

Article Abstract

Title:	Empirical study on employee job satisfaction upon implementing six sigma DMAIC methodology in Indian foundry – A case study
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Abstract:	Six Sigma has been widely adopted in a variety of industries as a proven management innovation methodology to produce high-quality products with the lowest possible cost. This study focuses on implementing the DMAIC (Define, Measure, Analyze, Improve, and Control) based Six Sigma Approach in order to reduce the incidence of defects and increase the sigma level of the sand casting process. This research defines a step-by-step guide, using the DMAIC Methodology and its effectiveness has been evaluated with a case study which describes an overall decline of defect rejection and in the process, sigma level of the process being increased from 3.32 to 3.47. The investigation of Job Satisfaction of Employees on Six Sigma Implementation was also studied. The study generated 83 percent response rate from 60 employees. The results show that participants in Six Sigma have experienced positive changes in most Job Satisfaction measures. Implications of this program, along with directions for future research, are provided.
Keywords:	Six Sigma, DMAIC, Pareto, Ishikawa Diagram, Cause-and-Effect Matrix, Job Satisfaction