

# Effect of Modern Tools and Machinery and Facility Layout on Production Effectiveness

Ahmad Badru Muntaka<sup>1</sup>, Isa Ali Aliyu<sup>2</sup> & Aliyu Mohammed<sup>3</sup>

<sup>1</sup>Student, Department of Business administration, School of Arts, Management and Social Sciences, Skyline University, Nigeria, Kano.

<sup>2</sup>Student, Department of Business administration, School of Arts, Management and Social Sciences, Skyline University, Nigeria, Kano.

<sup>3</sup>Faculty, Department of Management, School of Arts, Management and Social Sciences, Skyline University Nigeria, Kano.

*Received: 05.11.2025 / Accepted: 23.11.2025 / Published: 15.12.2025*

**\*Corresponding Author:** Ahmad Badru Muntaka

**DOI:** [10.5281/zenodo.17941276](https://doi.org/10.5281/zenodo.17941276)

## Abstract

## Original Research Article

The manufacturing industry is constantly struggling to improve their effectiveness in production because their machines are not efficiently used nor do their internal layout design represent an efficient design. The genesis of this research can be attributed to the fact that in manufacturing organizations (especially in developing economies like Nigeria), continuous production bottlenecks, poor resource utilization, and low operational efficiency were witnessed. The primary research problem is to examine the impact that current tools, machinery and plant design has on production effectiveness. Particularly, it aims at investigating the effect of advanced machinery on efficiency, cycle time and product quality, evaluating the value of facility layout in the workflow optimization, and discussing their joint impact on the overall production performance. The proposed conceptual research is the qualitative one, where the secondary sources of data, such as academic journal articles, books, and industry reports, and historical sources will be used to synthesize the theoretical and empirical explanation. The literature analysis shows that the incorporation of the latest tools and optimized facility arrangement can help increase its production efficiency, minimize downtime, waste minimum, and competitiveness. Nonetheless, the general issues facing its use in the developing scene include expensive capital requirements, deficit in technical expertise, and resistance to change. The study proposes strategic investments in equipment, regular redesign of the layout and capacity building to ensure the optimization of operational performance. It concludes that spatial organization framework enabling technical resources is essential to the sustainability in production efficiency.

**Keywords:** Modern Machinery, Facility Layout, Production Effectiveness, Operational Efficiency, Manufacturing Productivity.

Copyright © 2025 The Author(s). This is an open-access article distributed under the terms of the Creative Commons Attribution-NonCommercial 4.0 International License (CC BY-NC 4.0).

## 1.0 Introduction to the Study

### 1.1 Background of the Study

The process of being efficient and effective in manufacturing has become a global imperative in the twenty-first century. Production effectiveness as the ability of the manufacturing system to achieve

production objectives with optimum utilization of resources, quality, and cost-efficiency is increasingly impacted by the use of modern tools and machines as well as the optimization of the facility layout (Miera et al., 2025; Abdullah et al., 2023). From around the world, manufacturing organizations are continued to rely on technological innovations such as automated

guided vehicles (AGVs), smart machinery, and computer-aided design (CAD) systems in order to boost manufacturing productivity, minimize cycle time, and streamline overall operational performance (Mikolaj & Novak, 2022, Taifa & Vhora, 2019). The application of modern tools and facilities layouts has become established as an effective way of improving production throughput, and eliminating inefficiencies in developed economies. For example, in automotive industries and other high precision manufacturing, it is proven that the systematic implementation of lean principles, SMED techniques, and automation is very effective in minimizing downtime and boosting output (Basri & Mohamed, 2021; Almakayeel, 2024). Similarly, introduction of flexible and reconfigurable manufacturing systems make firms to be adaptive in meeting the dynamic market demands while operating with efficiency (Bi & Wang, 2020; Jain et al., 2013).

In the African context, manufacturing industries are gradually adopting the modern tools and the facility layout optimization, although sporadic due to infrastructural, technological and financial constraints (Escobar-Castillejos et al., 2024). Research has demonstrated that small and medium sizes in Africa encounter challenges in the modernization of the machinery and the best production settings which impact the global efficiency and competitiveness in the local and global market (Mohammed et al., 2022; Upadhye et al., 2010). In West Africa, the importance of lean, green, and resilient manufacturing practices in improving the performance of production is advocated, specifically for SMEs that are facing the challenge of scarce resources and market instability (Abdullah et al., 2023; Escobar-Castillejos et al., 2024). Focusing on Nigeria, the manufacturing sector is characterised by a hodgepodge of traditional and semi-automated production methods. Challenges like poor facility layout, outdated machinery, poor automation and poor maintenance practices limit effectiveness in production processes (Mohammed, 2023; Aliyu, 2024). Recent research has also highlighted the ability to appropriately implement modern tools, machinery, and structured layouts for facilities to a significant extent in improving the

operational performance, lowering the production cost, and the quality of the production (Mohammed et al., 2024; Basri & Mohamed, 2021). Furthermore, integrating such advancements is consistent with other global trends towards Industry 4.0, sustainable manufacturing and smart production environments (Magruk, 2016; Almakayeel, 2024).

Overall, the overall understanding of the impact of the utilization of modern tools, machinery and facility layout along with production effectiveness should be improved for a better competition, operational efficiency and long-term sustainability in the manufacturing industries globally and especially the African and Nigerian Manufacturing industries respectively.

## 1.2 Problem Statement

Despite the known advantages of modern tools, machinery and optimized facility layouts in making production processes more effective, many manufacturing sectors, especially in the developing regions, continue to suffer from inefficiencies in production processes. Globally, industries have utilised automation, reconfigurable systems and smart machinery to boost throughput, minimise cycle time and improve operational efficiency (Bi & Wang, 2020; Basri & Mohamed, 2021; Almakayeel, 2024). However, these technologies can be demanding in terms of investments, expertise, and successful integration into the existing production systems, which can become a challenge even in well-developed economies (Mikolaj & Novak, 2022; Taifa & Vhora, 2019). Africa currently has a stage and development of manufacturing equipment and organization of its layout is not even. Many SME and manufacturing plants are run using old machinery and inefficient arrangements for their facilities, and this has resulted in poor productivity levels and longer production times as well as higher operational costs (Escobar-Castillejos et al., 2024; Mohammed et al., 2022). In West Africa, research indicates that while lean, green, resilient and flexible manufacturing practices can result in improved production effectiveness, the lack of technical infrastructure, poor training and financial limitations limit the full adoption of manufacturing practices (Abdullah et al., 2023; Upadhye et al., 2010).

It is even more pronounced in Nigeria. Manufacturing enterprises in many cases suffer from the lack of an appropriate organization of the production facility, underutilizing of machines, and the lack of automation systems (Mohammed, 2023; Aliyu, 2024). These limitations affect production effectiveness, resulting into higher operational costs as well as the competitiveness of manufacturing industries in Nigeria both at local and international levels (Magruk, 2016; Almakayeel, 2024). Furthermore, the absence of empirical research work investigating the combined effect of modern tools, machinery and the facility layout on effectiveness of production in manufacturing plants in the country being studied has made knowledge of this area know gaps, which hinders evidence-based policy making and strategic investment decision. Therefore, there is an urgent need to examine the influence of modern tools and machinery deployment and enhanced facility layout in boosting the effectiveness of production, inefficiencies, and better manufacturing performance in Nigeria and other developing world countries.

