



Productivity and Economic Development: Assessing the Concept of Time Management among Jamaican Workers.

In the Jamaican labour force the significance of punctuality to the productivity of national institutions is often disregarded or underplayed by workers within both the public and private sector. While intellectual and practical development is imperative to improving the efficiency of any



organization, punctuality put in practice is essential to a company's performance and competitiveness within the local and international arena. As such the concept of punctuality should be embedded in the core of an organizations regimen. Today companies have made budgetary accommodations to facilitate the training of workers in areas that are considered lucrative to the organizations development over time. While this is necessary for improving capacity-building within the organization, employers are sometimes unaware that maximum productivity within any organization is also complimented by the punctuality of workers.

Punctuality is a habit that must be cultivated and encouraged by employers and employees alike. It is an essential part of courtesy in any field of business and is imperative to demonstrating personal integrity to co-workers, consumers and management alike. However it should be highlighted that punctuality is only attainable through commitment and self-discipline. As such employers should emphasize the personal and organizational benefits that may be obtained by workers who advocate and practice punctuality. Punctuality also speaks to the workers level of professionalism and commitment to the organization.

In the new globalized era, the issue of time management is crucial to the function and survival of organizations in the labour market. The more disciplined workers are in regard to attendance the better able companies are to meet organizational targets and timelines.

In Jamaica the issue of lateness is a chronic problem that has become entrenched in mainstream culture. The primary socialization of individuals has served to reinforce this practice which overtime have served to cripple the productiveness of the local economy. To remedy this problem, workers will need to be sensitized and trained in respect to the importance of punctuality to the workplace and the positive effects it will have on the overall performance and efficiency of their organization.

It is observed that the efficiency of national entities both within the public and private sector is challenged by the reluctance of workers to adhere to organizational guidelines relating to attendance and punctuality. Furthermore, if individuals and organization intend to become competitive in the global environment the issue of punctuality is essential to their image and success in the world market.

The remedy for tardiness is not a unitary endeavor but a collaborative venture which must be engaged by all members within the tripartite community. The HLSTUEI recognizes that punctuality is among the most essential qualities needed within any organization poised to achieving corporate success and growth. As such the Institute intends to provide continuous training in this area in an attempt to improve the productiveness of the regional work force.

Productivity Workshop

The Hugh Lawson Shearer Trade Union Education Institute in collaboration with the Bustamante Industrial Trade Union and the Jamaica Productivity Centre recently held a workshop entitled **‘Productivity and Economic Development: Assessing the Concept of Time Management among Jamaican Workers’** on February 24th 2009 at the HLSTUEI classroom.

The presenters for the event were: Mr. Delroy Chevers from the Management Studies, Dr. Charles Douglas and Ms. Tamar Nelson both from the Jamaica Productivity Centre, Mr. Alvin Sinclair from the Bustamante industrial Trade Union and Mr. Lambert Brown from the Union and Allied Workers’ Union.

The first presentation was eloquently done by Mr. Chevers under the theme, **‘Productivity and Time Management: Mastering the art of Multi-Tasking in the Modern Era.’** He was followed by Ms. Nelson who also gave a very informative presentation on **‘Balancing Personal Obligations and Organizational Responsibility: Perspectives to improve the efficiency of the Jamaican Worker.’**

Dr. Douglas delivered his presentation on **‘Productivity and Economic Development: Assessing the Productive Capacity of the Jamaican Labour Force.’** Dr. Douglas comfortably utilized statistical data to illustrate the effect of time management on organizational and national productivity and development.

Mr. Sinclair re-energized the programme with a remarkable presentation focusing on time management and productivity from a negotiators perspective.

The final speaker of the day was Mr. Lambert Brown who summarized the areas of focus and contextualized the importance of time management to social and national development.

Notices

- HLSTUEI will be hosting a workshop entitled ‘HIV and the Worker: Shifting Attitudes and Protecting Jobs on June 4th, 2009
- The HLSTUEI has opened registration for its 88th Introduction to Labour Studies one moth course which is slated to begin June 22, 2009.
- The HLSTUEI in collaboration with Friedrich Ebert Stiftung will be hosting a workshop entitled ‘Gender and Globalization: assessing the experience of women in the new global environment’ from June 18-19, 2009.