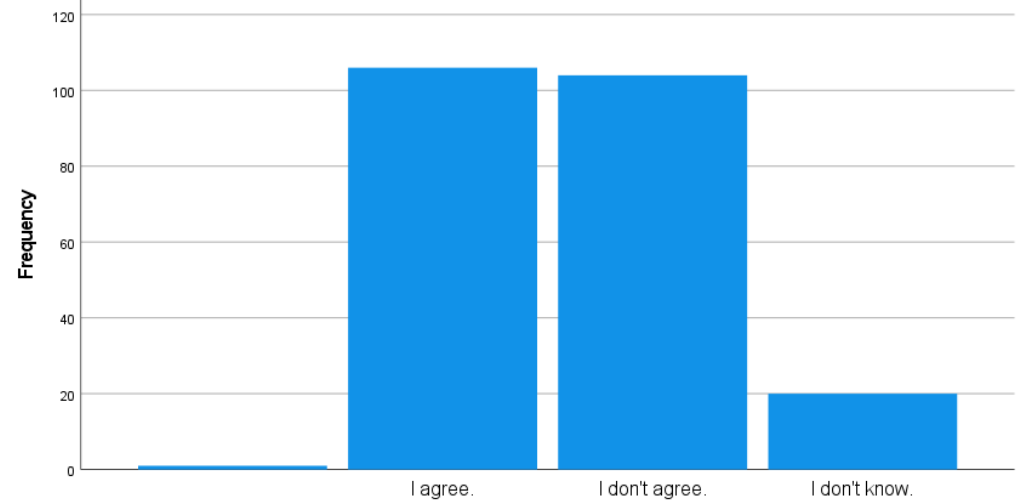


## 9. Itt az anyag, hol az anyag: a Logisztika hatása a termelékenységére.

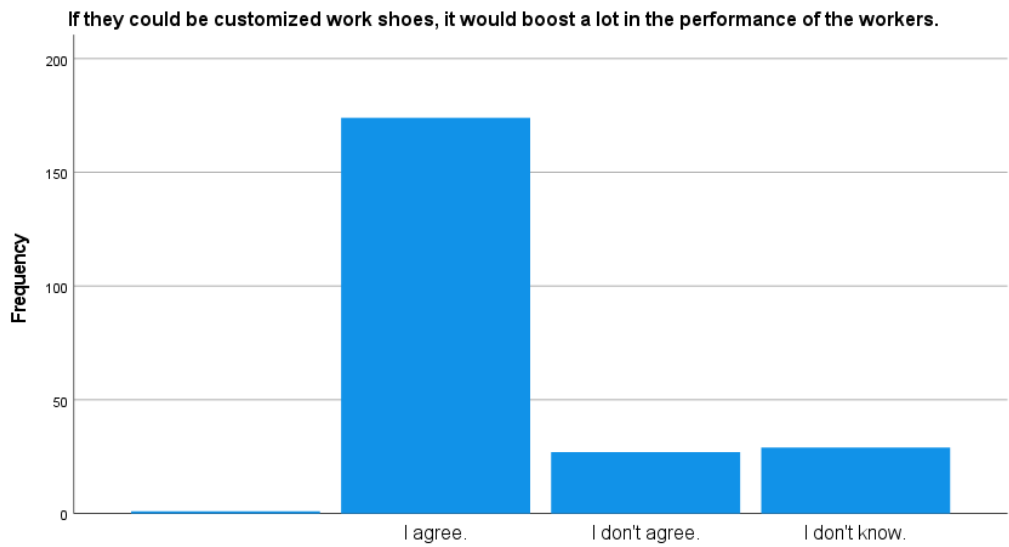
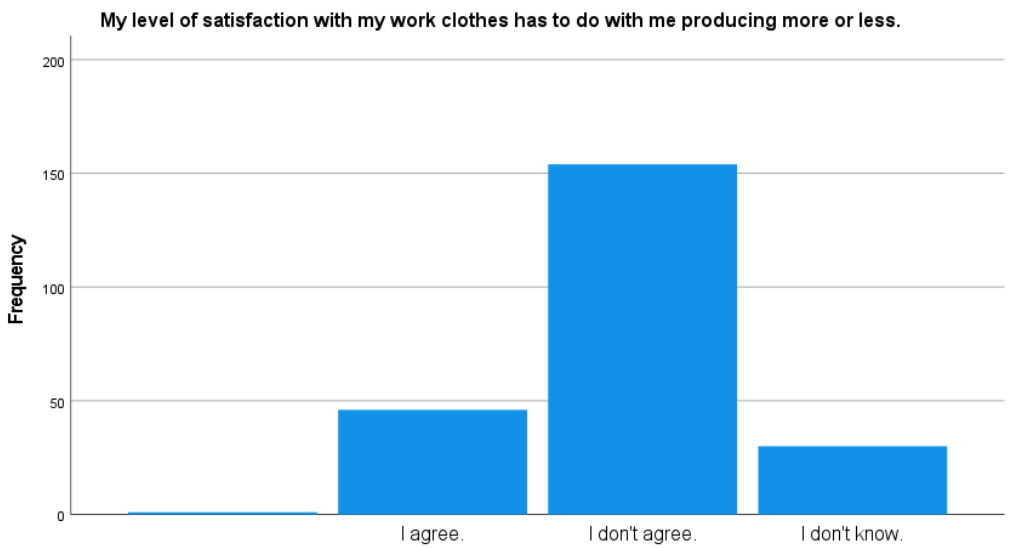
If there is raw material, then there is no obstacle for me to achieve the set goals (with a working technique).