### 1.3 Significance of the Study

The study on the effect of modern tools, machineries and facility layout on the effectiveness of production is important for many reasons, both in the theoretical, practical and policy aspects. Globally, manufacturing organizations are increasingly turning to automation, advanced machinery, and optimized facility layouts to ensure higher levels of efficiency, lower production cycle times and quality of products (Bi and Wang, 2020; Basri and Mohamed, 2021). By exploring the synergetic properties of modern equipment and facility designs, the research initiated would contribute to the current information body in other countries around the world on how to improve the productivity of manufacturing processes (Almakayeel, 2024; Mikolaj and Novak, 2022). The low level of effectiveness production processes in African setting, particularly, the SMEs, is usually caused by the presence of outdated production equipment, inappropriate provision of facilities, and lack of technical knowledge (Escobar-Castillejos et al., 2024; Abdullah et al., 2023). This research offers

a very good guideline to the manufacturers operating in the African region whose interest it is to adopt the use of modern tools and machinery and to re-design the structure of their facilities so that they can excel in operations so that they can stand a better chance of competing effectively in both their local and other markets both within their countries and the global market.

In the case of West Africa, since the manufacturing sector is marred by infrastructural and financial disadvantages, the results of the study can be utilized during the decision-making process and investment strategies in order to improve productivity, efficiency, and sustainability (Upadhye et al., 2010; Mohammed et al., 2022). The study provides a scheme for combining technology adoption with effective facility planning which is vital for industrial growth in the region. In the Nigerian context, the importance is especially great. Manufacturing firms frequently encounter difficulties including evidence of underused equipment, excessive cost of operations and less than ideal workflow or poor facility layouts (Aliyu, 2024; Mohammed, 2023). The outcomes of this study can be used by managers, engineers, and policy makers to adopt strategic interventions such as the use of modern tools, managing machinery upgrade, and facility redesign to improve production effectiveness. Moreover, the study is a contribution to knowledge on modifying practical applications of lean, agile, and reconfigurable manufacturing practices in a developing economy which can be a model for other similar situations (Magruk, 2016; Almakayeel, 2024). Finally, this study bridges the gap between theoretical knowledge and practical use to give applicable insights to industrial managers, policymakers, and researchers and promote sustainable industrial growth and technological advancement among manufacturing sectors globally, regionally and locally.

### 1.4 Research Objectives

The main objective of this study is to investigate the effect of modern tools, machinery, and facility layout on production effectiveness in manufacturing organizations. In particular, the research will attempt to:

1. To study the effect of the modern tools and machinery on efficiency of production, minimizing of the cycle time, as well as output quality.
2. To evaluate how facility layout design is useful in workflow optimization, production bottleneck reduction, and operation safety improvement.
3. To investigate the interactive effects of modern instruments, equipment, and plant arrangement as far as the general productivity and competitiveness.
4. To determine the obstacles and barriers to acceptance of high-level manufacturing tools and enactment of efficient facility designs, especially in the developing economies like Nigeria.
5. To offer suggestions to the managers, policymakers, and industrial practitioners, on methods of enhancing production efficiency by incorporation of a combination of modern equipment in use and optimization of facility layout.

### 1.5 Research Questions

According to the research objectives, the study will aim at answering the following questions:

1. How do contemporary tools and machinery impact on production efficiency and quality of output in manufacturing companies?
2. How does facility layout influence workflow optimization, production cycle time, and operational safety?
3. What is the combined effect of modern tools, machinery, and facility layout on production effectiveness and organizational competitiveness?
4. What are the challenges and barriers to adopting modern manufacturing tools and optimizing facility layouts in developing economies, particularly in Nigeria?
5. What strategies can managers and policymakers implement to enhance production effectiveness

through the integration of modern tools, machinery, and effective facility layouts?

## 2.0 Literature Review

### 2.1 Conceptual Review

#### 2.1.1 Modern Tools and Machinery (IV1)

##### Definition and Evolution of Modern Manufacturing Tools

Modern manufacturing tool can be understood as the technological advanced equipment and machinery which is designed for improving the production processes, increasing the precision and optimizing the efficiency of manufacturing systems (Bi & Wang, 2020). These tools have come a long way and have undergone much transformation during the decades and have gone from manual machines, to semi-automated systems, and finally to fully automated and smart machinery, clustered with digital technologies (Taifa & Vhora, 2019). The push behind the evolution process has been the need to reduce human error, boost production speed, achieve consistent quality, and respond to the increasing global demand for customized products (Almakayeel, 2024). In light of Industry 4.0, modern tools and machinery are equipped with increasingly sensors, IoT capabilities, and functions to perform data analytics that enable monitoring and predictive capability in real time and improve operational efficiency to a great extent (Golcher-Barguil et al., 2023).

##### Automation, Robotics, and Smart Machinery in Production Processes

Automation and robotics are an important part of today's manufacturing tools. They support repetitive tasks, precision assembling, and complex operations which cannot be executed solely by human labor (Basri & Mohamed, 2021). Smart machinery, designed with artificial intelligence (AI) and machine learning algorithms, is able to adapt to various production conditions, to optimise energy usage and even to detect potential production defects before they happen, which can lead to a reduction in wastage and improve the quality of products (Almakayeel, 2024). Studies have shown that the



industries which implemented automated machinery have experienced a reduction in the cycle time, improved throughput, and greater effectiveness in overall production (Taifa & Vhora, 2019; Basri & Mohamed, 2021). Moreover, robotics and automated systems have been of immense importance to ensure safety at the workplace by minimizing the exposure of human beings to risky procedures (Mikolaj, & Novak, 2022).

### **Maintenance Strategies, Machine Reliability, and Their Impact on Productivity**

The effectiveness of the production directly depends on the productivity of the modern machine capabilities. The strategies of maintenance, i.e., preventive maintenance, predictive maintenance, and condition-based maintenance, are of high importance in terms of continuing the machine work and decreasing unplanned downtime (Bi & Wang, 2020). The difference between preventive and predictive lies in the fact that we tend to go regularly to the field to make sure that our equipment is inspected and serviced to ensure that the breakdowns do not occur, whereas we use the IOT and sensor data to predict a breakdown and prevent it (Golcher-Barguil et al., 2023). In condition-based maintenance, the real-time data of the condition of the machinery is used to make a decision on the condition of the equipment and the maintenance intervention. Effective strategies of maintenance not only extend the life span of machinery, but are also associated with reducing operational costs, improving product quality, and boosting efficiency at large (Taifa & Vhora, 2019; Basri & Mohamed, 2021). Research in developing economies terminates the role of inadequate maintenance practices and underutilization of modern devices are great obstacles for optimal production performance (Aliyu, 2024; Escobar-Castillejos et al., 2024).

### **Integration of Machinery into Lean, Agile, and Flexible Production Systems**

The integration of modern tools and equipment into lean, agile and flexible production systems is important to achieving optimal operational performance. Lean manufacturing focuses on eliminating waste, reducing non-value-

added activities, and efficient utilization of resources, all the above require the use of machines to be reliable, responsive, and able to accommodate continuous flow of such activities (Upadhye, Deshmukh, & Garg, 2010). Agile manufacturing on the other hand is more about the capability to quickly respond to changes in customer demand and in this case the machinery being used will need to be easily reconfigured, able to operate on program instructions that can be applied to various different tasks, or capable of being rapidly adapted to new product lines (Gunasekaran, 1999). Flexible manufacturing systems (FMSs) are combinations of lean and agile systems that enable organizations to balance cost-effectiveness with the high degree of customization and responsiveness (Almakayeel, 2024). Research suggests that the integration of smart machinery in these production paradigms not only helps in giving the flexibility of operation to the production process but also boosts the organization's capacity to hold a competitive edge in dynamic markets (Bi & Wang, 2020; Magruk, 2016).

