

OMNIBRAND'S DEI REPORT

Team 5



Hongrae



Vishakha



Agalya



Israel

Table of Contents

01. Introduction

02. Three Strategies

- Problem Analysis

- Solutions

03. Effects & KPI

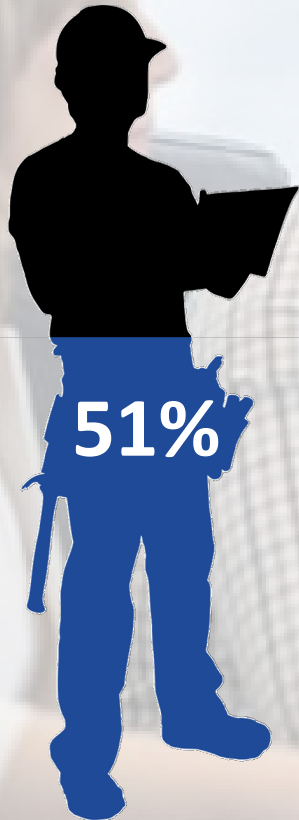
04. Timeline

05. Appendices

“

”

A major goal and benefit of ERGs is to foster a higher sense of belonging.



I quit because I don't feel a sense of belonging.

organizations with ERGs reported increased sense of belonging and community among employees.



“

It is **not** our differences that divide us.
It is our **inability** to recognize, accept,
and celebrate those differences.

”

– Audre Lorde

*Internal Comments

- "Missing out on Yom Kippur because we were short-staffed really hit me hard.
It's important to me and many of us to keep our traditions.”
- “We’ve been allotted a supply closet for meditation and those who say daily prayers,
however, it gets busy and isn’t easily accessible given our short breaks.”

We unveil three strategic solutions to address the declines in productivity, profitability, and morale.



**SOLVING
MISALIGNMENT**



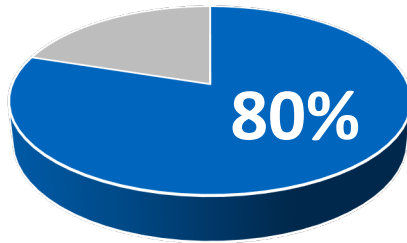
**IMPROVING
STAFFING SCHEDULES**



**PRIORITIZING
EMPLOYEE'S WELL-BEING**

Company's DEI Strategy found to be Incongruent with Established Core Values.

• Problem Analysis



*Business leaders think embracing **employee faith boosts company culture**, aligning with "whole self" movement **by acknowledging faith's role in identity.**

65%



*LinkedIn survey **valued positive workplace** over higher pay or fancy titles.

• Omnibrand's Situation

Current business mandate focuses on only profits.

Opinion that employees care about only salaries and benefits.

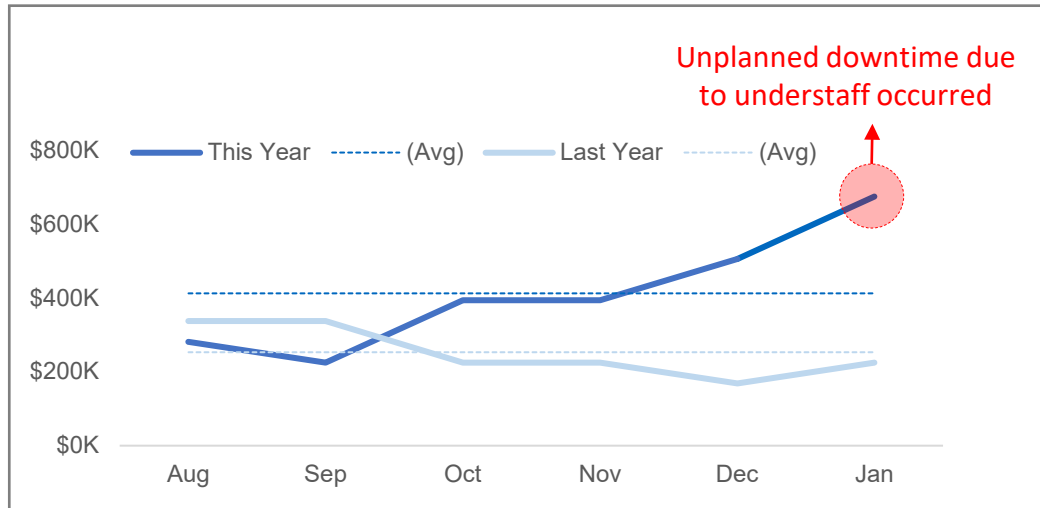
Company should implement Inclusive Growth KPIs and DEI initiatives at Plant Level to Enhance Engagement and Alignment.

