

# SECRET: PROFIT ORIENTED MANAGEMENT SYSTEM

## Company Management

- Since there is any systems to measure the efficiency of the company, it is difficult to make management decisions
- Since the duties and powers of the senior management aren't defined clearly, different decisions are made on the same subject and employees are in difficult situation.
- While works are going well, an obese growth process is experienced.  
At the end of the process, serious downsizing occurs.
- Manager (boss) makes all decisions on various reasons, so after a while the boss becomes unable to work.
- The company's financial position rapidly deteriorates  
there is no advanced early warning system and information system that used actively.



*The software we purchased does not work.*



*Internal communication is broken, quick decision cannot be made.*



*Our production, sales and purchasing targets are very uncertain.*

## Business Processes

- Since the processes are not defined in detail, systematic improvement studies are not carried out and realistic improvement targets are not set.
- Since the improvement and development activities are not carried out in a timely manner, the problems grow after a while and more costly and radical solutions are needed.
- Budget for R & D business development, maintenance and repair that excluded from production and sales isn't created, inefficiency increases with time.
- There is no planning to be quick, but similar mistakes are battologize while saving the day, resulting in unplanned costs.
- Since the processes cannot be measured and the actual cost is not known, the product / service cost cannot be calculated exactly, and the real profit and loss ratio of the company cannot be known.

*We can't collect data from production.*



# SECRET: PROFIT ORIENTED MANAGEMENT SYSTEM

*We cannot measure the performance of our employees.*



*We can't keep our employees.*

## Customer Processes

- Production areas, offices, dealers, used documents and so on. materials do not exhibit an institutional identity and image integrity.
- Company employees are unaware of the company's view of the customer; it is thought that only salespeople should know this. There is no common language for the customer.
- Since the concepts such as sales through marketing, profit, turnover, customer complaint and customer opportunity are confused, there is often a loss of value.
- Competitors are underestimated due to high egos, weaknesses of the company are not taken into consideration, marketing and competition analysis is not performed.
- Energy is wasted by trying to penetrate the entire market, and segmentation efforts are not conducted to find profitable customers.

## Human Resources

- Since there are no job descriptions and performance criteria for employees, there is uncertainty in finding responsible for the mistakes, everyone tries to do every job, and inefficiency arises as a result of confusion.
- Employees are afraid to participate in the decision-making process, fearing mistakes. The suggestion boxes remain empty.
- Personnel circulation is either too high or has an rooted employee structure.
- Communication problems are frequently experienced reasonsless among employees. The negative effects of these problems on company productivity are not noticed.
- "Severance or performance?", "Loyalty or productivity?" Questions are frequently asked.



*We cant't measure our customers' satisfaction.*

*We can't reach our customers' information at the most necessary time.*



# SOLUTION: INSTITUTIONALIZATION KIT

## With Human Resources Management System

- Establishing a corporate structure in your workplace,
- Determining internal rules and putting them in writing,
- Establishing the Human Resources structure to increase employee productivity and motivation,
- Establishing a fair wage and performance system based on goals and innovations,
- Labor and Social Security Legislation, Selection and Placement, Performance Evaluation, Wage Management etc. training of relevant personnel on Human Resources issues,
- SCIENTA Human Resources Management Software aims to standardize and simplify human resources management processes.

Activities to be carried out:  
Examination of company practices, determination of deficiencies and taking necessary measures within the framework of Labor Law No. 4857,  
Preparing the personnel regulation and revising the labor contracts,  
Preparation of discipline regulation,  
Preparation of human resources handbook,  
Establishment of wage system,  
Establishment of performance evaluation system,  
Giving necessary trainings.

## Enterprise Resource Planning



Enterprise Resource Planning (ERP) is the general name given to integrated management systems that enable the efficient use of resources such as labor, machinery and materials required for the production of goods and services in enterprises.

It composes of Production, Supply Chain Management, Financial Management, Project Management, Human Resources Management, Customer Relationship Management.

As BiTAY Technology, during the ERP project, we ensure the institutionalization of your business, identifying gangren areas in the enterprise that have been accumulated for years and making the organization profitable.

BiTAY Technology offers you a corporate culture not software.

When we come to the business, we examine you for 1 week and check all the processes. The audit and control form examines the processes in the business and identifies all missing structures.

## Lean Production System

Steps to be taken to be Lean Production and Lean Company will reduce your cost while increasing both your speed and customer satisfaction. Your company's ability to remain strong and healthy within the Supply Chain, depends on the fact that it has reduced costs but increased the effectiveness of the service it provides to its customers.

No matter how big your company is, it is never completely independent within the Supply Chain. Therefore, while dealing with its own internal problems, it must ensure the integration of both the wishes of its customers and its suppliers. This need for two-sided integration forces your company to keep up with different methods and continuously increase its productivity.



The basic wastes targeted by the lean production system are:

- Production surplus
- Idle standby
- Unnecessary transport and maintenance
- Unnecessary and non-value operations
- Overstock
- Production Movement losses
- Defective parts production (Scrap)