

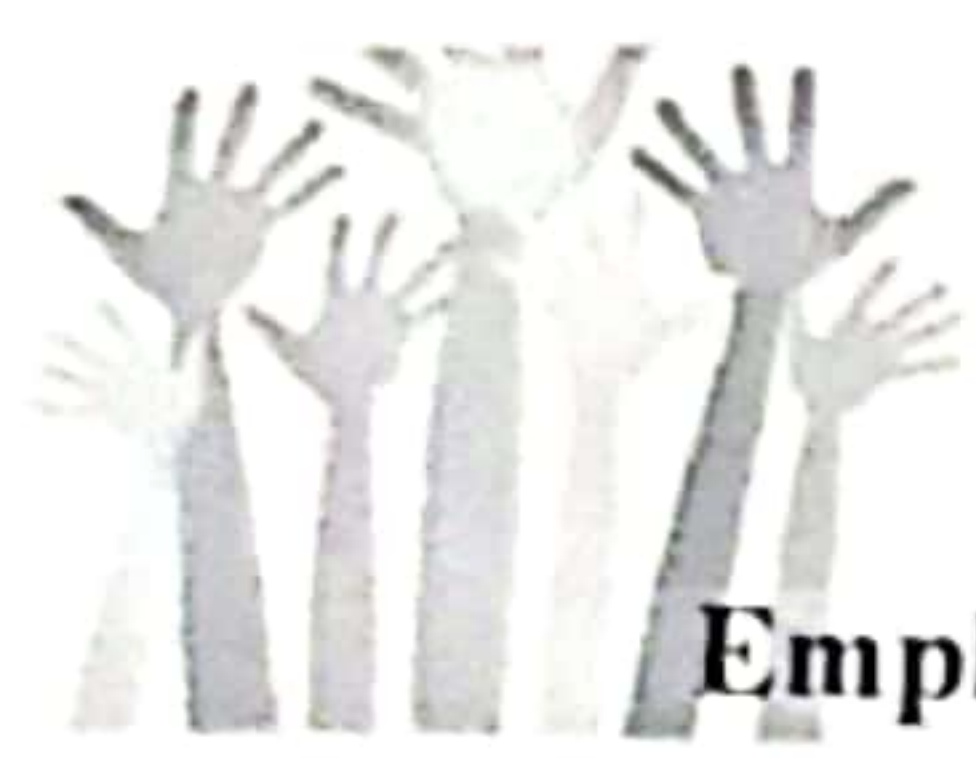
EMPLOYEE PARTICIPATION IN ASIAN WORKPLACE

New Perspectives on Employment Relations
in Malaysia and Indonesia

Edited by

Aryana Satria, Balakrishnan Parasuraman, and Riani Rachmawati





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Employees participation of 5S practices

Jolly Bin Marikan and Balakrishnan Parasuraman

Introduction

5S is an approach to organize, order, clean, standardize and continuously improve a work area. It is one of the efficiently-working tools of Lean Manufacturing. The program gets its name from five activities beginning with the letter S, which were derived from five Japanese words. The words are Seiri, Seiton, Seiso, Seiketsu, and Shitsuke, which when translated mean Sort, Set in Order, Shining, Standardize, and Sustain, respectively. Sort helps to remove all unneeded items; only what is needed stays. Set establishes locations and quantities needed for efficient operation. Shine represents cleaning through inspection. Standardize implements visual displays and controls. Sustain helps to keep the organization effort in place through training and total employee involvement.

Japan was the first country to use the 5S approach to assist a manufacturing sector organization. Implementing 5S in the organization is one of the important steps toward continuous improvement. Implementing 5S ensures continuous improvement in housekeeping and results in better safety standards and environment. To start with 5S implementation, there is a need of developing a common language that is understood by all, Therefore people in the organization can communicate with each other.

5S team organized through the establishment of environmental quality within the firm including the cleanliness and order. 5S provide a more effective approach when integrated with the management system. Support management is a necessity to provide potential benefits of the implementation of 5S (Narasimhan, 2009). Schools, homes, workplaces and communities can be improved through 5S activities (Gapp et al., 2008). Implementation of 5S brings improvements to the neatness and order and eventually generate improvements in overall productivity improvement products. Learning and participation of employees is a major benefit that

This book meets the challenge of offering a global perspective by offering a collection of key strategic employees' participation, representation, and social partnership topics in Asian region. The active participation of workers in organizations is crucially important for sustainable and long-term growth and innovation.

Author Biographies



Aryana Satria (Ph.D, University of Queensland) has over 15 years' experience as an Assistant Professor in Employment/Industrial Relations (ER/IR) and Human Resource Management (HRM). He has published articles on HRM, IR, health economics, and entrepreneurship. He was President of Indonesian IR Association (AHII) and was also Deputy Chairperson of Wage Council of Province of Jakarta. After a decade career in business development and marketing in telecommunication industry, he is now teaches at the Department of Management, Faculty of Economics & Business, Universitas Indonesia (UI).



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