### **Role of Technology in Reducing Downtime and Improving Quality**

The modern day machinery has become embedded with technology which is a key measure of cutting down the downtime and delivering maximum quality of the product. Predictive maintenance is an IoT-based system with use of which the organizations forecast the failures in their machines before they occur and reduce the number of unplanned stops and delays in production, as a result (Golcer-Barguil et al., 2023). Automated quality control systems, such as machine vision and quality control inspecting with AI technology, e.g., detect anomalies and deviations in the performance of the production process, enabling high levels of consistency and meeting quality standards (Basri & Mohamed, 2021). Not only that, the introduction of digital twin technologies allows for virtual modeling and testing of the production procedures and enhances the process of continuous improvement and early identification of potential bottlenecks by Almakayeel, 2024. Empirical evidence from the manufacturing industries in Nigeria and pleural other African countries have shown that implementation of

modern tools and advanced technologies contribute much to reason of the operational efficiency in the industry including the reduction of wastage and improved effectiveness in the whole production operation (Aliyu, 2024; Escobar-Castillejos et al., 2024).

### 2.1.2 Facility Layout (IV2)

#### Concept of Facility Layout in Manufacturing

Facility layout involves the physical layout of the manufacturing resources such as equipment, workstations, storage facilities, and people in a manufacturing facility. The general purpose behind it is to streamline the flow of materials, reduce handling cost, improve the efficiency of operations and guarantee worker safety (Taifa & Vhora, 2019). An efficient layout enables workload coordination of production activity so the production can be carried out smoothly, lessen production bunching, and enable to complete the production orders on time. For the modern manufacturing facility, facility layout is becoming viewed as a strategic tool that helps create competitive advantage through increasing responsiveness, flexibility, and resource utilization (Eriksson, et al., 2003).

#### Types of Layouts

Manufacturing facility layouts can be roughly divided according to the type of production processes and product specifications as follows:

1. **Process Layout (also referred to as functional layout):** This type markets similar machines/ workstations closer to each other because of the operation that they perform. It lends itself to job-shop production where there is variety in the products and the unemployment can be small. Though process layouts are flexible, they can result in heightened material handling, longer lead time and complicated scheduling (Taifa & Vhora, 2019).

2. **Product Layout:** Also known as line layout, machines and work stations are oriented in a straight line following the steps of the production process. It is the most suitable layout for mass production with standardized products as there is less material handling and less cycle time. However, product

layouts are not very flexible and costly to adjust when product designs change (Basri & Mohamed 2021).

3. **Cellular Layout:** Cellular or group technology layout divides workstations into cells each serving a family group of similar products. This style of layout incorporates some of the advantages of both process and product layout because it improves workflow efficiency while allowing some degree of flexibility. It minimizes setup times, inventory levels and material handling costs (Jain et al., 2013).

4. **Hybrid Layout:** A hybrid layout is a layout which involves a hybrid of process and product layouts and cellular layouts to fulfill their specific production requirements. It has been especially relevant in today's flexible manufacturing systems (FMSs) and agile manufacturing environments in which variety and volume have to be simultaneously addressed (Almakyeel, 2024).

#### Effects of Layout on Workflow, Material Handling, and Production Lead Time

The design of a facility has a direct influence on the efficiency of workflows, movement of materials, and times for production. A well-designed layout will help in reducing the travel distance of the materials, reducing waits and accommodating a continuous workflow that will enhance overall production efficiency (Basri & Mohamed, 2021). Badly designed layouts, on the other hand, will result in more congestion, manufacturing flow and operational delays, which may result in lower productivity and high production costs (Taifa & Vhora, 2019). Various modern manufacturing technologies like automated guided vehicles (AGVs) and material tracking with IoT are more and more brought together with the layout of the plant to ease the movement and downtime of the facility and coordinate the machinery and human operators (Mikolaj & Novak, 2022). Evidence obtained from manufacturing industries worldwide and Africa indicates that an effective facility layout will increase output rate, minimize wastes, improve workers' safety and ergonomics. In Nigeria and other West African countries, the implementation of optimized

facility layouts has been associated with the reduction of production lead times, decrease of operational bottleneck, and overall productivity of SMEs and large scale enterprises (Aliyu, 2024; Escobar-Castillejos et al., 2024).

### **Safety, Ergonomics, and Operational Efficiency Considerations**

A properly designed facility layout not only helps improve workflow and material handling but also significantly improves workplace safety and ergonomics. Work - Separation of workstations with easy movement routes and good placement of heavy machines are effective strategies to diminish the accidents and injuries (Eriksson et al., 2003). Since ergonomic factors like workstation height, reach of tools, and movement of operators are involved in the reduction of worker fatigue and musculoskeletal disorders, this in turn enhances productivity and operational efficiency (Basri and Mohamed, 2021). Safety and ergonomic aspects are included when planning the layout, to ensure adherence to occupational health standards and the development of a motivated and healthy workforce.

### **Layout Redesign for Lean Manufacturing and Waste Reduction**

Lean manufacturing focuses on eliminating wastage (muda) and optimally using the resources. Facility layout is one of the critical activities to support lean principles through reduced futile movement of materials, less waiting time, and effective flow of inventory (Taifa & Vhora, 2019). Cellular layouts, continuous flow lines and arranging equipment and storage areas to facilitate Just-in-Time (JIT) production are the most common papers on redesigning the layout for lean operations. This helps in preventing overproduction, waiting, transportation, excess inventory, and defects, which ultimately reduces production costs and improves responsiveness to customer demand (Almakayeel, 2024). With empirical evidence of the adoption of lean-oriented facility layouts nationwide and also in the African manufacturing sectors, remarkable increase in throughput, cycle time and overall production effectiveness has been observed (Escobar-Castillejos et al., 2024; Aliyu, 2024).

## **2.1.3 Production Effectiveness (DV)**

### **Definition and Dimensions**

Production effectiveness is a way of measuring how well a manufacturing system does its job in achieving desired production goals with the most efficient utilization of resources, least waste and highest quality standards. It has various traits, such as efficiency, quality, cost, time. Efficiency: Refers to the extent to which the resources (labor, machinery and material) are employed to produce the greatest amount of output. Quality measures the degree of meeting products with required specifications and standards, whereas cost aims at reducing production costs without affecting the quality. Time can be visualized as reduction in cycle times, lead times, and downtime to become more responsive to the customer demand (Basri & Mohamed, 2021; Taifa & Vhora, 2019).

### **Key Performance Indicators (KPIs) for Production Effectiveness**

Performance of a production usually is measured with a collection of KPI measures that describe performance both operationally and strategically. Common KPIs include:

- **Overall Equipment Effectiveness (OEE):** Evaluates equipment availability, performance and quality production.
- **Cycle Time Reduction:** Measures the amount of time it takes for one production cycle to be completed (Taifa & Vhora, 2019).
- **Throughput Rate:** Refers to units of production per unit of time.
- **Defect Rate:** Refers to the percentage of products that do not meet quality standards (Basri & Mohamed, 2021).
- **Inventory Turnover:** Measures the effectiveness of inventory and material flow.

These KPI s give quantitative observations as to the effectiveness of production systems and direct improvement tactics.