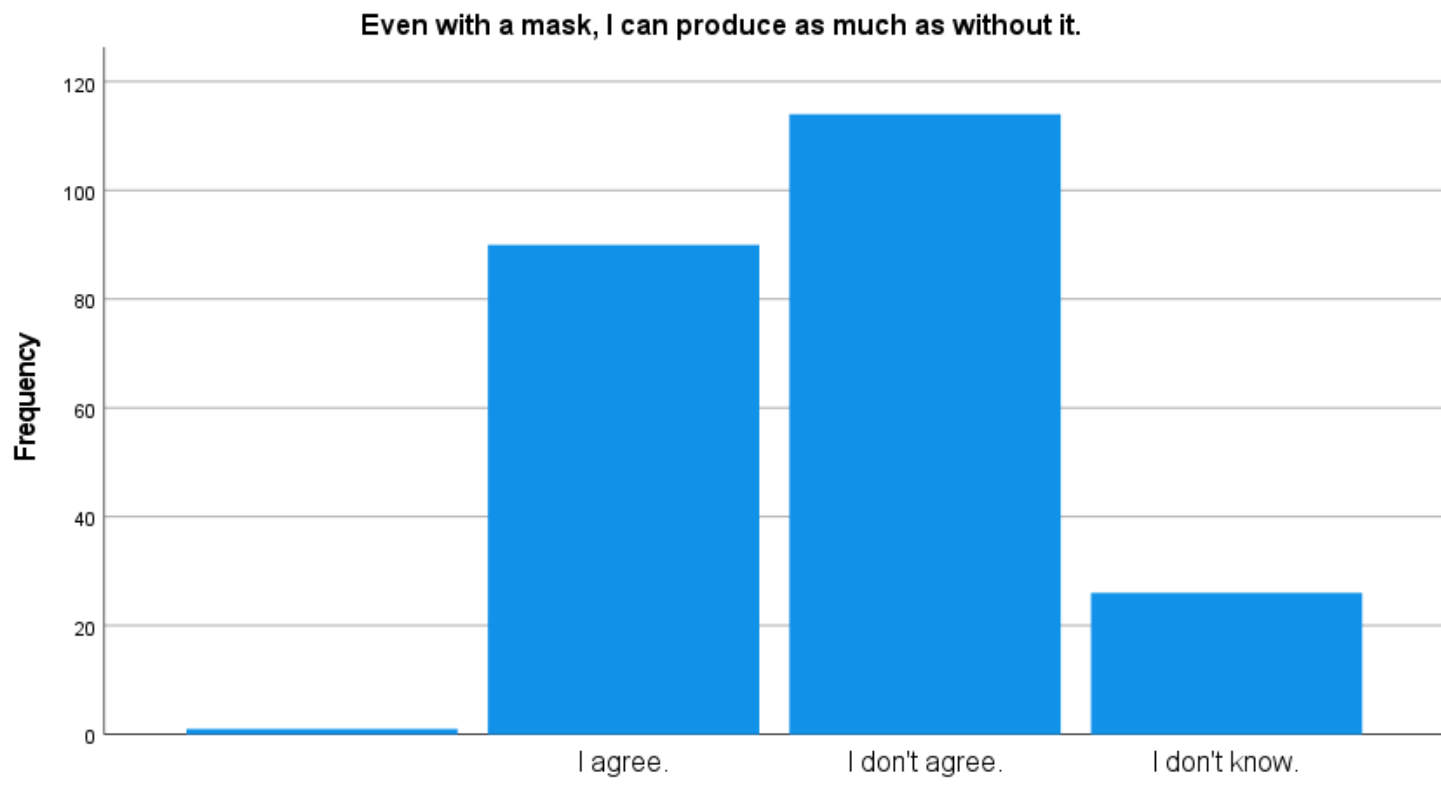


If I only have to stop once for a lack of raw materials, I'm less motivated for the rest of the day.

