



**COVENANT UNIVERSITY FACULTY ADVANCE
(2016/2017 SESSION)**

**MODELS FOR MAXIMISING PRODUCTIVITY
IN THE WORKPLACE**

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“RECITE” APPROACH TO THE ATTAINMENT OF VISION 10: 2022

- It is all about PRODUCTIVITY.
- Productivity is supposedly at the heart of any successful enterprise.
- Nations, organisations including universities and even individuals are all in a global race
- Therefore, they must constantly maximise their performance and productivity if they are going to survive, let alone prosper

PRODUCTIVITY: AN ATTITUDE

‘Productivity is an attitude of the mind. It's the mentality of progress, of the constant improvement of that which exists. It's the certainty of doing better today than yesterday...It is the will to improve on the present situation, no matter how good it may seem and no matter how good it may really be...It is the continuous effort to apply new techniques and new methods. It is the faith in progress!’
(Van Wyk, 1986)



SOME PRELIMINARIES

- **IMPORTANCE OF PRODUCTIVITY**

Productivity is a measure of how well resources are utilized to produce outputs. It is defined as a ratio of outputs to inputs.

- **WHY MAXIMISE PRODUCTIVITY? It is what defines us. There is always room for improvement**

- **WHY USE MODELS? Simplification, understanding and to identify levers for change**