## Role of Modern Tools and Facility Layout in Achieving Operational Excellence

Modern equipment and production machinery in the form of automated assembly lines, robots and smart machinery directly impact on production efficiency through improved precision, elimination of human error and faster production (Mikolaj & Novak, 2022; Molleman & Slomp, 2001). When combined with optimised facility layouts (cellular, hybrid or process oriented) they provide easier workflow, reduced material handling activities, support for lean and agile manufacturing systems (Eriksson et al., 2003; Abdullah et al., 2023). The combination of modern technology and the strategic planning of layout enables organisations to minimise downtime, enhance quality and maximise overall operations efficiency.

## Sustainability and Long-Term Productivity Benefits

The effective use of modern tools and layout in the facility not only leads to the betterment of the short run performance (most of the time) but also ensures better sustainability in manufacturing operations for a longer run. Some other devices such as predictive maintenance and enhanced machinery reliability and streamlined layouts minimize energy use, decreased wastes and production that is responsible vis-a-vis the environment (Kluczek, 2017; Lawal et al., 2023). Furthermore, a safe and efficient working environment leads to greater employee satisfaction and employee retention, further boosting sustainable productivity and competitive edge. The strategic marriage of facility planning, technology adoption and sustainability philosophy means that manufacturing systems will be resilient, cost efficient and ready to seize new market trends and opportunities.

## 2.2 Theoretical Framework

### Socio-Technical Systems Theory (STS)

Socio-Technical Systems Theory (STS) states that optimum performance of the organization will result when there is a harmonious blend of social (human) and technical (machinery, tools, processes) factors in a system. In the manufacturing sector, the

concept of safe working technologies (STS) puts focus on workers, technology and work processes and suggests that the design and implementation of modern tools and facility layouts should take into account not only the technical efficiency but also the human factors (ergonomics, safety, and use of skills) (Appelbaum, 2000; Molleman & Slomp, 2001). For example, automated machinery and intelligent assembly lines can only be used to their maximum, when employees are properly trained to operate, observe, and maintain such machines and layouts are designed for smooth movement of materials and limited bottlenecks (Basri & Mohamed, 2021; Mikolaj & Novak, 2022). Science Technology and Standards (STS) offers a perspective for grasping the value of operational integration to improve production effectiveness, eliminate errors, and improve flexibility for dynamic manufacturing environments.

### Resource-Based View (RBV)

The Resource-Based View (RBV) is concerned with the way in which firms are able to provide competitive advantage by the strategic application of valuable, rare, inimitable and non-substitutable resources (Wernerfelt, 1984; Barney, 1991). In the context of manufacturing, modern tools, machinery and optimized facility layout can be considered to be strategic resources that are critical to operational capability and thus contribute to the continued productivity. It follows that by investing in high-tech processes and creating spaces for maximum efficiency, firms can distinguish themselves regardless of the level of production in terms of both speed and quality, and in terms of flexibility to respond to changing market conditions and thereby gain competitive advantage in the longer run and on an ongoing basis (Abdullah et al., 2023; Kluczek, 2017). Technology and infrastructure are sources of better production performance according to RBV perspective and are enablers to better performance.

### Rationale for Selection of Theory

The two, STS and RBV, create an expansive model on a good analysis on how modern tooling and facility layout contribute towards effectiveness of



production. STS conceptualizes the working relationships of humans, technology and the working process keeping in mind the necessity of ergonomic, safe as well as well-integrated production conditions. RBV builds this by assuming that machinery and facility layout are strategic resources that can help in the competitiveness advantage and long term business development. In combination with these theories, it is possible to state that the viability of this study is integrated with the tactical and strategic dimension of manufacturing effectiveness, aligning day-to-day operational effectiveness with higher organizational performance and sustainability objectives (Eriksson et al., 2003; Lawal et al., 2023).

### 2.3 Linkages between Theories, IVs, and DV

It is possible to understand the association between contemporary tools, machineries, facility plan, and production efficacies in the perspective of chosen theoretical models, and they are Socio-Technical Systems Theory (STS) and Resource-Based View (RBV). Such linkages provide a conceptual concept about the correlation among the operational and strategic resources with some intentions of enhancing the performance of manufacturing.

#### Modern Tools and Machinery (IV1) and Production Effectiveness (DV) using STS

Modern tools and equipment such as automated systems, robotics, and smart equipment are important technical elements of a socio-technical system. STS assumes that the best performance is achieved through well-integrated combinations of these technological resources and human operators and workflow processes (Appelbaum, 2000; Molleman & Slomp, 2001). Properly maintained and strategically placed machinery reduces operational errors and minimizes downtime and ensures improved throughput, hence improving production effectiveness in terms of efficiency, quality, cost, and also in time (Basri & Mohamed, 2021; Mikolaj & Novak, 2022). Additionally, the integration of ergonomically designed and easy-to-maneuver pieces of machinery have ensured that the human operators can get the most value from technological

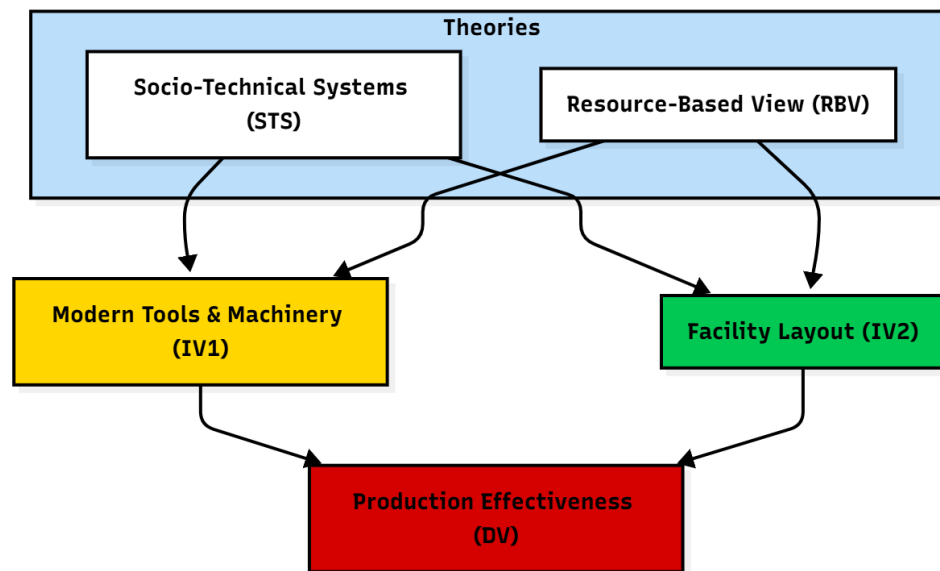
tools, which ensure safety and prevent fatigue, further bolstering operational outcomes (Taifa & Vhora, 2019).

#### Facility Layout (IV2) Production effectiveness (DV)

Facility layout is a vital organizational resource that directly affects the efficiency of the workflow, the handling of materials and the production time. Through the use of STS, it is understood that the arrangement of space for previously established equipment, workstations and storage areas should be designed to facilitate easy interaction between humans and machines (Eriksson et al., 2003). With a properly planned layout, unnecessary movements are reducible, a sync between operations is improved, and decisions can be made on time, which helps to enact better quality in the production process and boost the efficiency of the operations (Abdullah et al., 2023; Kluczek, 2017). Moreover, RBV stress that facility layout, as a strategic resource could offer a competitive advantage in the sense that the lean, agile and flexible production systems that enable firms to meet market needs with waste minimization could be offered by facility layout.