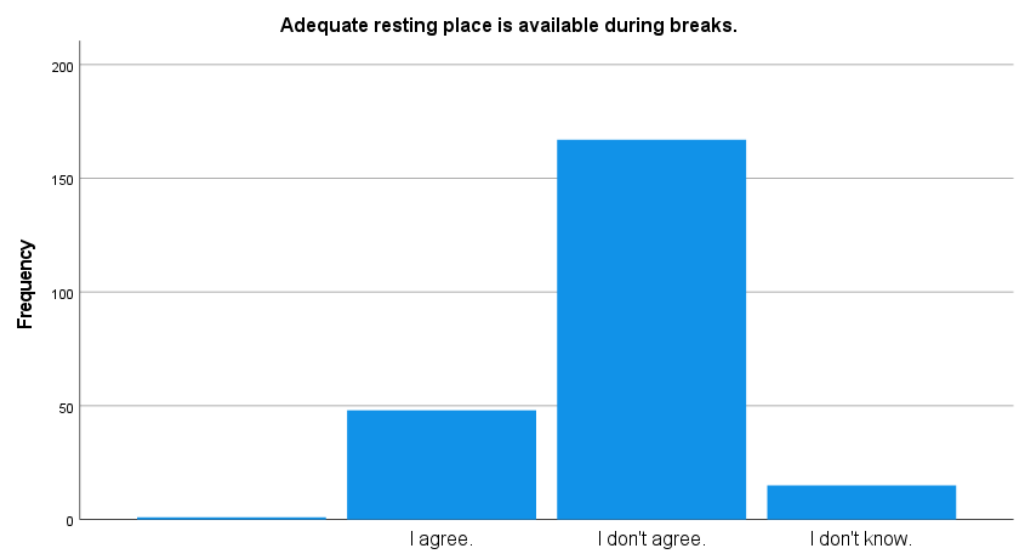
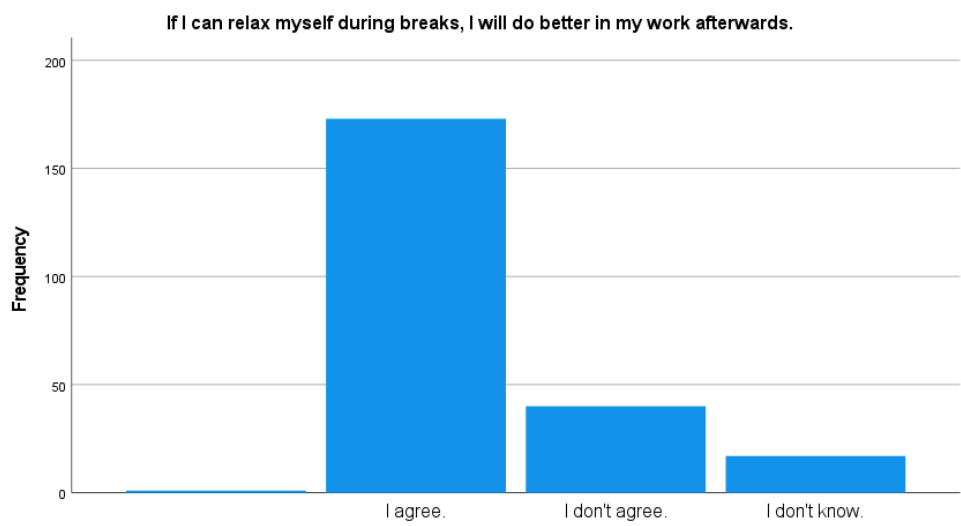
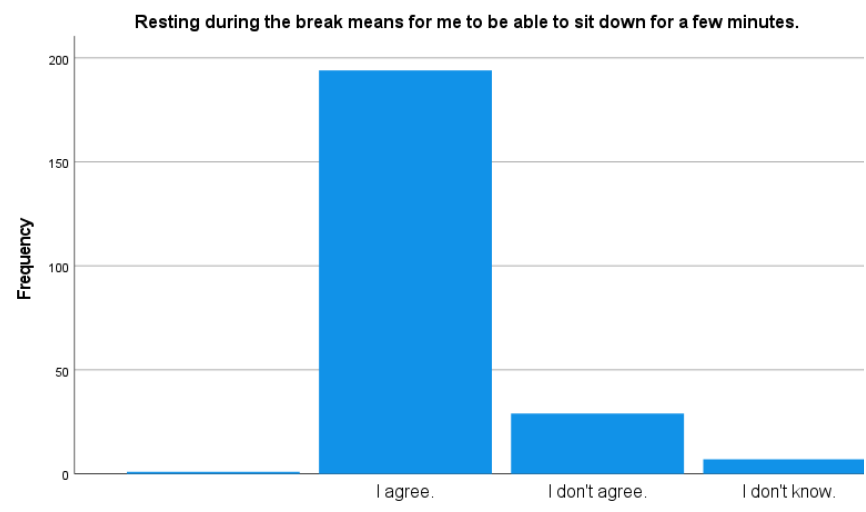


