Issues and Problems Faced by Bread Industry in Pakistan

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Abstract

Bread industry in Pakistan are facing various issues and problems which need to be discussed and solved. In our research we will discuss all issues faced by bread industry and which factors are affecting them. Pakistan is a third world country in which use of latest technology and advancement reach very late as compared to developed countries. Latest technology give new highs to warehousing of bread industry. Bread is an item used on daily basis and when it prepared it should be delivered to end consumers as soon as possible otherwise it would be spoiled. Our research based on different questionnaires both qualitative and quantitative. Telephonic interview had been conducted with employees of bread industry and on their provided information questionnaire have been prepared. Samples of eight bread manufacturers in Karachi have been taken and population size of fourteen. Our bread industrialist should learn from western manufacturers in term of use of latest technology and all other aspects. We reached on a conclusion that warehouse performance based on some factors which are; operational efficiency, effectiveness of WMS, temperature controlling system, shelf life and health and safety concerns.

Keywords: Warehousing, temperature, bread, shelf life, Operational efficiency, Operational effectiveness.

Introduction

The importance of warehouse management was realized in mid-1940 with the concept of optimal utilization of space in mind, to maximize the efficiency of warehousing operations. The concept of Pallet and unit load became widespread in early 1950's. In 1960's the term Physical Distribution came into existence, which was an integration of warehousing, freight transportation & material handling. With the invention and initiation of business use of computers in late 1960's and 1970's the scope of improvement and opportunities expanded. Since before the computerization of data, data was recorded manually, and it was not as much effective compared to the operations being run with the assistance of a computer. The storage keeping instead of being randomized became more optimized in a warehouse however it was still hard to operate a computer at the time and only professional experts could operate it. In early 1980's with the launch of a Personal Computer which could be used by just about anyone, included the spreadsheet and map interfaces which brought about drastic improvement 2020; 80 years later from the initiation of the concept, warehousing and its management is a very important factor in Supply Chain overall and warehouse management function. There are 5 dimensions of sustainability in the bread supply chain; economical factor, environmental sciences, human health priority, social awareness and ethical practices.

Bread producers can go for AFN (Alternate Food Network) meaning having more than just one supplier to deliver the raw materials needed to make a food item, in this case the bread. (Elkington, 1997) All the sources of food or raw materials should fall upon good quality standards and from the pool of those sources the producer can select the best one and rank others, so that they can be contacted in case of need. By this the sustainability of the bread production won't be much affected in case of an emergency or dispute with one source. (Kirit et al., 2013)

Supply chains of food that are consumed quickly or within a few days of being dispatched have low warehousing issues (Hills, 2013). Goods that don't rot very easily and need lower refrigeration and are also the staple food sources of the country have relatively lower warehousing cost, such as wheat, here in Pakistan, all households eat bread in various forms made from wheat, hence, wheat is stored in warehouses of the government and private business throughout the year, this eliminate the question of wheat being naturally scarce in Pakistan and that bread producers would ever face wheat shortage which is the core ingredient in bread

making, yes Govt. officials or the wheat mill cartels can cause an artificial shortage and do hoarding that's another issue but naturally bread manufacturers of Pakistan rarely face wheat issues. (Galli, 2013)

There are many intrinsic features that customers look into before buying a certain company's bread; these features create the willingness to pay for that particular bread. The features that customers see can be the color of the bread, how fresh it is (people of Pakistan check it by squeezing the bread and looking at how soft it is, the softer the fresher), some bread manufacturer in Pakistan have their breads made more milkier, some sweeter, some more full of wheat and etc., some customers go for brown bread, especially people who are health or calorie conscious. (Grunert, 1997). Another challenge for the bread makers is that their bread should have the essential aroma, the essence of the bread, as many researchers suggest that it is one of the primary things buyers check for while buying a loaf or a packet of bread. (Maeda et al., 2009) Hence, if your bread smells good and has the aroma of it the person would be convinced that it is fresh and would end up buying it. (Gharpure, 2006)

Storing bread in warehouses or storing it's raw materials can cause a huge problem for the producers, and that problem is called rodents; Rats, mice, hamsters and squirrels are notorious for feeding upon the very good the bread is made of i.e. wheat. (Highland, 1978) The use their razor sharp teeth and claws to tear the jute bags of wheat and have a field day eating bags and bags of wheat or bread. The diseases these rodents can cause are terrifying such as Hantavirus, leptospirosis, lymphocytic, choriomeningitis, tularemia and Salmonella. Their feces can contaminate the wheat or bread and infect these highly dangerous diseases that would later be eaten by humans which can cause sickness, hospitalization or death in some serious cases. (Olsen, 1981). Pakistani warehouses usually rely on labor intensive methods instead of using high tech machines and automation. Using manual labor causes delay in time and often loss of goods or spillage.

