GIVE VALUE TO YOUR TIME

- In the aviation market, we still adopted some methods of conservative works, followed by a hierarchical organizational structure, semantic with vertical organization charts, with rigid rules in some cases for obsolete.

- The researchers believe that if we have a high rate of professionals, it is a model of optimization of employment for each activity, respecting the rules of the structure, but achieving a better use of people, the cost and the power to obtain more important nowadays, **TIME**.

AIRLINE OPTIMIZATION STRUCTURE

This is an innovative proposal to optimize the structures of an airline through qualitative and quantitative data, mixing human resource methodologies with linear programming.

THEORETICAL AND PRACTICAL SIGNIFICANCE

- Theoretical meaning
  - The research is innovative and highlights the optimization of the allocation of human resources, considering quantitative and soft data as input to a model through the LINDO system

- Practical meaning
  - The model will be a tool for guiding managers and allocating demands, re-costing and increasing productivity.

BACKGROUND

- As airlines are part of one of the most dynamic and competitive industries in the world, this topic has significant relevance as it proposes an important change in the organization design to find the best employee’s allocation and take the company to a new level of efficiency.

RESEARCH QUESTIONS

- Is there a guideline that considers the best allocation of top performers and/or key technical skills versus task complexity?

- Does people distinction play an important role in task allocation and productivity?

CONCLUSION

- The combination of the optimization model output and talent skill mapping (soft data) will provide information to overcome organizational problems, such as low productivity and unequal workload.

- We recommend that this study should be tested under real conditions using actual data as inputs.

REFERENCES