# 10. Munkaruha, munkacipő

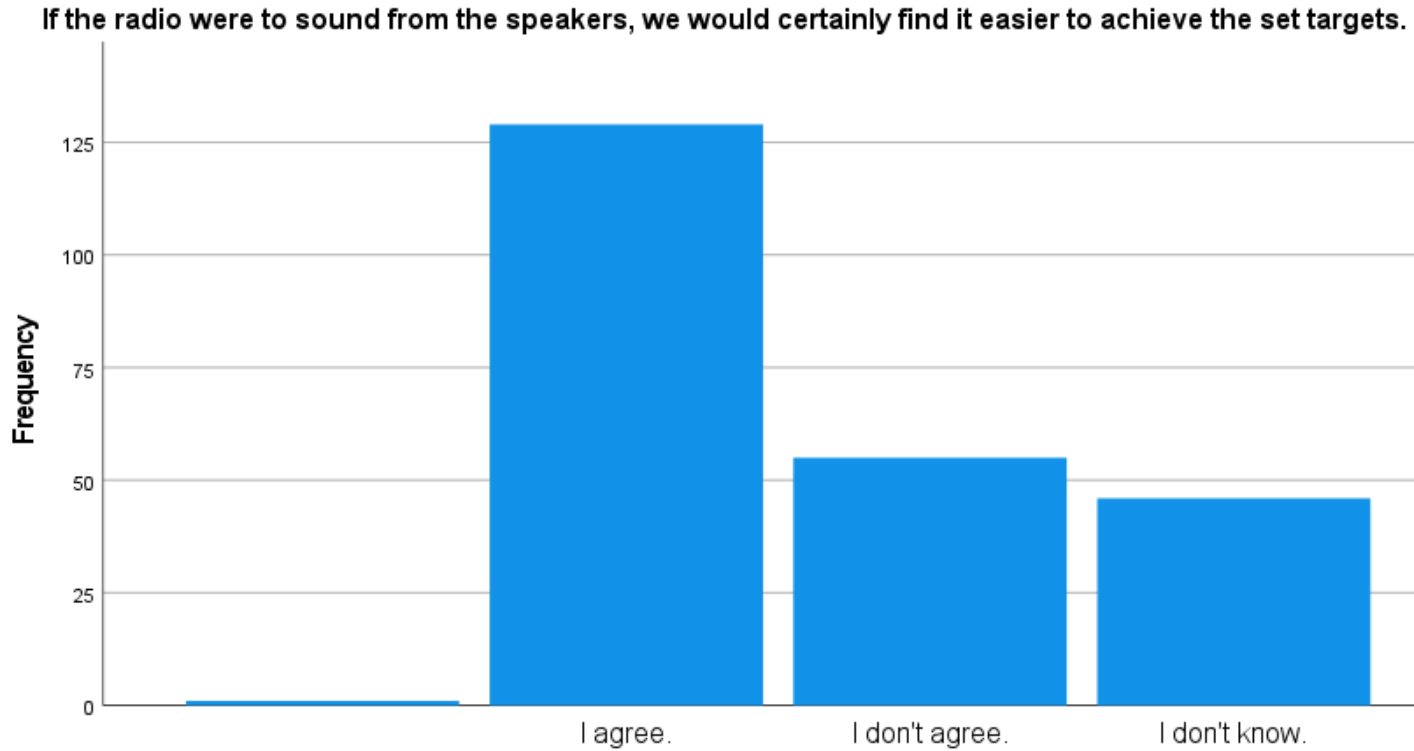




# 12. Pihenés a szünetben

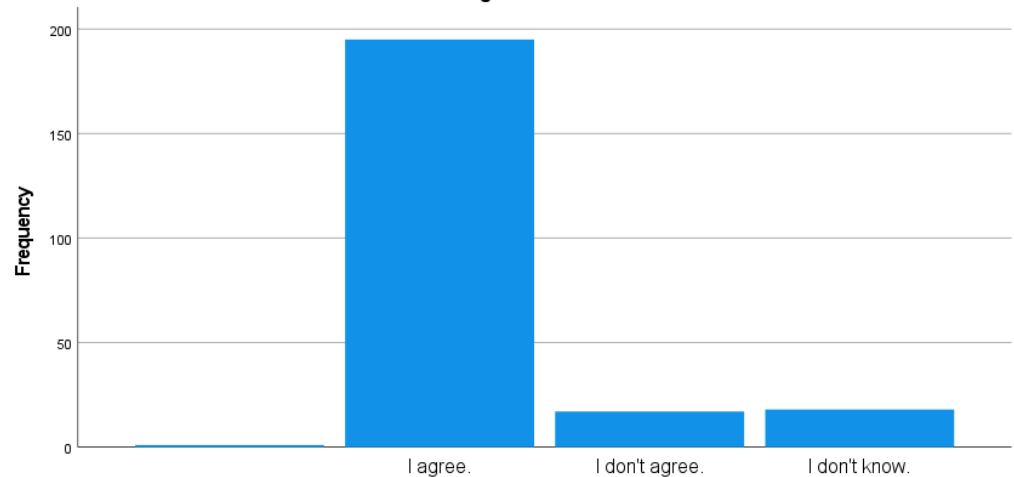


### 13. „Szól a rádió!” (LGT zenekar)

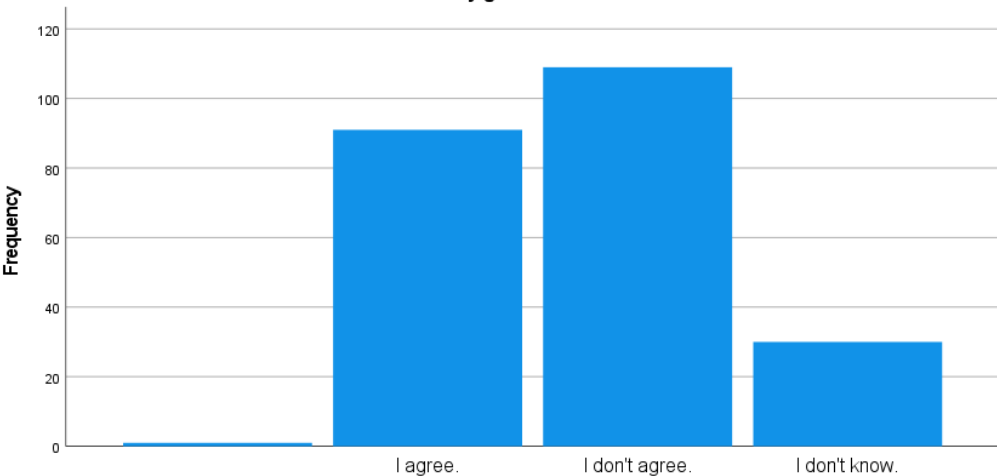