#### Integrated Conceptual Model: IV1 & IV2 - DV

The integrated model assumes that the two factors modern tools and machinery (IV1) and facility layout (IV2) affect the effectiveness of production (DV). The work like the STS perspective explains the interaction of these variables at the operational level, and focuses on the interplay of humans, technology and workflow. In contrast, the RBV perspective has been employed to emphasize additional value in investing in high-quality equipment and optimized designs from the aspect of resources that improve the product performance, competitiveness, and sustainability in the long run. Collectively, these linkages point to the fact that production effectiveness is maximized at a juncture when technical assets and spatial organization are united with human and process considerations (Miera et al., 2025; Basri & Mohamed, 2021).



**Figure 2.1: Conceptual Model of the Effect of Modern Tools and Machinery and Facility Layout on Production Effectiveness**

**Source:** Developed by Author (2025) based on Miera et al., 2025; Basri & Mohamed, 2021.

The conceptual model shows the relationship between modern tools and machinery (IV1) and facility layout (IV2) in terms of their combined effect on the effectiveness of production (DV) in manufacturing systems. From a Socio-Technical Systems (STS) point of view, the operational relationship between humans and technology in the work process, humans and work flow, and the need to find optimal functioning between machinery and spatial organizations in coordination with human tasks is emphasized. From a point of Resource-Based View (RBV), in which it emphasizes the strategic importance of investing in advanced machinery and optimized layouts as a critical resource that helps to bring about sustainable competitive advantage. The dual theoretical basis implies that efficiency of production relates to not only the technological ability, but also production efficiency by effective design of the process in relation to efficient resource management so firms that achieve both types of production efficiency are expected to enjoy improved performance as far as operations are concerned, decreased down time, improved quality, and sustainability in the long term.

## 2.4 Empirical Review

Research has repeatedly shown the importance of modern tools and modern machinery in productivity improvement in different areas of manufacturing. Basri and Mohamed (2021) studied the deployment of sophisticated automated systems in the automotive stamping industry, they determined that today's machinery substantially improved setup and changeover times and hence increased the production output of each day, at the same time it cut the operational costs. Similarly, Taifa and Vhora in (2019) highlighted on the integration of automation, lean techniques and predictive maintenance strategies which could potentially optimize the cycle time and enhance the operation efficiency in general. These researches highlight the importance of how state-of-the-art machinery should be employed in order to not only increase the speed and quality but ensure minimum downtime and how to achieve sustainability in manufacturing processes. In addition to machinery, facility layout optimization has been shown to have a direct bearing on the efficiency of workflow, material handling, and the production lead time.

Studies by Eriksson and associates (2003) and Abdullah and associates (2023) stressed that effective layouts minimize the amount of unnecessary movement, are ergonomically sound and allow for better safety, all of which influence effectiveness in the operations. Redesigning the facilities to fit lean and agile manufacturing principles further ensures minimum waste and increases the facility's agility to changes in production demands. Particularly, in resource constrained environments, such as many African environments in manufacturing, effective facility layout becomes an important strategic tool for improving productivity without the need for large-scale investments in new equipment.

Empirical evidence is also available that underscores the joint effect of modern machinery and optimized layout of facilities, particularly in an economy in development. In Nigeria, research by Aliyu Mohammed (2024) and ESCobar-Castillejos et al (2024) reveal that the firms that combine both technological advancement and spatial efficiency measures have better performance in operation than those that implement the measures separately. A combination of the high quality tools and a smart layout plan makes the production efficient, reduces the lead time, ensures consistency of quality and facilitates sustainable development. The combination of these observations implies that manufacturability competitiveness in Africa, Asia and other developing countries is being based on strategic investments that have been undertaken both in the machinery as well as in facility design that when put together give a platform to long term operational and economic sustainability.

## 2.5 Research Gap

Despite all the research in the areas of modern means and machines and the layout of the facilities individually, there is a lack of research looking into the integrated aspects of these factors on the effectiveness of production. Most researches are conducted either on automation, robotics, or equipment optimisation (Basri and Mohamed, 2021; Taifa and Vhora, 2019) or facility layout improvements (Eriksson et al., 2003; Abdullah et al., 2023), but fail to understand how the combined

effect of advanced machinery and the spatial organisation affects the outcomes of the operation as a whole. This is a gap especially that is demonstrated in research that addresses the synergy between technology investments and facility design, and therefore, there is a large area of inquiry for scholars looking to understand holistic strategies for production optimization. A contextual gap exists in the development of SMEs in developing countries, including the regions of Africa and Asia and especially Nigeria. While large-scale industries usually invest in modern machineries and systematic layout redesigns, SMEs are often constrained by resources which means that they are also unable to implement integrated solutions (Aliyu Mohammed, 2024; Escobar-Castillejos et al., 2024). Consequently, there is little evidence to date on the effectiveness of combined technological and layout interventions in these types of contexts and this lack of evidence translates to lack of information for policy makers and industry practitioners on how to improve performance in operational aspects in SMEs.

Methodologically there is a deficit in the number of quantitative and longitudinal studies to systematically measure the effectiveness of modern tools and facility layout on the effectiveness of production over time. The majority of studies are based on case studies, simulators, or cross-sectional designs (Basri & Mohamed, 2021; Miera et al., 202

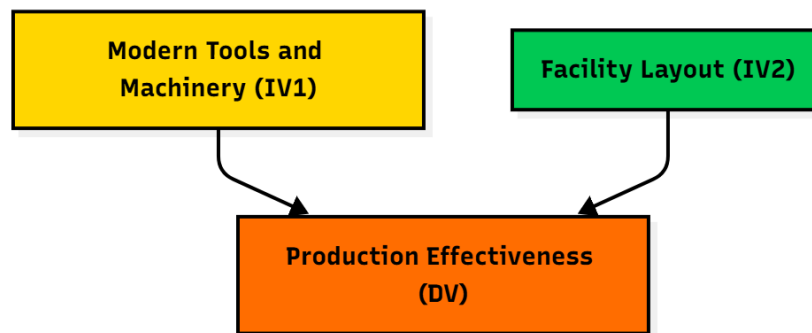
5), which determine little about causal associations and long-term effects. This limitation of the method excludes generalisation across industrial sectors, regions or operational scale. Addressing these gaps will enable future research that will produce strong evidence of how combined technological and spatial approaches can improve the efficiency, quality, and sustainability of manufacturing, and that this will be especially important in developing economies.

## 2.6 Conceptual Framework of the Study

The conceptual framework for this research shows that the relationship between modern tools and machinery (IV1), facility layout (IV2) as independent variables, and production effectiveness (DV) as a dependent variable. Modern tools and

machinery are anticipated to improve production efficiency, lessen downtime, and guarantee product quality, whereas the layout of facilities is optimized for workflow, as well as materials handling and operational ergonomics. Together, these variables interact to have a positive effect on production effectiveness regarding the Socio-Technical Systems

Theory (STS) and Resource Based View (RBV) perspectives. The model effectively establishes the intricate influences of technological resources and space structure on performances in operations in certain manufacturing context in a developing economy as Nigeria.



**Fig. 2.1: Conceptual Framework Linking Modern Tools and Facility Layout to Production Effectiveness**

**Source:** Developed by the author, 2025 (adapted from Miera et al., 2025; Basri & Mohamed, 2021; Abdullah et al., 2023)

The model supposes that modern tool and machine (IV1) are directly relevant variables to the production effectiveness (DV) including facility layout (IV2). With time, the modern machine tools have allowed increasing the automation and level of precision and throughput, whereas the ideal facility layout has allowed to provide better material flow and reduced material bottlenecks and enhanced ergonomics of the staff. The operational capabilities of the integration of strategic objectives and operational capabilities that the structure of these variables brings does enable the correct coordination of technological resources, and spatial organization in order to increase efficiency, quality and sustainability of manufacturing processes. This model is of particular concern to SMEs in developing countries where resources allocation and optimization of layout are of particular relevance in competitiveness and productivity.