- **MODELS EXAMINED**

- **IMPLICATIONS/APPLICATIONS**

ATTITUDINAL DETERMINANTS OF PRODUCTIVITY: CU CORE VALUES

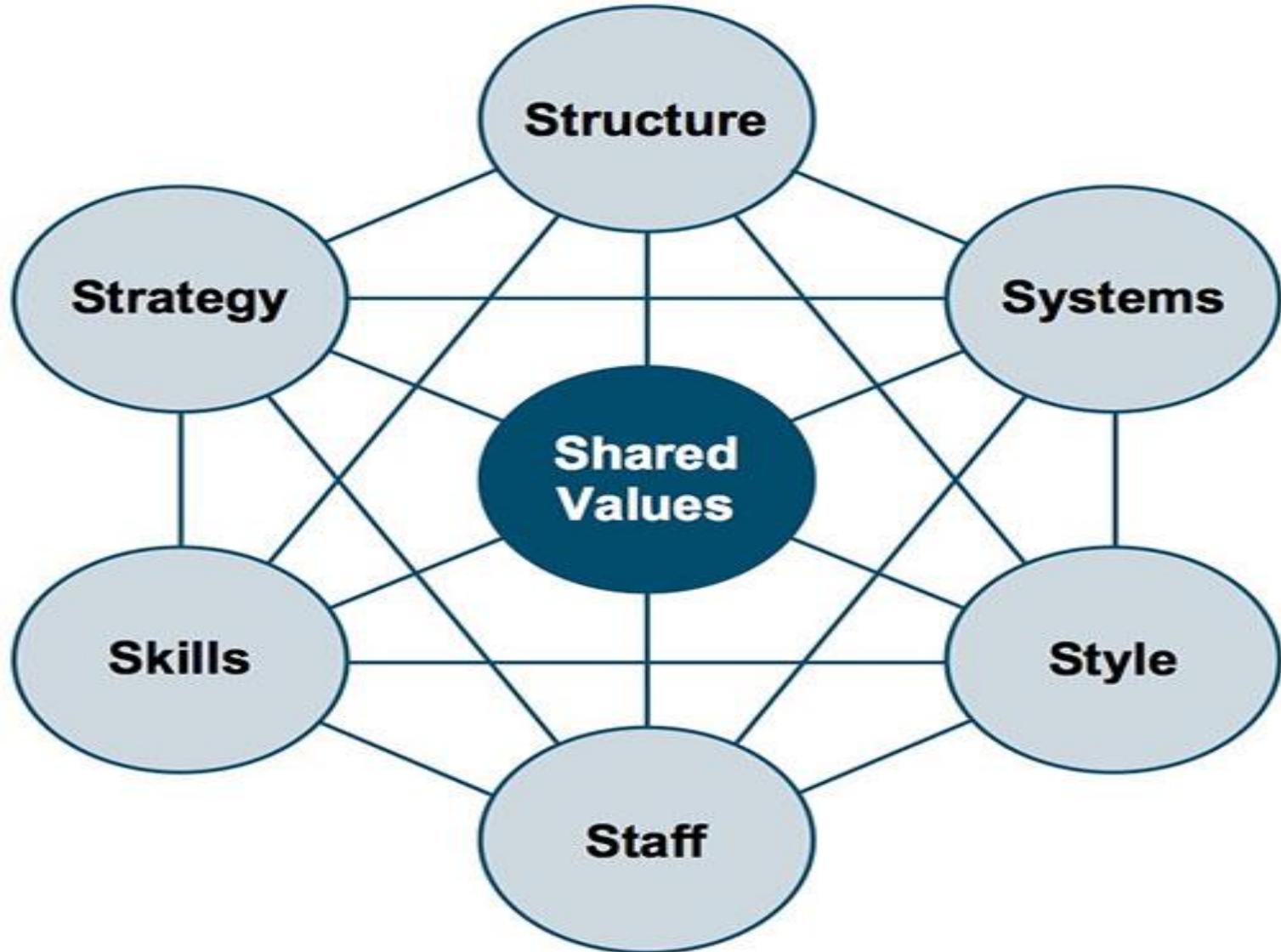


To transform students into :
expert thinkers,
imaginative managers and
resourceful technocrats

APPLICATION OF THE CORE VALUES

- How well are employees (academic and non-academic) and students living the values?
- How are the values related to our core functions as academics or administrators or to the performance of students?
- Any trends?