• Solution1. Solving Misalignment

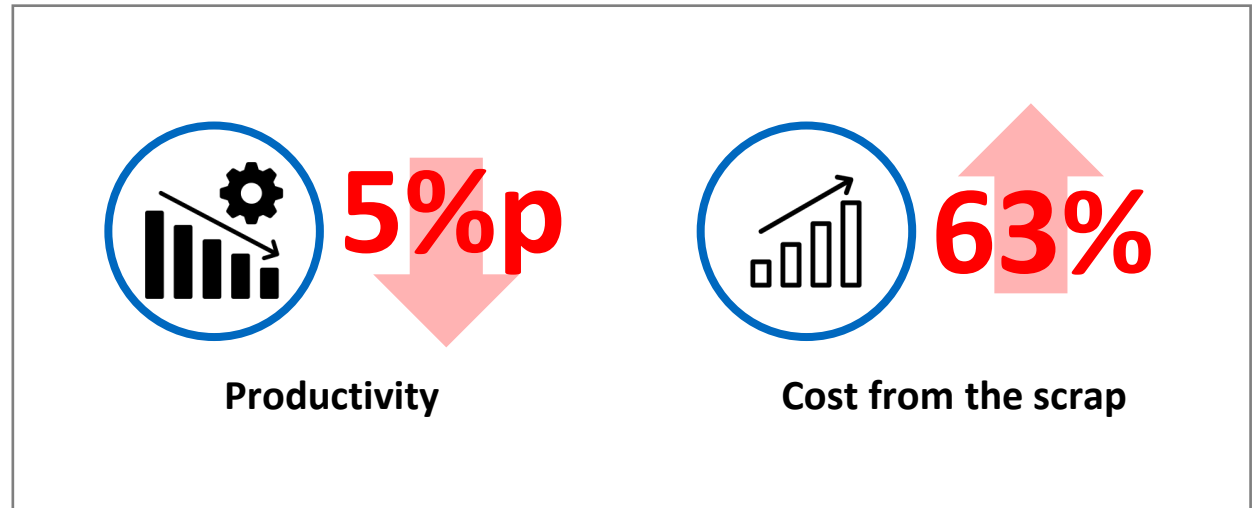
New KPI		<ul style="list-style-type: none">• Setting new KPIs based on inclusive growth mandate in addition to profitability. <p><i>*KPI: Employee net promoter score, REDI index, ERG participation.</i></p>
DEI Activities at Plant Level		<ul style="list-style-type: none">• Partake in initiatives based on comments received through quarterly surveys.
Engaging All Employees		<ul style="list-style-type: none">• Engaging both Corporate & Employees to develop KPIs and Initiatives.

Decline in productivity due to understaffing has caused increase in cost from the scrap.

• Problems Analysis



• Omnibrand's Situation

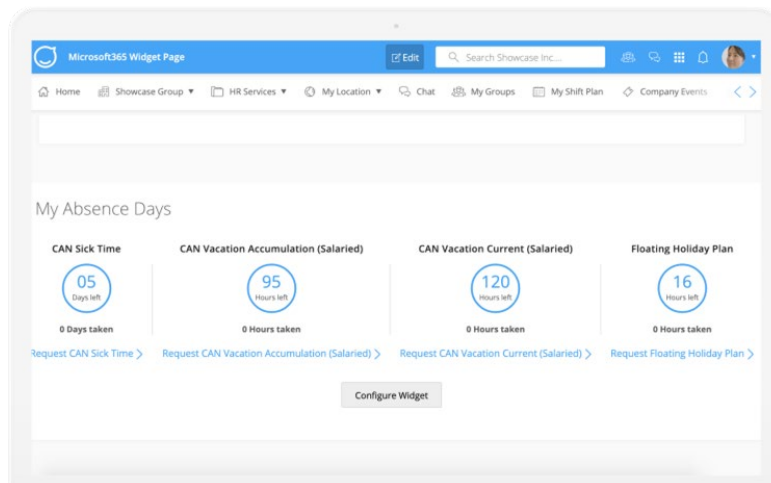
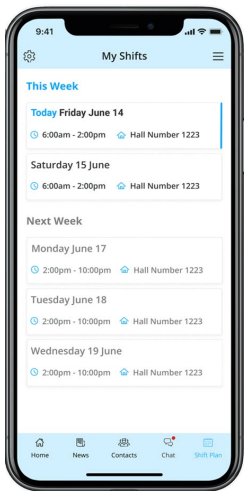


Comparing to last year, Productivity has decreased by 5%p, and Cost from Scrap has increased by 63% (\$160K) due to understaffing.