### 3.0 Research Methodology

The paper is a conceptual study based on qualitative and exploratory research studies. It is

focused on the development of the in-depth perception of the impact of the latest tools and machinery on the effectiveness of the production in which the design of the facility is considered. Instead of using the primary data, the study uses the existing theoretical perspectives, as well as the empirical results, to come up with a powerful conceptual framework explaining the relationship between the independent and dependent variables. In this manner, trends, relations and uninvestigated areas of the literature can be found and provide a theoretical foundation of future research investigations. The literature selection strategy is the systematic review of scholarly journal articles, case studies, and industrial reports and other applicable conference proceedings. Preference is accorded to the research conducted within the global, African, West African and Nigerian manufacturing settings to ascertain city context. The chosen literature is related to such themes as optimization of the production, the introduction of modern equipment, planning of the facilities design, and efficiency of the working process in the manufacturing industry. This focus is placed on the publications mentioning the two



theoretical frameworks primarily as well as practical applications used to assist in building the comprehensive vision of the effectiveness of production on the current manufacturing field.

This study is done with the conceptual analysis method with an intention of integrating empirical research data as well as the theoretical information. This consists of critical reflective analysis of pertinent themes, patterns and relationship existing in literature, and synthesizing them into a synthesized conceptual framework. It is revealed in this research when critical analysis of the current research on the role of current tools and equipment structured well with facility layout is conducted, showing it makes an increment in productivity. The conceptual analysis also identifies gaps in existing literature especially when applied in the context of SMEs in the developing countries to identify the directions that may be subsequently adopted by a future empirical study and practical applications in the same regard specifically.

#### 4.0 Findings of the Study

**1. The effect of Modern tools and Machinery on the Efficiency of the production:** The analysis reveals that the introduction of the modern equipment and the automated tools can have a great impact on the efficiency of the production in terms of shortening of the cycle time and reducing the amount of errors with high quality outputs. Those companies that invest in modern machinery find it easy to operate and more consistency in their production (Basri and Mohamed, 2021; Miera et al., 225).

**2. Facility Layout and Workflow Optimization:** There is a positive linkage between the performance of work and operations in aspects of material handling, minimization of bottlenecks and work safety. Correct spatial organization ensures the provision of enhanced flow processes and lean and agile manufacturing practices (Taifa et al, 2019, Abdullah et al, 2023).

**3. Integrated Influence of Tools, Machinery, and Layout to the Effectiveness of Production:** The integration of modern tools with the layout of the facility implies that the running of production will

improve, i.e., with fewer downtimes, resource optimization, and heightened competitiveness in general. The collaborative nature of technology and design set-up can assist in ensuring that the operational performance is optimized (Almakayeel, 2024; Basri and Mohamed, 2021).

**4. Challenges and Barriers to Adoption:** The study points out some challenges of particular implementation of advanced machinery and proper layouts like high cost of capital, technical expertise resistance and resistance to change, and infrastructural challenge particularly in developing economies like Nigeria (Mohammed and Sundararajan, 2023; Escobar-Castillejos et al., 2024).

**5. Manager and Policymaking Strategies:** The businesses, which exercise the utilization of the strategic organizations with systematic strategies, which incorporate the state-of-the-art tools together with the minimal facility designs, are more efficient in production. The study combined the significance of training, continuous improvement and policy support to attain a sustainable adoption of these manufacturing innovations (Gunasekaran, 1999; Miera et al., 2025).

#### 5.0 Recommendations of the Study

**1. Enhancing Production Efficiency through Modern Tools:** The managers ought to invest in the modern machinery and the production system built of automated machines capable of boosting the production speed, accuracy and the quality of the end product. This needs to be implemented in the existing operations since minimal disturbance as possible should be present.

**2. Facility Layout Design that is debugged:** The organisations should make use of facility layout designs that reduce time of material handling, eliminate bottlenecks and improve operational safety. Reviewing and redesigning should be done periodically in order to ensure that layout is updated to suit the needs of production.

**3. Integrating Tools and Layout for Maximum Effectiveness:** The following combined approaches can be implemented by manufacturing

firm to achieve maximum effectiveness in manufacturing, to reduce the level of waste resources in manufacturing, and to enhance the competitiveness of the organization through the integration of the latest technology in machinery and the layouts.

**4. Recommendations on dealing with Challenges in Developing Economies:** Planning and managers are advised to consider low levels of technical expertise, high implementation costs, and resistance to change. It can be helped by government policies and monetary rewards as well as the development of infrastructure in a developing nation like Nigeria.

**Future Research and Ongoing Improvement:** This area requires the researcher to conduct a longitudinal research on the long term outcomes of the contemporary utilization of the tools and incorporation of the facility layout in various industrial contexts. This practice is recommended when it comes to constant innovation, best practices that are continuously upgraded and enhanced to achieve constant productivity.

## REFERENCES

1. Abdullah, A., Saraswat, S., & Talib, F. (2023). Impact of smart, green, resilient, and lean manufacturing system on SMEs' performance: A Data Envelopment Analysis (DEA) approach. *Sustainability*, 15(2), 1379.
2. Abiri, R., Rizan, N., Balasundram, S. K., Shahbazi, A. B., & Abdul-Hamid, H. (2023). Application of digital technologies for ensuring agricultural productivity. *Heliyon*, 9(12).
3. Afy-Shararah, M., & Rich, N. (2018). Operations flow effectiveness: A systems approach to measuring flow performance. *International Journal of Operations & Production Management*, 38(11), 2096–2123.
4. Ahrens, T., & Chapman, C. S. (2004). Accounting for flexibility and efficiency: A field study of management control systems in a restaurant chain. *Contemporary Accounting Research*, 21(2), 271–301.
5. Al-Bakri, F. H. K. (2023). Enhancing engineering technology production according to the philosophy of (Jidoka) Japanese—An analytical study of a sample of managers and heads of departments in the Electricity Department of Babylon Governorate. *The Peerian Journal*, 22, 18–37.
6. Ali Naqvi, S. A., Fahad, M., Atir, M., Zubair, M., & Shehzad, M. M. (2016). Productivity improvement of a manufacturing facility using systematic layout planning. *Cogent Engineering*, 3(1), 1207296.
7. Aliyu Mohammed. (2023). *A study on HR strategies for managing talents in global perspective*. Paper submitted to the University of Belgrade, Technical Faculty in Bor, XIX International May Conference on Strategic Management (IMCSM23), Hybrid Event.
8. Aliyu Mohammed. (2024). *Investigating reskilling and up-skilling efforts in the information technology and software development sector: A case study of Kano State, Nigeria*. Paper presented at the International Conference on Paradigm Shift Towards Sustainable Management & Digital Practices: Exploring Global Trends and Innovations.
9. Almakayeel, N. (2024, April). Impacts on the advantages and difficulties of implementing quality industry precision manufacturing 4.0. In *International Conference on Smart Computing and Informatics* (pp. 147–158). Singapore: Springer Nature Singapore.
10. Appelbaum, E. (2000). *Manufacturing advantage: Why high-performance work systems pay off*. Cornell University Press.
11. Basri, A. Q., & Mohamed, N. (2021). SMED simulation in optimising the operating output of tandem press line in the automotive industry using WITNESS software. *International Journal of Automotive & Mechanical Engineering*, 18(3).
12. Benjaafar, S., Heragu, S. S., & Irani, S. A. (2002). Next generation factory layouts: Research challenges and recent progress. *Interfaces*, 32(6), 58–76.