# 14. Közvetlen munkatársak hatása a termelékenységére!

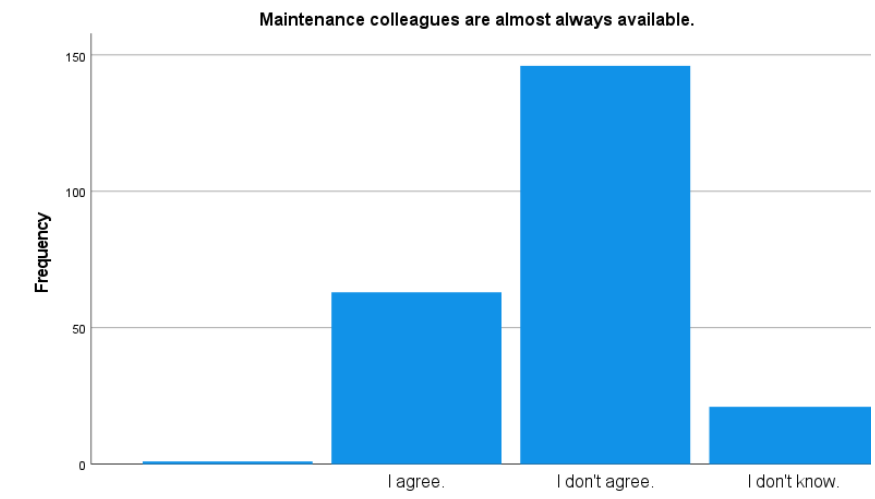
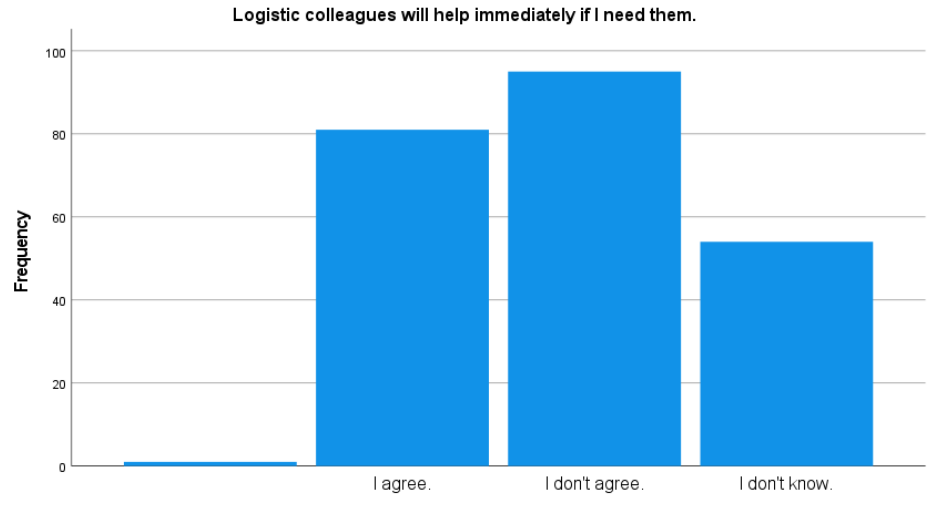
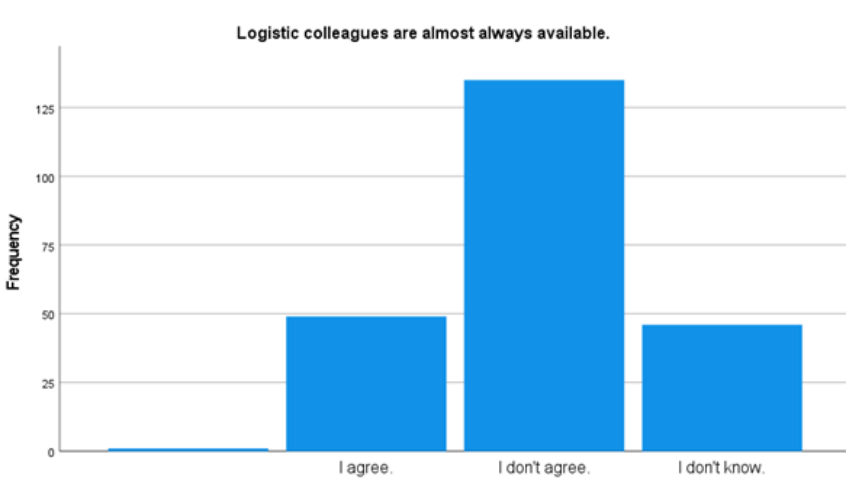
If there is a good relationship between all the members of the team, we will definitely achieve the set number of goals.



