

Why Talk About Productivity?

By

Dr. Jayantee Mukherjee Saha

Founder & Director

Aei4eiA™



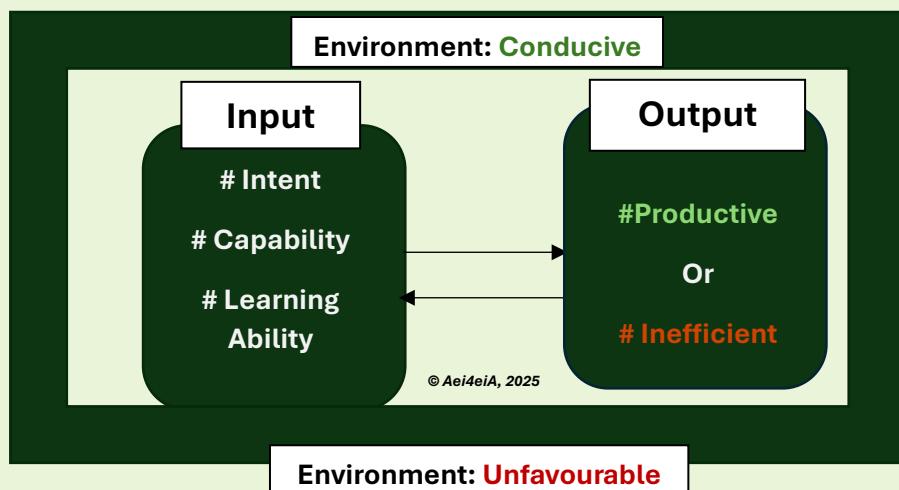
=====
In this issue of Aei4eiA's research snippets, we take a closer look at the seemingly complex theme of "productivity". But let's start with a disclaimer: *we wish to keep things simple and straightforward for better understanding and meaningful application.*

What is Productivity?

Broadly speaking, **productivity is a measure of efficiency**, assessing the output produced based on the inputs. It could be that of manpower with individual people as acting units or that of machines or a combination thereof.

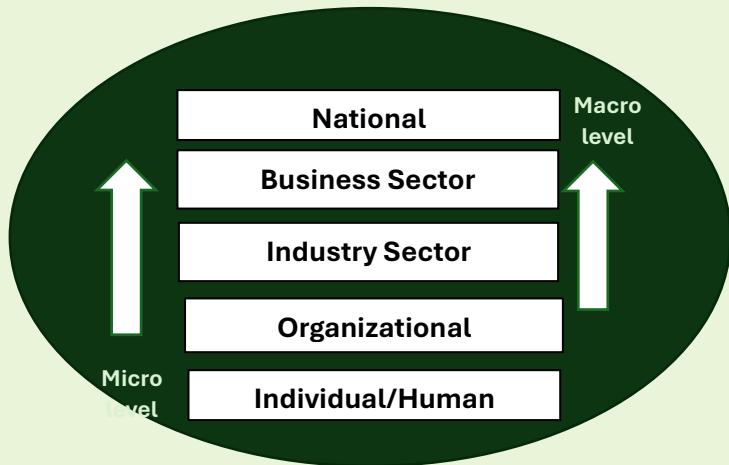
The phenomenon of productivity starts with an **intent** to be productive. One's inherent **capability** and **learning ability** enables one to stay productive (ICL) (Mukherjee, 2025). Also, depending upon the surrounding **environment** of whether it is **conducive** or **unfavourable** the output will either be **productive** or **inefficient**. This phenomenon is a continuous process and not a one-time game (please see Fig 1 below).

Fig. 1 Manpower Productivity



We know, human society consists of acting units that is 'People' (Blumer, 1962). The characteristics, quality of 'humans' living in a society play a significant role in the overall productivity and sustainable development of any society and economy. Thus, productivity of each individual humans in a society leads to productive organisations/businesses/industry and all combined, at the macro level leads to national productivity. Ideally, all these requires strong, value-driven leadership, continuous and synchronised efforts at all levels.

Fig. 2 Levels of Productivity



Why talk about Productivity?

At the macro-level, productivity is the report card of the country as to how it is utilising its resources and progressing further. Same is in the case of Industries- whether it is thriving or declining; Or for that matter how the businesses are faring while managing its resources and finally how the individuals (the core unit) of a living society is functioning and contributing to the growth and prosperity of the society it exists.

Though ranked 21 (Fig 3) in the recent '*Most Productive Countries in the World report*' published by the International Labour Organisation (ILO, 2025), according to the latest Productivity Commission's report (2025), Australia is in the midst of its worst labour productivity growth on record. Hence, we thought this theme is critical to analyse and perhaps look at some of the non-conventional, often overlooked areas and analyse potential scope to improve productivity.

Fig. 3 Productivity Rankings Of A Few Key Countries- 2025

Rank	Country	GDP per hour worked (international \$ at PPP)	Rank	Country	GDP per hour worked (international \$ at PPP)
					11
1	Luxembourg	146.09	14	United States	69.66
2	Ireland	142.5	16	Germany	68.14
3	Liechtenstein	141.3	17	France	67.92
4	Monaco	138.4	18	Italy	61.73
5	Norway	92.58	20	United Kingdom	58.95
6	Netherlands	79.83	21	Australia	58.71
7	Denmark	78.2	23	Israel	57.25
8	Switzerland	75.55	24	Taiwan	57.05
9	Belgium	75.49	25	Canada	56.87
10	Austria	74.2	28	Saudi Arabia	53.24
Source: ILO, 2025					
			29	Qatar	52.59
			36	New Zealand	45.65
			45	Japan	41.65
			63	Russia	29.53
			97	Brazil	16.93
			108	China	15.39
			139	India	7.91

Factors Influencing Productivity

When an individual/human which is the core unit of productivity, is born in a society, for it to grow and effectively contribute to the society, it requires a conducive environment, stable family, good education, proper health condition and opportunity to grow. Moreover, today, in this globally connected, technologically surrounded world (Mukherjee, 2025), one must be aware and prepared to also face the geopolitical dynamics and changing technological scenarios. The pillars of Intent, Capability and Learning ability (ICL) as mentioned before, can only then be strong and stable if they are resting on the same. In this issue we shall take a quick look at some of the essentials of productivity.

“Great things are done by a series of small things brought together.” – Vincent Van Gogh.