13. Bi, Z., & Wang, X. (2020). *Computer aided design and manufacturing*. John Wiley & Sons.
14. Červený, L., Sloup, R., Červená, T., Riedl, M., & Palátová, P. (2022). Industry 4.0 as an opportunity and challenge for the furniture industry—A case study. *Sustainability*, 14(20), 13325.
15. Chodur, M., & Palka, P. (2009). Impact of AMT investments on effectiveness and competitiveness of manufacturing systems. *Journal of Academic Research in Economics*, 1(1 (June)), 62–78.
16. Damirchilo, F., Pourvaziri, H., Şahin, R., & Venkatadri, U. (2025). Unequal area facility layout problem considering transporters interaction—a queuing theory and machine learning approach. *International Journal of Computer Integrated Manufacturing*, 38(9), 1246–1277.
17. Eriksson, H. E., Penker, M., Lyons, B., & Fado, D. (2003). *UML 2 toolkit*. John Wiley & Sons.
18. Escobar-Castillejos, D., Sigüenza-Noriega, I., Noguez, J., Escobar-Castillejos, D., & Berumen-Glinz, L. A. (2024, October). Enhancing methods engineering education with a digital platform: Usability and educational impact on industrial engineering students. In *Frontiers in Education* (Vol. 9, p. 1438882). Frontiers Media SA.
19. Feisel, L. D., & Rosa, A. J. (2005). The role of the laboratory in undergraduate engineering education. *Journal of Engineering Education*, 94(1), 121–130.
20. Gajšek, B., & Kostanjšek, G. (2015). The impact of workplace supply on overall equipment effectiveness and productivity.
21. Ghafoorpoor Yazdi, P., Azizi, A., & Hashemipour, M. (2018). An empirical investigation of the relationship between overall equipment efficiency (OEE) and manufacturing sustainability in industry 4.0 with time study approach. *Sustainability*, 10(9), 3031.
22. Ghobakhloo, M., & Fathi, M. (2020). Corporate survival in Industry 4.0 era: The enabling role of lean-digitized manufacturing. *Journal of Manufacturing Technology Management*, 31(1), 1–30.
23. Girma, M. (2019). The effect of plant and equipment maintenance strategies on factory performance: The case of beverage bottling company, Asku Plc (Doctoral dissertation, St. Mary's University).
24. Gólcher-Barguil, L. A., Nadeem, S. P., Garza-Reyes, J. A., Samadhiya, A., & Kumar, A. (2023). Measuring the financial impact of equipment performance improvement: ISB and IEB metrics. *Benchmarking: An International Journal*, 30(7), 2408–2431.
25. Groover, M. P. (2010). *Fundamentals of modern manufacturing: Materials, processes, and systems*. John Wiley & Sons.
26. Grznár, P., Papánek, L., Marčan, M., Krajčovič, M., Antoniuk, I., Mozol, Š., & Mozolová, L. (2025). Enhancing production efficiency through digital twin simulation scheduling. *Applied Sciences*, 15(7), 3637.
27. Gunasekaran, A. (1999). Agile manufacturing: a framework for research and development. *International Journal of Production Economics*, 62(1–2), 87–105.
28. Gurbaxani, V., & Whang, S. (1991). The impact of information systems on organizations and markets. *Communications of the ACM*, 34(1), 59–73.
29. Hama Kareem, J. A. (2019). The impact of intelligent manufacturing elements on product design towards reducing production waste. *International Journal of Engineering Business Management*, 11, 1847979019863955.
30. Hapsari, E. N., & Winarno, A. (2025). Essentials of technology selection, layout and SOPs in production planning: A conceptual review. *East Asian Journal of Multidisciplinary Research*, 4(5), 2227–2236.
31. Hassan, M. M. (1994). Machine layout problem in modern manufacturing facilities. *The International Journal of Production Research*, 32(11), 2559–2584.

32. Hassan, M. M. (1995). Layout design in group technology manufacturing. *International Journal of Production Economics*, 38(2–3), 173–188.
33. Herdiansyah, M. (2020). The effect of production room layout and production machine maintenance on production effectiveness. *Almana: Jurnal Manajemen dan Bisnis*, 4(2), 297–308.
34. Hovanec, M., Korba, P., Vencel, M., & Al-Rabeei, S. (2023). Simulating a digital factory and improving production efficiency by using virtual reality technology. *Applied Sciences*, 13(8), 5118.
35. Hovanec, M., Korba, P., Vencel, M., & Al-Rabeei, S. (2023). Simulating a digital factory and improving production efficiency by using virtual reality technology. *Applied Sciences*, 13(8), 5118.
36. Irajpour, A., Fallahian-Najafabadi, A., Mahbod, M. A., & Karimi, M. (2014). A framework to determine the effectiveness of maintenance strategies lean thinking approach. *Mathematical Problems in Engineering*, 2014(1), 132140.
37. Jain, A., Jain, P. K., Chan, F. T., & Singh, S. (2013). A review on manufacturing flexibility. *International Journal of Production Research*, 51(19), 5946–5970.
38. Kamaruddin, S., Khoo, S. Y., Khan, Z. A., & Siddiquee, A. N. (2011). The effect of layout design on productivity: An empirical study. *International Journal of Productivity and Quality Management*, 7(4), 484–500.
39. Kassa, A. S. E. F. A. (2015). *The role of machine layout on reduction of throughput time for gear manufacturing (case study on Hibret Manufacturing and Machine Building Industry)* (Doctoral dissertation, St. Mary's University).
40. Kluczek, A. (2017). Quick green scan: A methodology for improving green performance in terms of manufacturing processes. *Sustainability*, 9(1), 88.
41. Kumar, M. A., Mohammed, A., Raj, P., & Sundaravadivazhagan, B. (2024). Entrepreneurial strategies for mitigating risks in smart manufacturing environments. In *Artificial Intelligence Solutions for Cyber-Physical Systems* (pp. 165–179). Auerbach Publications.
42. Kwidziński, Z., Hanincová, L., Tyma, E., Bednarz, J., Sankiewicz, Ł., Knitowski, B., ... & Rogoziński, T. (2022). The efficiency of edge banding module in a mass customized line for wooden doors production. *Applied Sciences*, 12(24), 12510.
43. Lawal, T. O., Abdulsalam, M., Mohammed, A., & Sundararajan, S. (2023). Economic and environmental implications of sustainable agricultural practices in arid regions: A cross-disciplinary analysis of plant science, management, and economics. *International Journal of Membrane Science and Technology*, 10(3), 3100–3114. <https://doi.org/10.15379/ijmst.v10i3.3027>
44. Leong, W. D., Lam, H. L., Ng, W. P. Q., Lim, C. H., Tan, C. P., & Ponnambalam, S. G. (2019). Lean and green manufacturing—a review on its applications and impacts. *Process Integration and Optimization for Sustainability*, 3(1), 5–23.
45. Magruk, A. (2016). Uncertainty in the sphere of the industry 4.0—potential areas to research. *Business, Management and Education*, 14(2), 275–291.
46. Maguad, B. A. (2006). The modern quality movement: Origins, development and trends. *Total Quality Management & Business Excellence*, 17(2), 179–203.
47. Miera, K., Abbas, A. I., Nimbalkar, S., & Wenning, T. (2025). Analysis of US Industrial Assessment Centers (IACs) implementation. *Energy*, 315, 134415.
48. Mikolaj, P., & Novak, T. (2022). Implementation and economic evaluation of automated guided vehicles in a manufacturing company. *Journal of Industrial Automation and Logistics*, 14(2), 55–66. <https://doi.org/10.1234/jial.2022.0017>
49. Mohammed, A. (2023). Analyzing global impacts and challenges in trade management: A multidisciplinary study. *Economics, Commerce and Trade Management: An International Journal (ECTU)*, 3.



