

ECONTIME CONSULTANTS

Making Work-Life Balance Easy Through Time Economics

CASE STUDY:

WORK-LIFE BALANCE VALUATION AUDIT APPLIED TO A TECH CORPORATION

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Due to Confidentiality
Agreements, the name of
the company cannot be
disclosed in this case study

WORK LIFE BALANCE CORPORATE AUDIT

1. PROJECT GOALS
2. INITIAL CORPORATE DATA
3. AUDIT PROCESS
4. RESULTS
5. CONCLUSIONS AND
CORRECTIVE ACTIONS



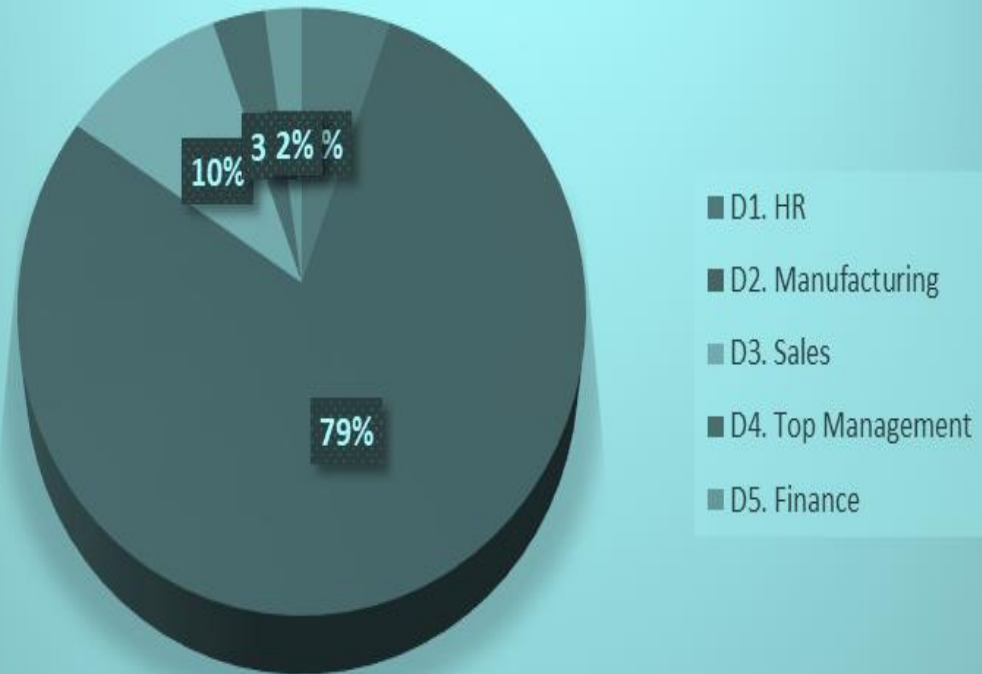
1. PROJECT GOALS

The company is a Manufacturer of Hard Drives located close to Bangkok, Thailand. The corporation has a philosophy and policy to promote good WLB, although they have no idea where they are at this time. Its WLB is not measured today, although personal subjective valuations are in place. Through the use of the EVPT methodology audit the company tested 67% of its employees, obtaining excellent information about its Corporate WLB. Once the company is fully aware of its CWLB will be ready to prepare corrective actions.

2. CORPORATE DATA

- Activity: Manufacturer of Hard Disks
 - Location: Bangkok, Thailand
 - Staff: 216 employees.
 - Participant employees: 146. (67.59%)
 - Departments: 5 (HR, Sales, Production, Top Management, Finance)
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DEPARTMENT WEIGHT

