

# PRODUCTIVITY REPORT

**AIESEC TURKEY – AUGUST 2016**



# DISCLAIMER:

**AIESEC IN:**

DENIZLI, EAST MED,  
GAZIANTEP

Didn't update the Talent Tracker, so this report does not include any analysis for these LCs.

# PRODUCTIVITY FOR REALISATIONS

## JULY

RE	oGIP	iGIP	oGCDP	iGCDP	Back office	Overall
Adana	0,00	0,00	0,33	2,43	1,90	0,93
Ankara	0,08	0,00	3,38	2,00	4,69	2,03
Antalya	0,00	0,00	1,00	1,90	2,40	1,06
Bursa	0,00	0,58	0,71	1,25	1,93	0,90
Denizli	0,00	0,08	1,25	5,50	4,40	2,25
East Med.	#DIV/0!	#DIV/0!	0,15	0,00	0,25	#DIV/0!
Eskisehir	0,00	0,14	0,42	6,00	1,20	1,55
Gaziantep	0,29	0,06	1,00	0,55	1,00	0,58
Kocaeli	0,25	0,67	0,78	0,89	1,50	0,82
Istanbul	1,00	0,13	16,83	0,00	22,00	7,99
Ist. Asia	0,33	0,12	1,25	1,60	2,94	1,25
Izmir	0,33	0,11	2,44	6,92	6,41	3,24
Trabzon	#DIV/0!	#DIV/0!	0,00	0,00	0,00	#DIV/0!
TURKEY	oGIP	iGIP	oGCDP	iGCDP	BO	Overall
	0,24	0,14	1,81	2,25	3,06	1,50

## AUGUST

RE	oGIP	iGIP	oGCDP	iGCDP	Back office	Overall
Adana	0,00	0,33	0,60	0,00	0,40	0,27
Ankara	4,00	4,00	8,00	3,00	4,75	4,75
Antalya	0,00	0,00	0,57	0,88	1,00	0,49
Bursa	0,50	0,50	1,75	6,00	4,14	2,58
Denizli	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
East Med.	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Eskisehir	1,00	2,50	0,71	1,00	3,33	1,71
Gaziantep	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Kocaeli	0,50	1,33	2,50	2,50	1,50	1,67
Istanbul	0,25	1,50	8,00	0,00	12,40	4,43
Ist. Asia	0,00	1,00	1,18	0,00	2,36	0,91
Izmir	0,44	0,44	1,09	0,20	1,38	0,71
Trabzon	#DIV/0!	#DIV/0!	0,00	0,00	0,00	#DIV/0!
TURKEY	oGIP	iGIP	oGCDP	iGCDP	BO	Overall
	0,38	0,93	1,67	0,84	2,39	1,24

# PRODUCTIVITY FOR APPROVES

## JULY

APP	oGIP	iGIP	oGCDP	iGCDP	Back office	Overall
Adana	0,00	0,00	0,00	0,00	0,00	0,00
Ankara	0,08	0,13	0,31	0,13	0,62	0,25
Antalya	0,00	0,00	0,60	1,10	1,10	0,56
Bursa	0,00	0,33	0,71	1,00	1,57	0,72
Denizli	0,00	0,08	0,00	0,50	0,40	0,20
East Med.	#DIV/0!	#DIV/0!	0,08	0,00	0,13	#DIV/0!
Eskisehir	0,17	0,43	0,17	0,00	0,24	0,20
Gaziantep	0,00	0,06	0,00	0,55	0,41	0,20
Kocaeli	0,00	1,33	0,78	0,21	0,83	0,63
Istanbul	0,38	0,38	2,17	0,00	3,80	1,34
Ist. Asia	0,33	0,06	0,21	0,00	0,47	0,21
Izmir	0,11	0,11	0,44	0,33	0,59	0,32
Trabzon	#DIV/0!	#DIV/0!	0,11	0,00	0,17	#DIV/0!
TURKEY	oGIP	iGIP	oGCDP	iGCDP	BO	Overall
	0,11	0,18	0,37	0,35	0,66	0,33

## AUGUST

APP	oGIP	iGIP	oGCDP	iGCDP	Back office	Overall
Adana	0,20	1,00	0,00	0,00	0,40	0,32
Ankara	2,00	3,00	5,00	0,00	2,50	2,50
Antalya	0,50	0,75	0,14	0,13	0,55	0,41
Bursa	0,00	1,67	2,25	0,33	2,86	1,42
Denizli	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
East Med.	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Eskisehir	0,00	3,50	0,57	0,00	3,33	1,48
Gaziantep	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Kocaeli	1,00	1,67	0,50	2,50	1,40	1,41
Istanbul	0,00	1,13	1,83	0,00	4,00	1,39
Ist. Asia	0,25	1,17	0,12	0,00	0,91	0,49
Izmir	0,56	0,33	0,73	0,00	1,00	0,52
Trabzon	#DIV/0!	#DIV/0!	0,00	0,00	0,00	#DIV/0!
TURKEY	oGIP	iGIP	oGCDP	iGCDP	BO	Overall
	0,35	1,19	0,60	0,16	1,33	0,73

# PRODUCTIVITY FOR BD RAISES

## JULY

Overall	RAISE
0,20	Adana
0,00	Ankara
0,67	Antalya
0,08	Bursa
0,00	Denizli
0,00	East Med.
0,44	Eskisehir
0,33	Gaziantep
0,31	Kocaeli
0,40	Istanbul
0,06	Ist. Asia
0,18	Izmir
0,00	Trabzon
BD	
0,18	

## AUGUST

Overall	RAISE
1,67	Adana
12,00	Ankara
0,00	Antalya
2,80	Bursa
#DIV/0!	Denizli
#DIV/0!	East Med.
4,67	Eskisehir
#DIV/0!	Gaziantep
3,00	Kocaeli
2,20	Istanbul
0,33	Ist. Asia
0,33	Izmir
0,00	Trabzon
BD	
1,71	

# GENERAL CONCLUSIONS:

This month, we decreased our membership by approximately 200 people, which means that naturally, our productivity will rise.

However, and specially for approves and raises productivity, this month showed that with a minimal number of people, we can be more focused and efficient. Congratulations for that!

oGV, iGT and BD peeps need to be congratulated for being the most productive areas this month!

For the next months, focus on allocation and induction of new people. Because without these processes, your people will fail to perform.

For every single exchange area, make sure your LCVPs X are also tracking productivity on a weekly basis. Why? Because this will give us a more complete perspective of what exactly can be improved in that specific area in order to increase productivity.

# WHAT INFLUENCES PRODUCTIVITY?:

Structures

Processes & priorities of that exchange area (this is not just a TM thing, so you need a good synergy to tackle this problem)

Motives, expectations & member capacity

Skills & knowledge

Talent Planning

# HOW TO IMPROVE IT?

Coaching & mentoring (empowerment)

Change structures

Clear leadership & supervision

Improve the team experience

Processes efficiency

Increase resources needed (for example, investments)

Training & education

“Just do it” attitude

Change of functional strategy



**IF YOU HAVE QUESTIONS, PLEASE CONTACT MCVP TM, RITA AZEVEDO**

**THANK YOU!**