Improving understaffing with an internal dashboard and support staff not only boosts employee morale but also enhances productivity and profitability simultaneously.

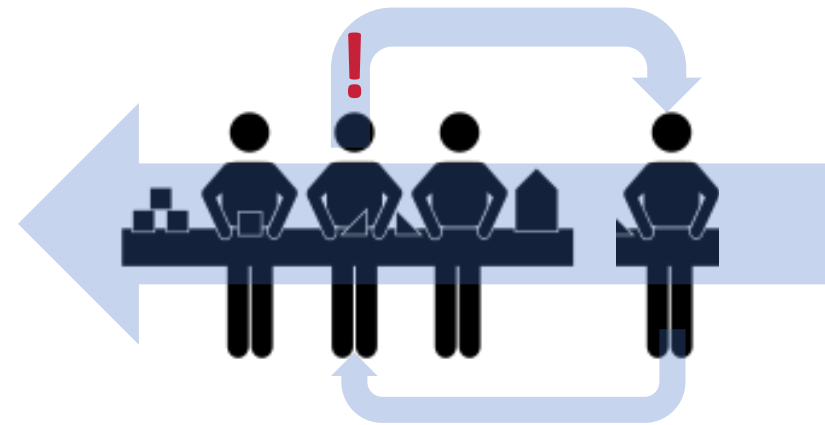
• Solutions 2. Improving Staff Schedules

Creating Internal Dashboard



- Creating internal dashboard on existing HR tool to save cost
- Use tools as:
 - Pre-scheduling for day offs or break times
 - Communication channel for emergencies

Hiring Line support staffs



- At each line, assign one additional staff for rotational shifts.
- Shift every time the manufacturing cycle is done
- Use support staffs as:
 - Flexible shifts (pre-scheduled)
 - More breaks for each workers (Emergency, Religious)

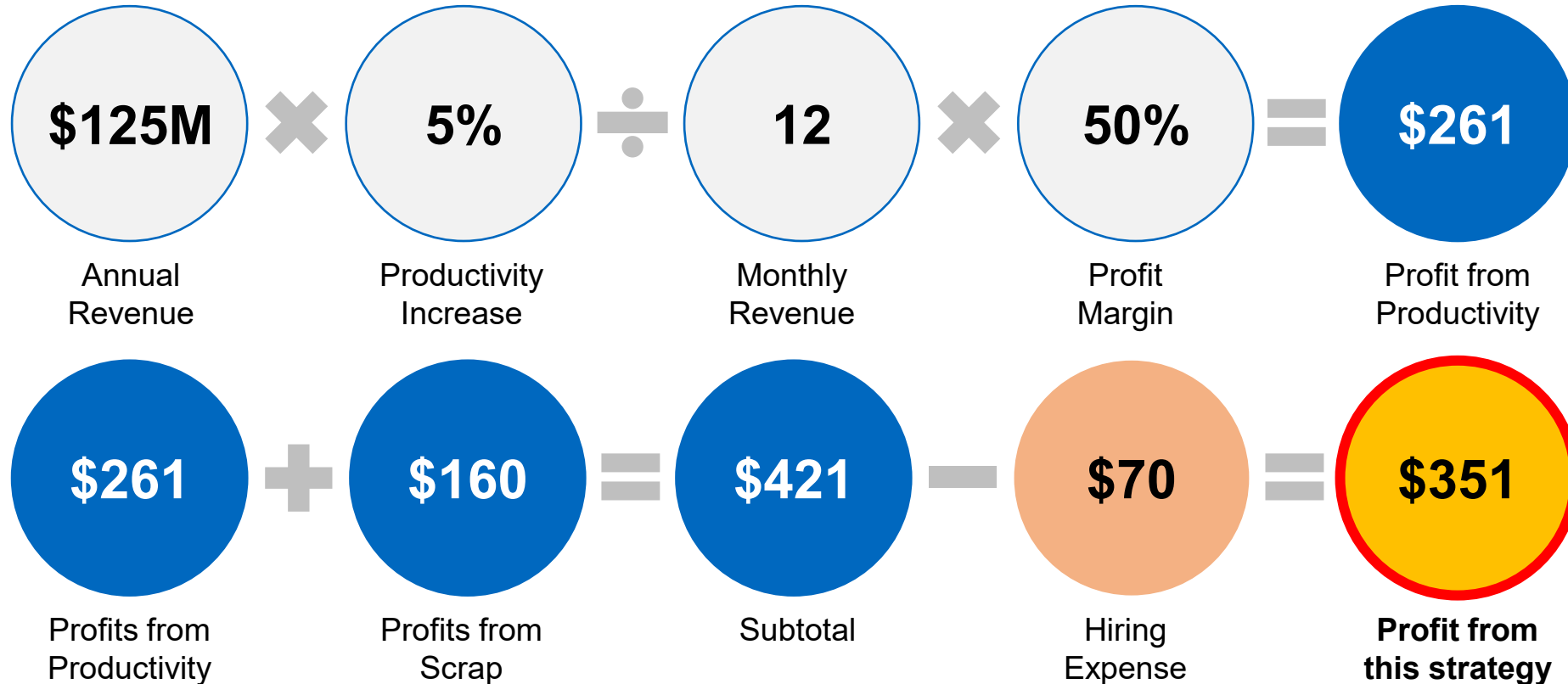
Assuming that the increase in productivity can directly connected to Revenue,
the overall profits from this strategy would be \$351K per month.