The real purpose of warehousing is to have satisfied customers and that is done by making sure the product reaches the customers in perfect condition and by utilizing the resources to their maximum level. It provides a function of temporary storage, protection of goods, after sales services, testing, and inspection, fulfillment of individual customer's orders, packaging etc. In

this report, we will study the research model of warehousing issues in the bread industry and their Independent and the dependent variables.

Research Questions

1) How does the performance of warehouse affect the shelf life and safety concerns explain the related to this research considering beard warehousing?
2) What will be factors of effectiveness and efficiency that will impact on performance of warehouse?
3) Describe how can we measure sustainability of bread storage for the improvement of performance of warehouse?
4) Component/characteristics which should be developed for warehouse layout temperature control to see the impact for performance of warehouse for bread storage?
5) Identify by what means operational efficiency can be measured for performance of warehouse?

Hypotheses of the Study

H1: There is a significant and positive impact of shelf & safety concerns on performance of warehouse

H2: There is a significant and positive impact of effectiveness and efficiency of warehouse management system on performance of warehouse.

H3: There is a significant and positive impact of sustainability on performance of warehouse

H4: There is a significant and positive impact of temperature-controlled warehouse layout on performance of warehouse

H5: There is a significant and positive impact of operational efficiency on performance of warehouse

Literature Review

Theoretical Background

Warehousing is a prime component of any business specially that categories in manufacturing something for resale. Selecting the best location is important so to get the idea about the correct location is done through the formula of center of gravity. Once the location is selected then comes the layout structure which is another important aspect of warehouse. The warehouse designing especially for bread needs to go through some basic concept of how the product is allocated. Refrigeration is where the bread is kept at certain temperature in order to be sustained. All these are important for efficiency and effective supply chain process cycle.

Warehouse layout is one of the first pillars of warehousing, it is essential to have the correct layout for the finished good or raw materials that are being kept in order to have an efficient flow of supply chain and avoid any spoilage. The layout is finalized after knowing the characteristics of the kind of product or raw materials that are being kept in the warehouse. The designing is done keeping in mind the requirement of raw goods or goods kept for end user. But that doesn't mean that while deciding and designing warehouse layout firms don't face any difficulties or issues.

The most common issue that arises is usually because of software technology or mathematical; trying to calculate the accurate space storage. The solution for focused by the authors, 1) technological based solution and 2) mathematical based solution. The different type of software tools is the solution to the issues arising in warehousing layout and warehouse in general (Tsai, 2006).One thing that is very important if one wants to reach to a solution to the problems that they are facing in the layouts of the warehouse. Use of knowledge management tool (Germain et al., 2011). For reduction of total logistical warehouse cost the hybrid intelligent algorithm is suggested (Y.Sun, 2004). After giving possible solutions technologically the basic issue was highlighted "cube per index", though it's very generic. The (COI) "Cube per order index" is most widely used and recognized method to allocate the storage space that can be utilized to maximum output, no space should be wasted. Product allocation is integral part of warehousing so the items are stored and kept in that way that the item needed first or frequently demanded should be kept in front of the aisle and easily accessible (Malmborg et al., 1986)

Breads shelf life is 48hrs maximum so it requires some proper SOPs (standard operating procedure) to be followed in order to avoid any damages getting to bread before 48hrs. For that the warehouse for bread specially requires a good refrigeration plant so it can keep the bread safe and fresh till delivered to the end user. There is absolutely no doubt in the fact that refrigeration is extremely important in keeping the food fresh for premium taste and healthy for human consumption. But today when climate change is such a real threat, huge warehouses with their huge AC and refrigeration systems omit great amount of CFC (Chlorofluorocarbon) which extremely harmful to the health of our planet and extremely damages and has already damaged the Ozone layer. Narrated by James and James 2010; out of the entire electricity that is used in the world around 15% is used for refrigeration and that out of all the food that is eaten, around 40% of it is dependent upon refrigeration. Businesses should invest in changing the AC and refrigeration system of their warehouses, modern appliances even for commercial use are designed not to emit CFC gases and those machines or appliances are not hazardous to our ecosystem. With so much international pressure of people who know the climate change problem and have easy access to internet and are educated, pressure of health and environment agencies and private NGOs, companies have to invest in sustainable methods of refrigeration, sooner or later, willingly or unwillingly, they'll have to do it, so it's better to do it, become a sustainable and green business, gain early competitive advantage over competitors and not only retain present customers but also attract newer ones. Another benefit of using these modern machines, AC and Refrigeration systems is that they save a lot of energy and would save business a lot of cost on electricity, which means more revenues and profits.