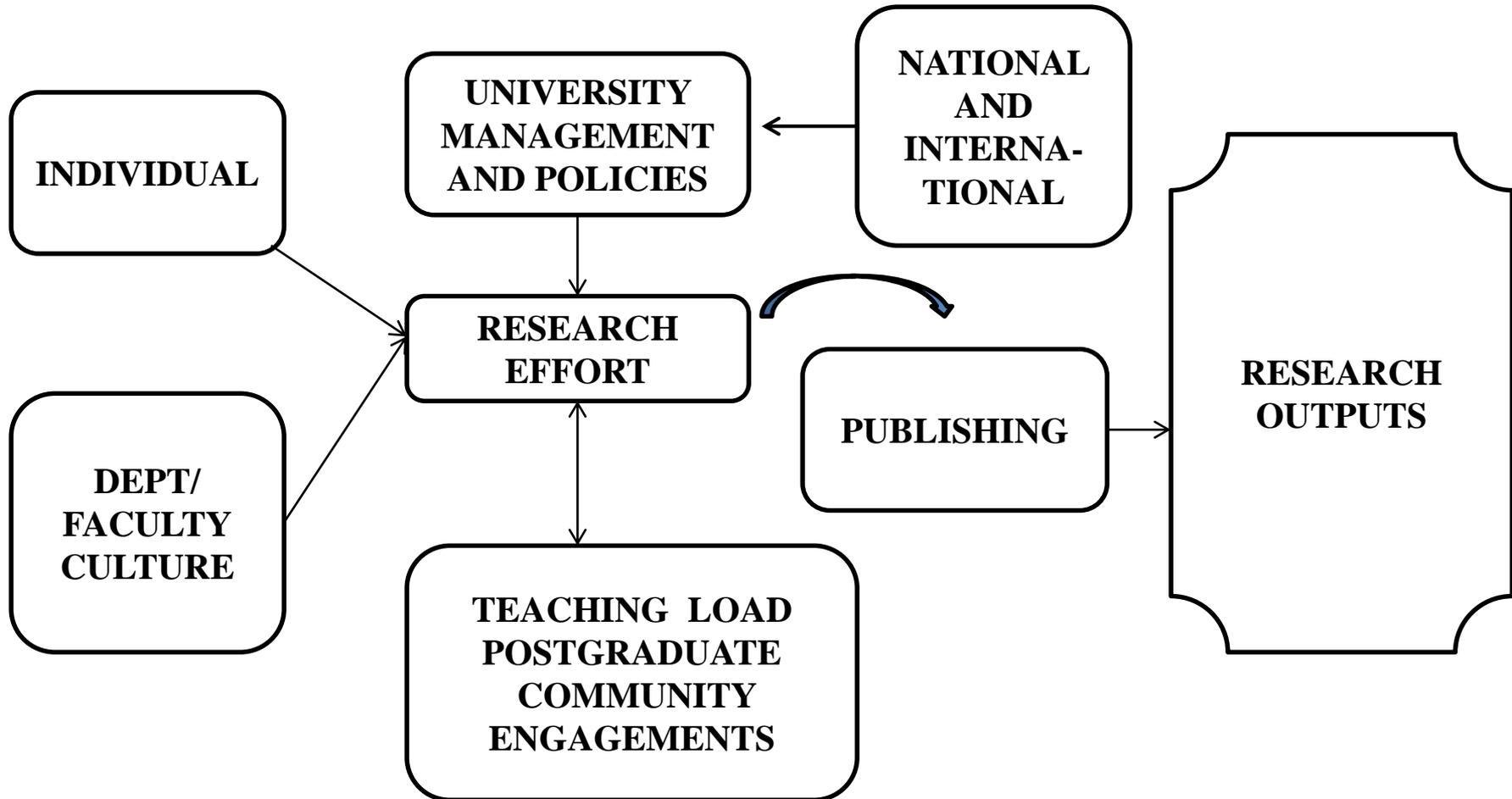
McKINSEY'S 7-S DIAGNOSTIC MODEL



AN APPRECIATIVE INQUIRY: 7-S WHICH SYSTEMS WORK? READY AND SUSTAINABLE? WHAT CHANGES?



A GENERAL MODEL FOR MANAGING RESEARCH PRODUCTIVITY



“RECITE” IN PURSUIT OF VISION 10: 2022

1. CLARIFY EXPECTATIONS: “RECITE” RESEARCH OUTPUTS, CONDITIONS AND REWARDS
2. IMPROVE DEPARTMENT/FACULTY RESEARCH CULTURE, ESPECIALLY PG SUPERVISION (“new risky areas” or “venturing into new fields of study”)
3. REVIEW AND UPDATE UNIVERSITY STRATEGIC RESEARCH IMPERATIVES, (policies, infrastructure, finance, ICT etc)
4. STRENGTHEN LINKAGES AND COLLABORATIONS (GLOBALLY AND LOCALLY – “GLOCALISATION”,)

ASSESSING THE HEALTH OF WORKERS AND THE WORKPLACE

Organizational Health is defined as an organization's ability to function effectively, to cope adequately, to change appropriately, and to grow from within.

The health of the workforce is closely monitored which is unique and desirable.

Similarly, the health of the workplace must also be monitored.



A MODEL FOR ASSESSING THE HEALTH OF THE UNIVERSITY



LESSONS FOR COVENANT UNIVERSITY



- All top-performing systems recognize that they cannot improve what they cannot measure.

Therefore, create a unit to measure the following periodically:

- 1. adherence to the core values;**
- 2. the health of the workforce;**
- 3. the health of the organisational systems;**
- 4. the research cultures;**
- 5. teaching effectiveness;**
- 6. alumni and employer surveys .**

HAVING LOCAL RELEVANCE

1. SOME STUDENTS AT THE MASTERS AND Ph.D LEVELS HAVE CARRIED OUT STUDIES BASED ON COVENANT UNIVERSITY. SUCH STUDIES SHOULD MAKE AN IMPACT.
2. ALSO MANY STAFF OF THE COLLEGE CAN ASSIST IN DESIGNING AND CARRYING OUT THE SURVEYS INDICATED ABOVE.



From Glory

GOD BLESS OUR EFFORTS WITH
OPTIMAL PRODUCTIVITY THIS
ACADEMIC YEAR IN JESUS' NAME.

To Glory

THANKS FOR LISTENING!