

FACTORUL RESURSE UMANE ÎN SUCCESUL PROGRAMULUI SIX SIGMA

HUMAN RESOURCE FACTORS FOR SIX SIGMA SUCCESS

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Abstract: Many organizations deploying Six Sigma eventually hit what we refer to as the performance measurement wall. These organizations begin with the right intentions; however the bottom-line results from their Six Sigma initiatives are often illusionary. One of the major reasons for this is a lack of a well-structured Business Improvement Strategy on the front end of the deployment process. The Business Improvement Strategy drives the organization to focus on the most important improvement initiatives, and deploy of the right resources, tools and methodologies to the highest impact opportunities. The right performance metrics are also a by-product of this well-structured and well-thought out process. We see the sheer terminology of Six Sigma engulfing most organizations and confusing them at the same time about where to begin or what to do next. Six Sigma is nothing more than enabler of strategic improvement success – The means, not the ends. When in doubt about performance measurement, the best option is to return to the basics of what we are trying to master as organizations. Human Resource being a epicenter and contributing more for success of all departments and programs in the organization .Lets we check the role of HR in this new quality initiation in the organization with the help of HR Planning, vision, mission and training to employees etc.

Keywords: HRD, Quality initiation, Appraisal, Performance, Strategy, Vision, Reward, Job satisfaction, Black belts, motivation.