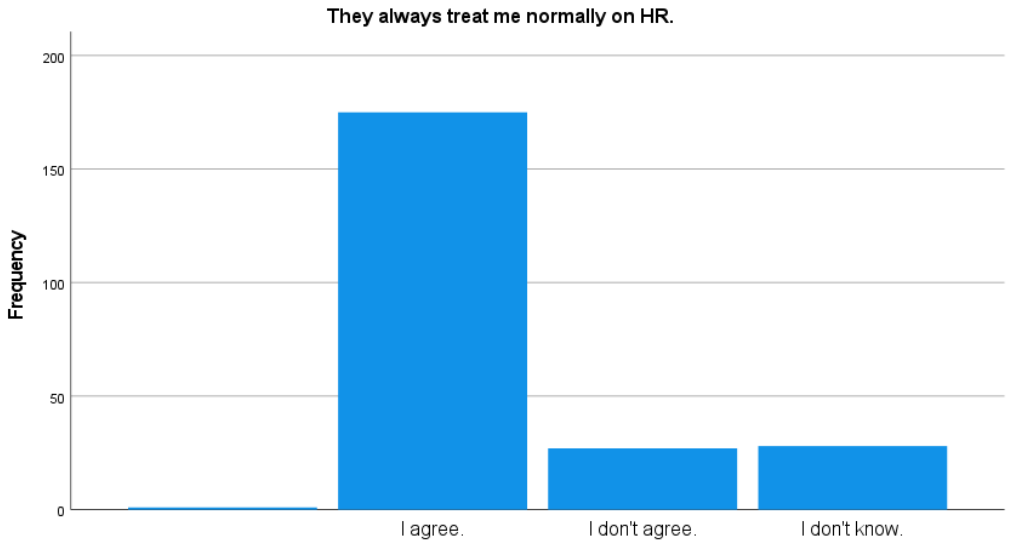
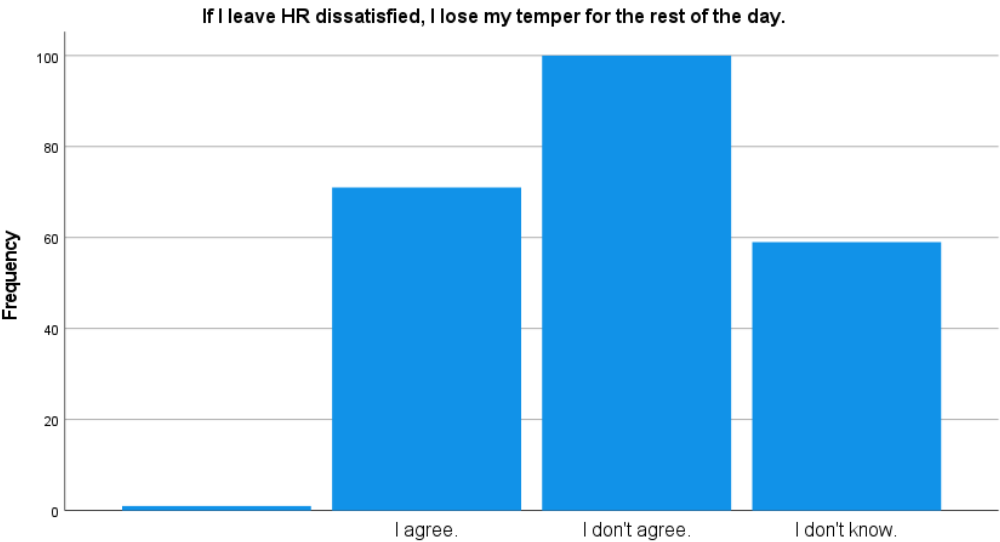
When I see that my immediate supervisor is insecure about his or her job, it negatively affects me in achieving my goals.