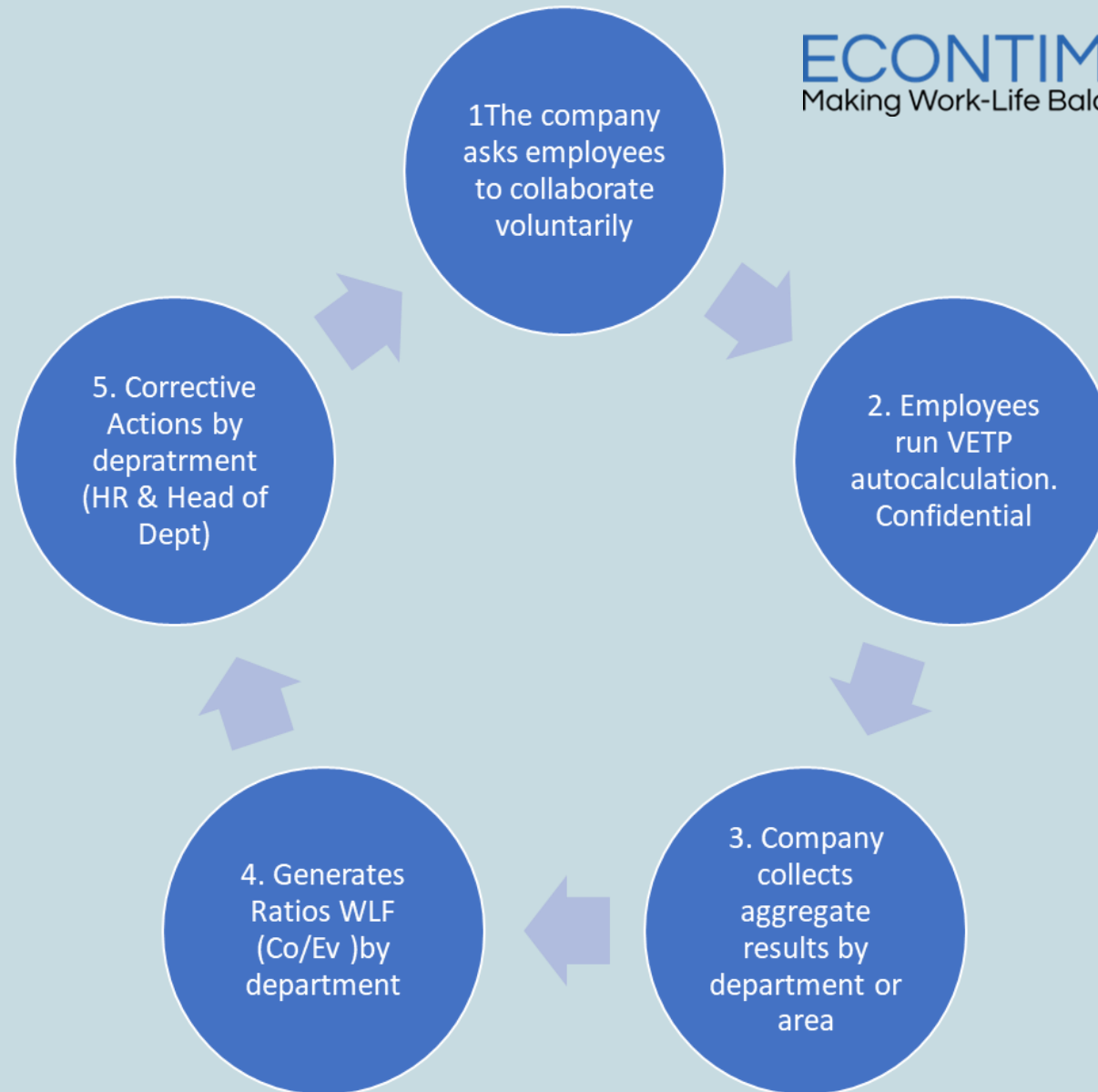


3. RESULTS DERIVED FROM THE EVPT ANALYSIS

- COLLECTED RESPONSES OF THE SELF-ASSESSMENT / DEPARTMENT:
 - HR- 10 RESPONDENTS
 - PRODUCTION – 110 RESPONDENTS
 - SALES – 18 RESPONDENTS
 - TOP MANAGEMENT – 5 RESPONDENTS
 - FINANCE- 3 RESPONDENTS

