

Partner's details

Pomeranian Chamber of Handicrafts For Small and Medium Enterprises (PP6 PCH) is an organization that associates SMEs, supports and promotes Handicraft in the Pomeranian Voivodeship.

1. The workplace innovation you implemented (short description):

Pomeranian Chamber of Handicrafts For Small and Medium Enterprises (PP6 PCH) has focused on introducing innovations in the field of nonmonetary motivations to ensure employees satisfaction with workplace. In regard to that Pomeranian Chamber of Handicrafts For Small and Medium Enterprises (PCH) has introduced several innovations in its work environment that were implemented:

- flexible working hours providing each employee an opportunity to better manage their time and activities and also maintain work-life balance
- the possibility of coming with a child to work in an emergency situations
- adaptation of working conditions to the needs of people with disabilities, e.g. one of the team members with disability works less hours
- adaptation of working conditions to the age diversity
- enabling employees to work remotely
- providing employees with additional health tests

Pomerania Chamber of Handicrafts for SMEs also implemented CSR activities e.g.

- financial support provided for local hospice
- financial support provided for an oncological foundation
- employee volunteering program

2. What was the main motivation for choosing this one?

The biggest motivation to choose those innovations was the relatively short time needed to implement them, the willingness of employees to implement them and the lack of major financial barriers for their implementation.

3. Do employees and managers have the capability and willingness to engage in workplace innovation implementations?

The employees were very positive about the changes PCH introduced, they were also involved in the selection and implementation of innovations.

4. What effects from implementation did you expect at the time of its introduction?

PCH expected that the introduced innovations would result in greater employee satisfaction with the workplace, greater identification with the employer's brand, greater involvement in work and better management of duties.

5. Did you estimate the potential benefits connected with the workplace innovation implementation?

Increased work satisfaction of employees, greater identification of employees with the workplace. The promotional aspect of the Chamber as an organization of SMEs entrepreneurs is that is setting a good example for implementing innovation in the workplace.

6. Did you identify and evaluate the risk before implementing the workplace innovation?

The Chamber carefully analysed the costs and risks associated with the introduction of innovation, but due to the fact that these innovations had a positive impact on the workplace and are also very well received by employees and management, they are disproportionate to the advantages of introducing innovation.

7. Were calculated the resources necessary for the implementation? (e.g. human, financial resources)

Resources for implementing innovations have been well thought out and defined. The assumptions turned out to be realistic.

8. What results/outputs of workplace innovation's implementations were achieved?

Increased work satisfaction of employees, greater identification of employees with the workplace. The promotional aspect of the PCH as an organization of SMEs entrepreneurs is that it is setting a good example for implementing innovation in the workplace.



9. What was the most influenced factor within implementation? (positive/ negative)

Factors	-2 (strongly negative)	-1 (little negative)	0 (neutral)	1 (little positive)	2 (strongly positive)
employers attitude towards this type of workplace innovation in your country			x		
employees attitude towards this type of workplace innovation in your country					x
organizational culture in SMEs in your country					x
relations between employees and dialog between employees and managers					x
age structure of the workforce					x
legal conditions (give the examples)					
competitiveness environment (give the examples)					x
other factors (give examples)					

10. What were most important barriers in WP's implementation? (organizational, financial, cultural etc. or others)

The biggest barrier was the mental barrier associated with the modification of work organization on both the employees' and management's sides.

11. How does an implemented workplace innovation reflect, and respond to, external economic, social or environmental challenges? (in your opinion)

The implementation of innovations in the work environment by the PCH is consistent with trends on the labor market. It is also an element encouraging SME companies associated in the Chamber to introduce innovation as a good practice. These activities are also strengthened by building a positive image of the Pomeranian labor market as attractive and employee-friendly.

12. After implementation:

- a. How do you estimate the whole implementation process? (e.g. in the scale: easy- complicated- very difficult)
 - b. Would be the decision the same about choosing the practice to implement?
 - c. Do you think, implemented solution will be kept in the future?
- a. The process was quite easy.
- b. Yes
- c. Yes

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