

The industrial institution and its workers are inseparable unit

Some may imagine that the economical course of an industrial foundation that mainly aims at increasing production and decreasing qualitative costs will reach a stage where conflict will rise between increasing workers' income and the pursuit of decreasing product cost.

They may even attempt to justify this viewpoint depending on a wrong basis or shortsighted considerations of the future, arguing that the worker's productivity is immutable and, therefore, there is no reason for increasing their income or raising their wage in return for the work rendered according to the cost-return scale.

However, this accounting vision that may deceive the institution's president if he/she is an accountant that only deals with numbers without investigating their industrial significance.

Contrary to the industrial team led by a specialist engineer in the industrial engineering where the vision is totally different. It is undisputable that balance should always be drawn between the cost and the return.

However, the point of difference is manifested in the fact that the performance of the worker and the value are increasable parallel to his better technical abilities, skills, and the value of the duties entrusted to him. It is illogic that a technician who joined an industrial institution when he was 17 years old, trained, and practiced a limited production process such as welding, metal puncturing, or metal pressing – will keep practicing his work in the same manner until he is 45 years without any increase that may result from his performance.

Evidently, if so happened, it only means that a great defect is there in the strategy of human resources development within the institution. It is even certainly doubtful whether such institution will continue on the industrial area until a worker becomes 40 years.

Management experts see that life span of any industrial institution is estimated at 15 years when it is expected to witness the stages of evolution with the distinguished technical identity related to the scope of excellence and distinction the newborn institution may have.

Then, it has to complement the elements of power and vigor when it is 15 years old to achieve a progress that will later abate after the 15th year ends unless the institution renews its youth before it is too late.

The new birth may require the production of a group of new products, new administrative and marketing experts, modern technology, and distinguished means of production. The means to this achievement – whether it is identical with the first case or the second – depend on only two foundations:

First: the Product life circle

Second: the employee's or worker's life circle

As for the product life circle, it is well known that any product, no matter how excellent it may be in terms of quality, good design, and inventiveness contained, will undergo regress after a period of time when it loses the major public acceptance for the appearance of competitive products.

It is also admittedly true that the today-quality regardless of its superiority will endure deficiency after a few years in confrontation of the tomorrow's requirements.

The evident example of the product life circle is the automobile industry where every car plant defines the product life circle of its new charming product that it will launch into markets in an attractive and amazing festival.

However, the product life circle does not exceed 4 or 5 years. Immediately, after launching the new product, it begins the design and the production of the new model to get the new product ready within 3 or 4 years with better and attractive technical and competitive characteristics.

It is evident then that the continuous development based on the progressive technology and marketing studies targeting the discoveries of market's future trends and the kind of clients predicted is the title of this intellectual competition between the industrialists of a specific organization and their rivals.

As to the second matter concerning the employee's or worker's life circle, it is different from the first but not less important.

It is well known that the success of any industrial institution depends on the intellects and efforts of its personnel, whether they are managers or working cadres.

The life circle of every manager, employee, or worker depends on his ability to cope up with events and keep an acceptable degree of excellence in producing new administrative, marketing, productive, and technical ideas to take the reformative measure for whatever daily problems may rise whether identical or not, and to preserve an increasable marketing share that is unexposed to decrease by no means in the relevant market. Human resources pundits believe that their essential role in the success of any industrial identity is to undertake two integrated roles strongly connected in an organic manner.

First: to get the best human elements available and required in proper costs.

Second: to preserve the manpower capital that an institution has and is proud of and to expand the life circle of human element to the furthest possible period along with preserving the element's excellence and securing good income for him to work sincerely for the institution and approach the professional inventiveness through the preservation of what is called "Worker's content with the workplace."

This matter may not be caught by any industrial institution unless it adopts continuous training for every individual in the institution during his work life circle.

Moreover, the continuous training of a worker is a security for the institution, thus it should draw a plan of yearly training for all of its manpower to improve the habilitation of every member and increase his awareness of the interior and influential elements.

Furthermore, it should secure the necessary life need and professional requirements, so as not to affect his productivity negatively.

It is now undisputed that the clean place, healthy chair, proper lighting, intelligent telephone, and computer connected to the acute net along with facilitating communications between the worker and the administration representative to receive complaints and suggestion and discuss them seriously and interestedly.

Additionally, it is significant to care for the worker's psychology and his social background.

As to the syndicates, they should be aware that their role is still pivotal and urgently required for industry and society regardless of the change that took place in concepts and instruments. It is now incumbent upon syndicates - more

than any past time - to care for developing the human capital affiliated to them and improve its performance for better income, a matter that gives positive results with regard to the syndicates' returns directly.

Thus, they can improve their financial performance out of these revenues and at the same decrease the huge amount of unemployed power whether in the low performance or in the jobless power through the following means:

- a. Applying rehabilitation system in cooperation with universities and technical institutes on the high level and in cooperation with training and education centers on the average level changing the specialty of individuals to practice professions and crafts proper for employment market.
- b. Listing those who have new specialties in the lists of individuals affiliated to these specialties and granting them certificates and cards in fulfillment of this measure.
- c. Directing a share of the national and international subsidies for financing the policy of rehabilitation and founding a banking mechanism affiliated to the syndicate activity for financing and habilitating, and rehabilitating the human power of the syndicate in a transparent manner encouraged by the state and syndicates.
- d. Founding information net that defines evidently all the data and information of employment market, the required efficiency level, and rehabilitates the manpower to make it available for the business sectors to avail thereof at all levels.

Some may fear that a worker or an employee will bear expensive costs and that after rehabilitation he will search for a new job of a higher income and leave his previous one. In reply, there are two answers related to this reality:

- 1) The full content policy is strongly connected with his content with the workplace and includes securing proper income from his practical performance along with a group of privileges that save him fair age in the employment market.
- 2) The employment market is still open to deal with through its instruments. An institution may get those chosen of the rare and distinguished cadres working for other institution using the same right of material temptation. However, this stage needs to be arranged in Egypt like the product in the international markets where the direct contact of an organization with a worker or an employee of another organization is legally fined and the wronged party has the right to compensation. The proper measure shall be carried out through the employment office called "Job advices' offices". These offices not only serve as an employment provider but also improve the technical level of employment giving them opportunities of training and language, skills, and computer learning in addition to courses in the proper behavior when applying for a job. Although this matter is unavailable in Egypt, it soon will take place in wide range in accordance with the upcoming regulations of the labor new act that will secure good atmosphere for work.