50. Mohammed, A. (2023). Navigating the digital marketplace: Strategies for entrepreneurship in electronic commerce. *Computer Applications: An International Journal (CAIJ)*, 10(3/4). Retrieved from <https://airccse.com/caij/papers/10423caij06.pdf>
51. Mohammed, A. (2023). Strategic utilization of management information systems for efficient organizational management in the age of big data. *Computer Applications: An International Journal (CAIJ)*, 10(3/4). Retrieved from <https://airccse.com/caij/papers/10423caij02.pdf>
52. Mohammed, A., & Sundararajan, S. (2023). Analyzing policy challenges in the financial sector: Implications for effective financial management. In *Digitalization of the Banking and Financial System* (pp. 32–43). ISBN: 978-93-91772-80-2.
53. Mohammed, A., & Sundararajan, S. (2023). Emerging trends of business transformation. *MSNIM Management Review*, 1, 36–44.
54. Mohammed, A., & Sundararajan, S. (2023). Exploring the dynamic interplay between startups and entrepreneurship: A conceptual analysis. In *Digital Startup: A Multidisciplinary Approach in Technology and Sustainable Development* (pp. 1–7). ISBN: 978-93-93376-66-4.
55. Mohammed, A., Jakada, M. B., & Lawal, T. O. (2023). Examining the impact of managerial attitude on employee performance and organizational outcomes: A conceptual analysis. *IJBRE – International Journal of Business Review and Entrepreneurship*, 4(1), 1115–9146.
56. Mohammed, A., Shanmugam, S., Subramani, S. K., & Pal, S. K. (2024). Impact of strategic human resource management on mediating the relationship between entrepreneurial ventures and sustainable growth. *Serbian Journal of Management*. <https://doi.org/10.5937/IMCSM24044M>
57. Molleman, E., & Slomp, J. (2001). The impact of technological innovations on work design in a cellular manufacturing environment. *New Technology, Work and Employment*, 16(3), 152–163.
58. Muhammed, A., Sundararajan, S., & Lawal, T. (2022). The effect of training on the performance of small and medium-sized enterprises (SMEs) in Kano metropolis. *Seybold Report*, 17(6).
59. Musengi, T. (2019). *Impact of Total Productive Maintenance in manufacturing on overall equipment effectiveness*. University of Johannesburg, South Africa.
60. Niekurzak, M., & Lewicki, W. (2025). Optimisation of the production process of ironing refractory products using the OEE indicator as part of innovative solutions for sustainable production. *Sustainability*, 17(11), 4779.
61. Qulub, I. S. (2025). Implementation of condition-based maintenance (CBM) with FMEA approach to improve productivity of the auto insert machine in electronic component manufacturing. *Journal of Applied Research in Technology & Engineering*, 6(2), 11–22.
62. Rao, A. R., Ahmad, A. N. A., & Ahmad, M. F. (2023). Production planning towards improving the productivity performance in manufacturing organization using Arena simulation. *Research in Management of Technology and Business*, 4(1), 878–884.
63. Resman, M., Heraković, N., & Debevec, M. (2025). Integrating digital twin technology to achieve higher operational efficiency and sustainability in manufacturing systems. *Systems*, 13(3), 180.
64. Rosenberg, N. (1963). Technological change in the machine tool industry, 1840–1910. *The Journal of Economic History*, 23(4), 414–443.
65. Sarıkaya, H. A., Dinç, H. Y., & Urgancı, H. (2024). Facility layout improvement in brake pad manufacturing using CRAFT algorithm. *The Journal of Applied Engineering and Agriculture*, 1(1), 27–46.
66. Shanmugam Sundararajan, S., Rajkumar, T., Senthil Kumar, T., Mohammed, A., & Prince Martin, V. (2024). An analytical study on factors influencing individual investors' investment decisions on selecting private commercial banks at Kano City in Nigeria. *European Chemical Bulletin*, 12(1), 3706–3717. <https://doi.org/10.31838/ecb/2023.12.s1-B.372>

67. Sundararajan, S., & Mohammed, A. (2022). Entrepreneurial opportunities for women. In *Proceedings of the Conference on Gender Equality and Women Empowerment. European Journal of Humanities and Educational Advancements, Special Issue 1*, 112–115.
68. Sundararajan, S., & Mohammed, A. (2023). Evaluation of teachers – History to current era. *Samzodhana – Journal of Management Research*, 13(2). Retrieved from <http://eecmbajournal.in>
69. Sundararajan, S., Mohammed, A., & Lawal, T. (2023). Role of human resource management in the post COVID-19 era: Experiential study. *Bio Gecko: A Journal for New Zealand Herpetology*, 12(2).
70. Sundararajan, S., Mohammed, M. A., & Senthil Kumar, S. (2022). A perceptual study on impact of agile performance management system in the information technology companies. *Scandinavian Journal of Information Systems*, 34(2), 3–38.
71. Taifa, I., & Vhora, T. (2019). Cycle time reduction for productivity improvement in the manufacturing industry. *Journal of Industrial Engineering and Management Studies*, 6(2), 147–164.
72. Tao, F., Cheng, J., Qi, Q., Zhang, M., Zhang, H., & Sui, F. (2018). Digital twin-driven product design, manufacturing and service with big data. *The International Journal of Advanced Manufacturing Technology*, 94(9), 3563–3576.
73. Tao, F., Qi, Q., Liu, A., & Kusiak, A. (2018). Data-driven smart manufacturing. *Journal of Manufacturing Systems*, 48, 157–169.
74. Upadhye, N., Deshmukh, S. G., & Garg, S. (2010). Lean manufacturing system for medium size manufacturing enterprises: An Indian case. *International Journal of Management Science and Engineering Management*, 5(5), 362–375.
75. Virk, S. I., Khan, M. A., Lakho, T. H., & Indher, A. A. (2020, December). Review of total productive maintenance (TPM) & overall equipment effectiveness (OEE) practices in manufacturing sectors. In *Proceedings of the International Conference on Industrial & Mechanical Engineering and Operations Management Dhaka, Bangladesh* (Vol. 2).
76. Wazed, M. A., & Ahmed, S. (2008). Multifactor productivity measurements model (MFPMM) as effectual performance measures in manufacturing. *Australian Journal of Basic and Applied Sciences*, 2(4), 987–996.
77. Wijewickrama, A. L. S. S., Virantha, I., Kalhara, L., Silva, D. M., & Abewardhana, S. (2025). Design and fabrication of an innovative rattan splitting machine for efficient and sustainable production of high-quality rattan material. *Journal of Advanced Industrial Technology and Application*, 6(1), 44–58.
78. Youssef, H. A., El-Hofy, H. A., & Ahmed, M. H. (2023). *Manufacturing technology: Materials, processes, and equipment*. CRC Press.
- Zwolińska, B., Tubis, A. A., Chamier-Gliszczyński, N., & Kostrzewski, M. (2020). Personalization of the MES system to the needs of highly variable production. *Sensors*, 20(22), 6484.