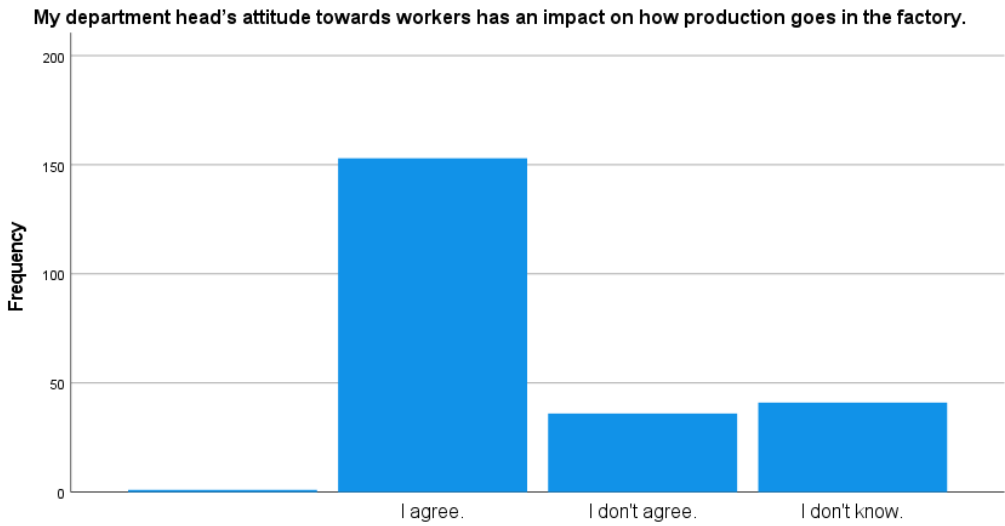
# 15. Támogató osztályok hatása!