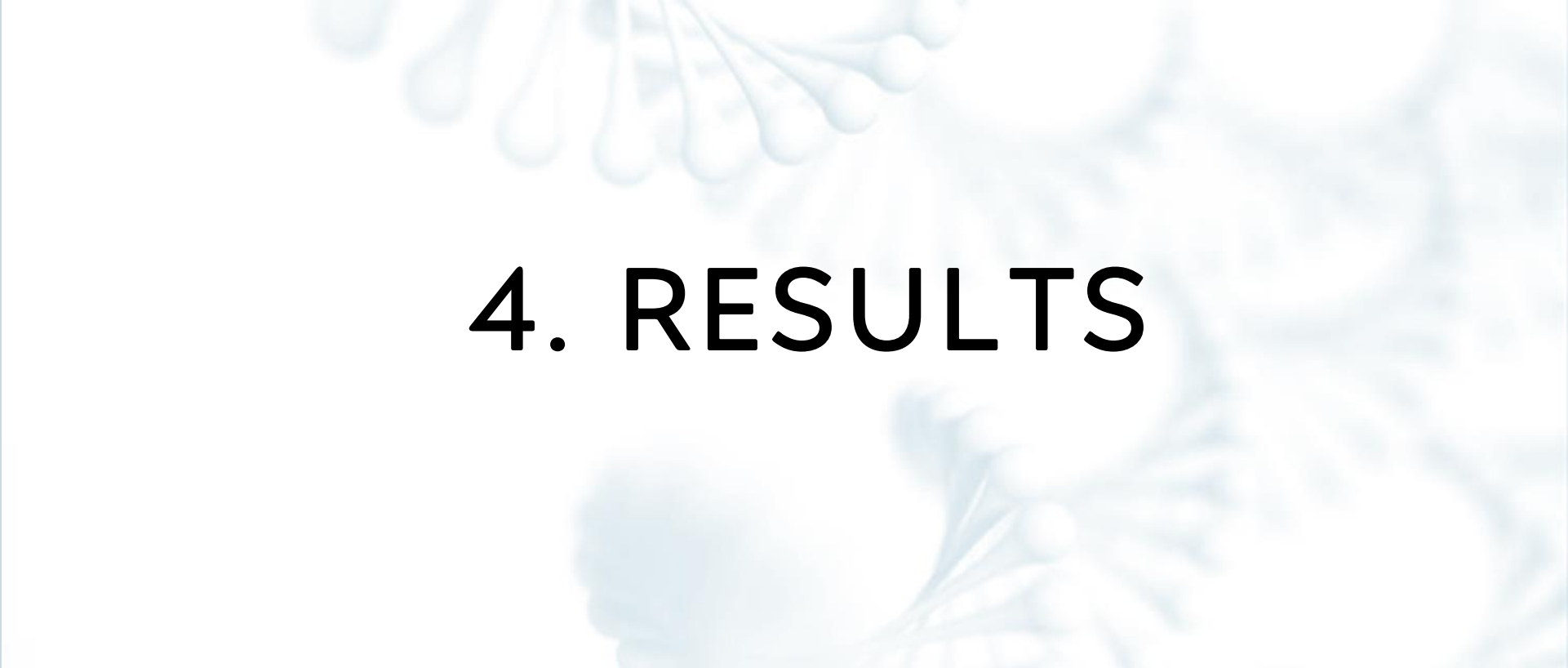


3. AUDIT PROCESS



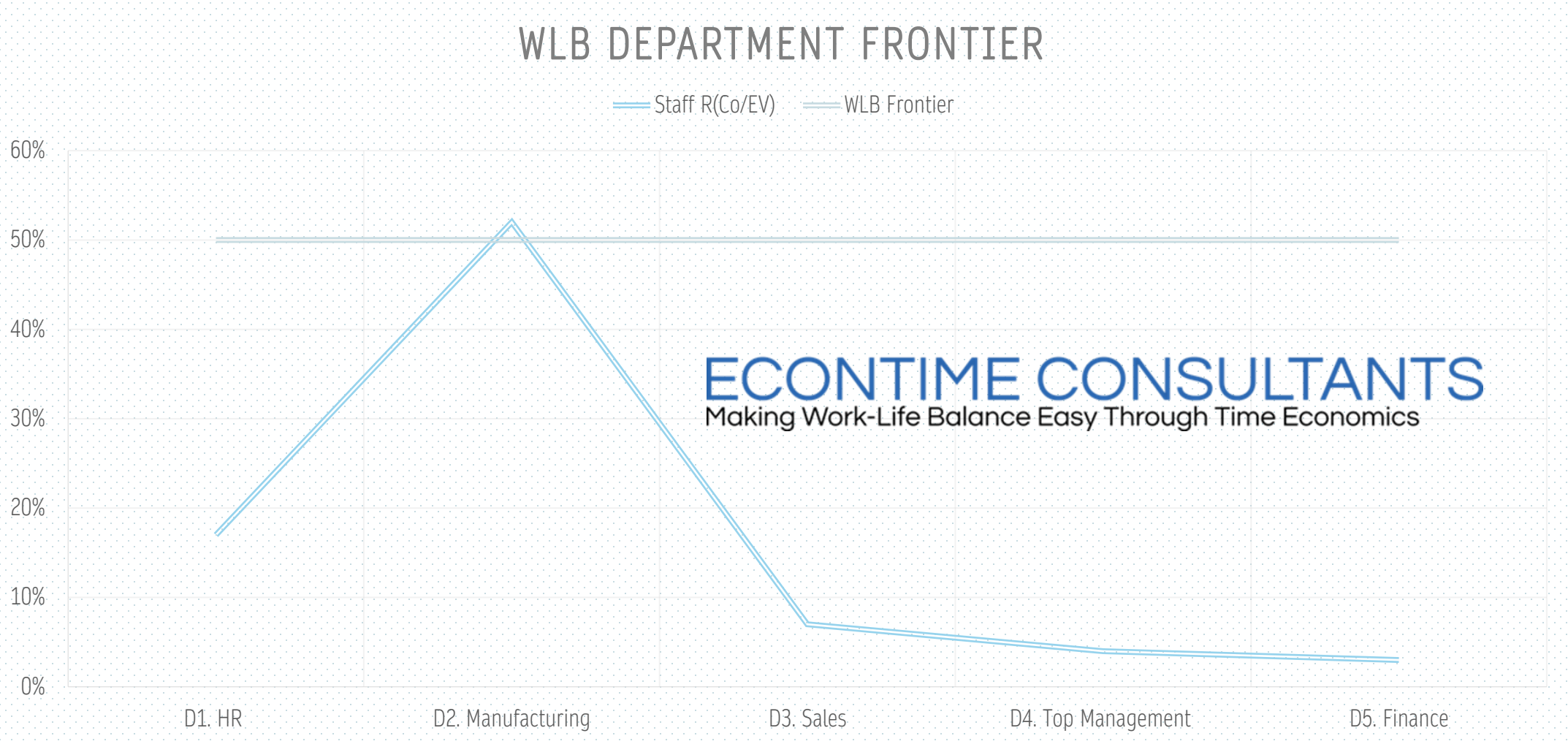
RANGES FOR NORMAL RESULTS



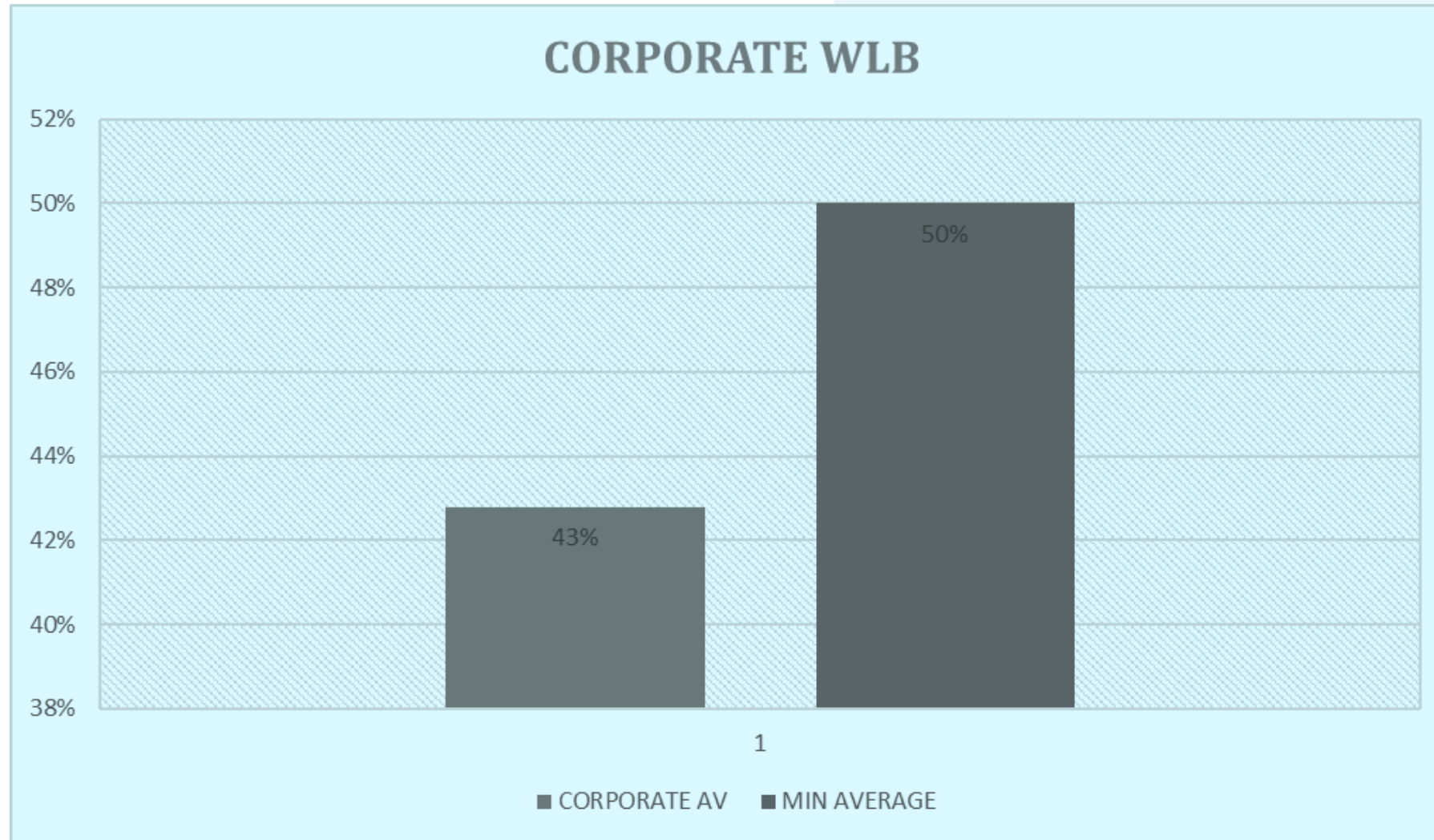


4. RESULTS

INITIAL RESULTS: DEPARTMENT FRONTIER



CORPORATE WLB RESULTS



5. CORRECTIVE ACTIONS

- Department of Production provides a positive WLB.
- The rest of the Departments are really far away from WLB.
- Reasons can be external to the corporation and individual-related, still the company proposes a one-on-one meeting with the HR Manager and Head of Department to minimize the point of unbalance.
- Advantages and tailor made schedules apply in some cases and corporate synergies take place to support employees outside the company

SECOND YEAR AUDIT RESULTS AFTER THE INITIAL AUDIT

- Results increase from low averages in 4 departments to a 35% while results from Production Department Increase as well situating the company in a healthy **72%** ratio WLB = Co/EV.

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