· Solutions 2. Improving Staff Schedules

*Assuming that all products can be sold and turned into Revenue

Profit Analysis

Unit : \$ K

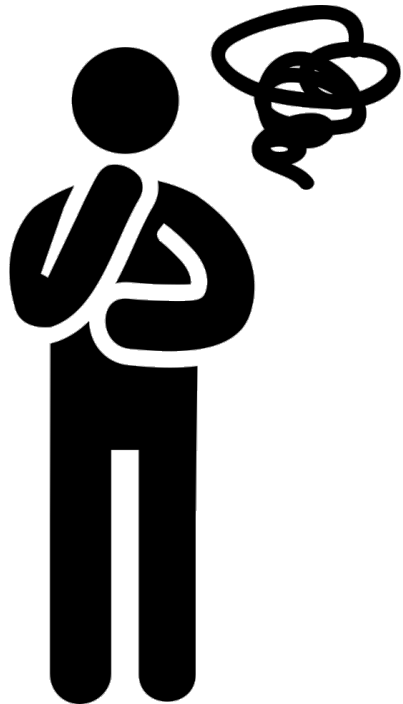




Employees grapple with Spiritual crisis and Mental Health challenges.



• Problem Analysis



According to a recent study published by Gallup, **just 25% of manufacturing employees are engaged**, 8%p lower than the national average for U.S. employees.

HBR states that **disengaged employees are unhappy employees**, which costs the world \$8.8 trillion dollars, or 9% of global GDP

• Omnibrand's Situation

Mental Health Scores

Spiritual Health Scores

Lesser Responsibility for Decision Making

Less engaged and less motivated

Omnibrand should prioritize employees' well-being through initiatives such as mindfulness meditation and transparent incentive programs.

· Solution 3. Prioritizing Employees' Well-being

Prioritizing Employee's Well-being

Initiate 5 minutes meditation time before shifts



- Consistency in the mindfulness exercise of employees at the plant can **help them begin work with clarity and calmer minds.**
- Personal time is the key enabler.










Transparent Incentive Program



- Employees might **feel dissatisfied and unvalued** when bonus is provided at discretion rather on concrete evidence.
- Transparent incentive structure **promotes willingness to work.**

By prioritizing employees in the workplace, Omnibrand will be able to increase Mental health, Spiritual health, and morale as well.

After executing the solutions, which increase productivity, profitability, and morale, Omnibrand should measure the executions by setting the KPI to quantify the results.

Solutions	Expected Effects			KPI (How To Measure)
	Productivity	Profitability	Morale	
SOLVING MISALIGNMENTS				<ul style="list-style-type: none"> • Increase in subscribers in DEI mailing list. • Increase in active members at plant and corporate level • Attendance in DEI events.
IMPROVING STAFF SCHEDULES				<ul style="list-style-type: none"> • Productivity metrics such as units produced per hour. • Overall equipment effectiveness measured by process reliability metric.
PRIORITIZING EMPLOYEE'S WELL-BEING				<ul style="list-style-type: none"> • Surveying employees Quarterly to check Mental and Spiritual score. • Monitoring Employee's Turnover ratio and Attrition rate.

Quarterly based KPI monitoring is required to check the effects of each activities.