# 16. Személyzeti osztály (HR) viselkedésének hatása!

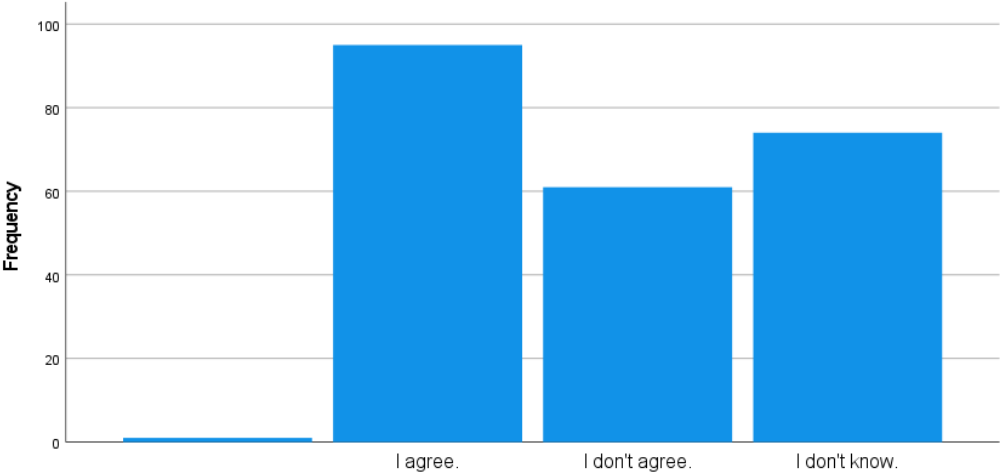


# 17. Osztályvezető menedzser szerepe („Nagyfőnök-effekt”)

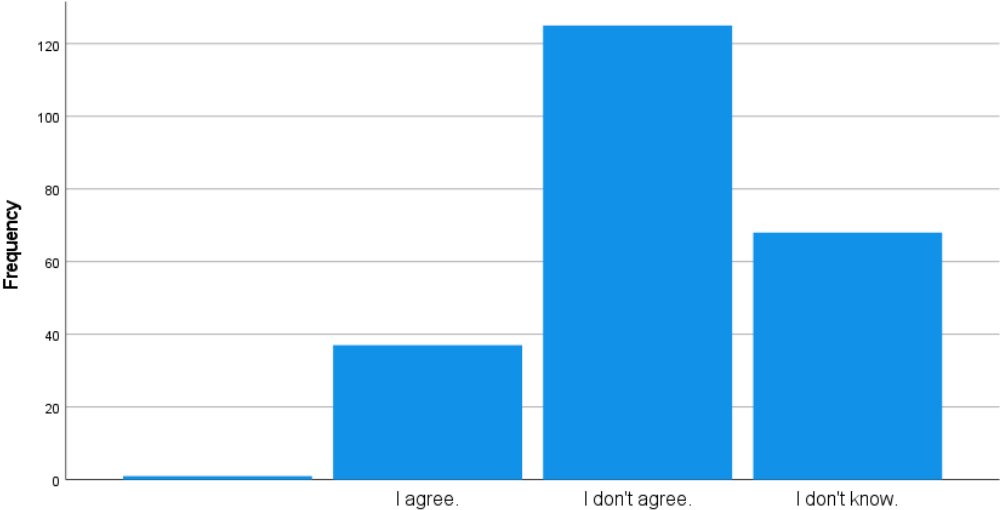


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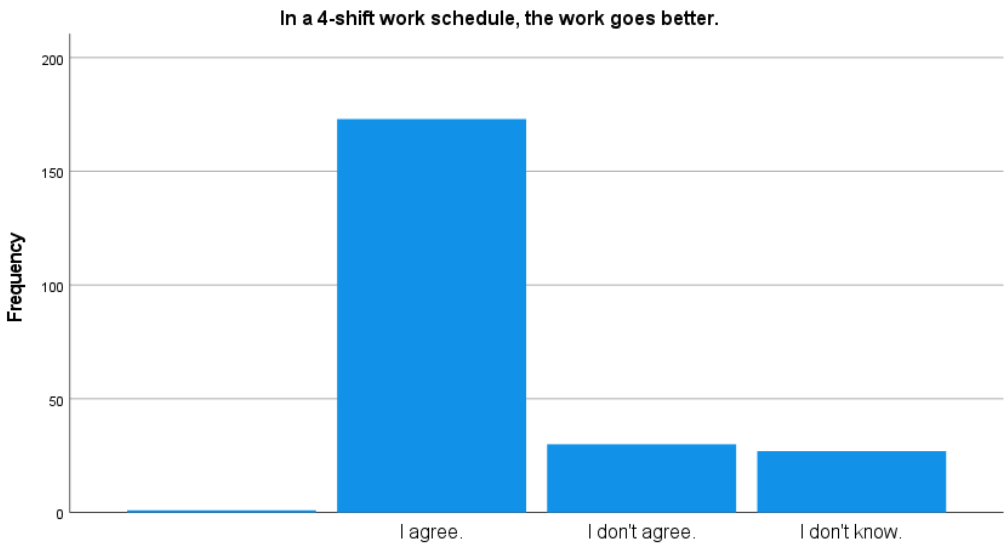
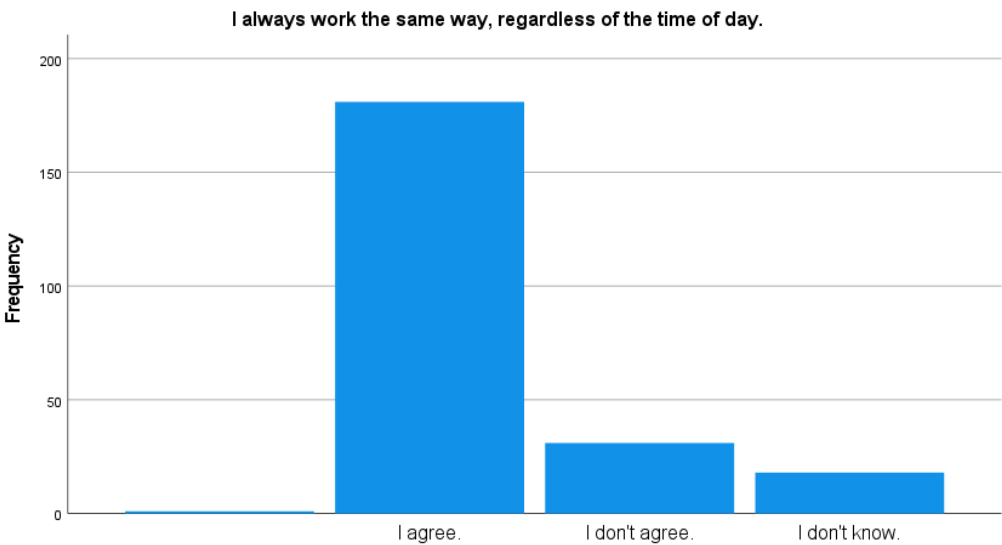
It would matter a lot to me if I could talk to my department head sometimes that would also have a positive effect on my performance.



My department head often asks about my work.



# 18. Nappal vagy éjjel jobb dolgozni?



**Köszönöm a figyelmet!**