	Y2024									
	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Transparent Incentive	■	■	■	■	■	■	■	■	■	■
Meditation Time	■	■	■	■	■	■	■	■	■	■
Line Support Staffs	■	■	■	■	■	■	■	■	■	■
Internal Dashboard	■	■	■	■	■	■	■	■	■	■
Setting New KPIs	■	■	■	■	■	■	■	■	■	■
DEI Activities at Plants	■	■	■	■	■	■	■	■	■	■
Engaging all together	■	■	■	■	■	■	■	■	■	■



Thank you

Appendices

Appendix A. Link to ERG Research

Appendix B. Profit & Cost Analysis

Appendix C. KPI Terminology

Appendix D. Approximate Cost of DEI

Appendix A. Link to ERG Research

1. <https://www.reworked.co/employee-experience/want-to-boost-your-business-boost-your-ergs/>
2. <https://zipdo.co/statistics/employee-resource-groups/>
3. <https://www.forbes.com/sites/kalinabryant/2023/09/15/the-impact-of-employee-resource-groups-in-the-workforce/>
4. <https://www.testgorilla.com/blog/inclusion-quotes/>
5. [https://www.shrm.org/executive-network/insights/dei-efforts-missing-one-critical-component#:~:text=A%20study%20\(opens%20in%20a,employee%20resource%20groups%20](https://www.shrm.org/executive-network/insights/dei-efforts-missing-one-critical-component#:~:text=A%20study%20(opens%20in%20a,employee%20resource%20groups%20)
6. <https://hbr.org/2020/04/build-a-culture-that-aligns-with-peoples-values>
7. <https://www.aihr.com/blog/dei-metrics/>
8. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC9940765/>
9. <https://www.forbes.com/sites/forbestechcouncil/2021/04/22/employee-productivity-mindfulness-could-increase-focus-and-enable-better-collaboration/?sh=5bf56f0bbae9>

Appendix B. Profit & Cost Analysis

Calculation for the profits

Annual Revenue	125,280,000	
5% of Yearly Revenue (\$)	6,264,000	
5% of Monthly Revenue (\$)	522,000	
Profits from +5% Productivity	261,000	4.2%
Profits from Scrap	160,000	2.6%
Subtotal of Profits	421,000	6.7%
Profits - Cost	351,000	5.6%

*Assuming that all products can be sold and turned into Revenue

Calculation for cost for additional workers per month

Line technicians needed (No.)	4
Days in a week (No.)	7
Hourly wage (\$)	25
working hours/day (Hrs)	25
Cost per week (\$)	17,500
Cost per month (\$)	70,000

Productivity (Process Reliability by line)

Exhibit 4b. Productivity: Process Reliability by Line

* Process Reliability

	Aug. 2023	Sep. 2023	Oct. 2023	Nov. 2023	Dec. 2023	Jan. 2024	Average	
Line 1	85%	87%	85%	83%	80%	75%	83%	
Line 2	90%	88%	84%	80%	79%	70%	82%	
Line 3	85%	87%	85%	83%	79%	75%	82%	
Line 4	90%	88%	84%	80%	77%	70%	82%	Change vs.LY
Average	88%	88%	85%	82%	79%	73%	82%	-5.0%
	Aug. 2022	Sep. 2022	Oct. 2022	Nov. 2022	Dec. 2022	Jan. 2023		
Line 1	89%	89%	88%	87%	84%	85%	87%	
Line 2	88%	88%	86%	86%	87%	88%	87%	
Line 3	88%	88%	86%	86%	87%	88%	87%	
Line 4	89%	89%	88%	87%	84%	85%	87%	
Average	89%	89%	87%	87%	86%	87%	87%	

Appendix C. KPI Terminology

- 1. Employee Net Promoter Score (eNPS):** Employee net promoter score is a useful metric for assessing an organization's employee engagement. It measures how likely your employees are to recommend your organization as a good place to work to their friends or family. HR can use a standardized eNPS questionnaire that asks employees to rate the likelihood of recommending their company on a scale of 0 to 10, with 0 being "not at all likely" and 10 being "very likely."
- 2. ERG Participation:** The Religious Equity, Diversity & Inclusion (REDI) Index is a benchmarking measure of an organization's commitment to including religion and belief as part of its overall diversity initiatives. It is an annual assessment conducted by the Religious Freedom & Business Foundation, which scores companies based on a careful content analysis of faith-related information on the company's main diversity and inclusion web pages.
- 3. REDI Index:** The Religious Equity, Diversity & Inclusion (REDI) Index is a benchmarking measure of an organization's commitment to including religion and belief as part of its overall diversity initiatives. It is an annual assessment conducted by the Religious Freedom & Business Foundation, which scores companies based on a careful content analysis of faith-related information on the company's main diversity and inclusion web pages.

Appendix D. Approximate Cost of DEI

Survey cost	4,000	
Maximum Survey cost (\$130)	26,000	30,000
Dashboard cost	50,000	50,000
DEI budget	20,000	20,000
Total		100,000