After checking the ideal refrigeration on the checklist of bread, one always must be very particular about warehouse management system to be synced in order smooth sailing of supply chain cycle and effective and efficient warehouse management system. Without efficiency and effectiveness of warehouse management system one could never achieve the desired output. It is also extremely important to keep improving the performance of the ongoing work and operations in your warehouse, but on this path the businessmen or the management of the warehouse can face a lot of problems, to identify and overcome those problems, a research took place in Sri Lanka regarding this issue of effectiveness and efficiency of warehouse operations. Lack of warehousing efficiency and effectiveness towards logistics practices in Sri Lanka, they lost 13°/c of the GDP. In logistics Warehousing is one of the key component which adds a significant cost

to the supply chain. The relationship in middle of elements that have an effect on warehouse outcome and performances, operations with regards to running consumer foods (FMCG) industry. This study has three factors which at warehouse management system is the techniques that are used for slotting the products. The research finding is revealed at the factors which we have studied in this paper has a favorable. Pact on the operational performance of each warehouse. Operations are more relevant in time to discuss and the largest firms and companies have bared heavy warehouse costs just because there was a lack of techniques of warehouse management. All types, the local manufacturers and even the large companies or the leading companies are also not aware about the effective and efficient warehouse techniques to improve their logistics cost. As a cult, even those big leading firms invest very few on improving warehouse operation. (Coyle, 2002)

Inventory holding and warehousing still plays a crucial role in modern supply chains. (European logistics Association (ELA), 2004). An identical research within the America, discovered that stock expenditure really got higher at 24 per cent, with warehousing, at 22 per cent, being on the edge of the figure (Co., 2006). Also being important in monetary terms, they're relevant in terms of customer service, product availability being a core service metric and warehousing being crucial to the achievement or reason of failure of the many supply chains (Frazelle, 2002). Established for an extended time the role of inventory has been a buffer against uncertainty, (Lee, 2002). This debate can easily be stretched to the purpose of warehouses, together of the key reason of warehouses has been to hold inventory. Increasing globalization has attended cause lead time longer supply, which conventional internal control theory; end in higher levels of inventory to supply an equivalent service levels (Waters, 2002). Inventory is considered amongst the 7 “wastes” and, therefore, it's considered as something to be shortened to the maximum amount as possible (James et al., 1996). Variety of those roles could also be related to a number of the conceptual things such as compressing time, being agile and postponing production all of them have been mentioned earlier as well. (Lawson et al., 2002).

The shelf life is another concern of storing baking products. The Baker y items are essential for healthy diet and, today, various categories of goods can be seen at supermarket shelves. The item list goes by mostly includes bakery items. All the items we usually buy from bakeries that are unnatural and are exposed physically and can be a part of microbiological spoilage and as we

know spoilage either chemical or physical can shorten the shelf life. Bakery products are from low to medium level of moisture which means they can be safe havens for spoilage through molds, yeast and bacteria. (Altekruse, 1998). Additionally, many bakery items can cause foodborne illnesses such s Salmonella asp, Listeria, Bacillus Cereus and Clostridium Botulinum. There are 2 ways of extending the shelf life of bakery products. They have proposed solutions to this problem which is the successful solution of products, the application of production efficiency techniques to get rid of this issue and increase life and reduce warehousing issues. (Baking, 1984). In order to produce goods like sweet bread, one needs many raw materials that include wheat flour, yeast, salt, sugar, milk powder, gluten fat, butter, bread improver, calcium propionate, water, ice cubes, and plastic packaging materials.. Economic Order Quantity (EOQ) technique is used in order to plan the requirement of ordering the raw materials. (Bibiana et al., 2014).

The warehouse is the last place where finished good are kept before being dispatched to the end user; therefore, the warehouses need to be extremely high level important. (Frazelle, 2002). In order for smooth process of supply chain the operation manger needs to have sound knowledge of upstream and downstream supply chain (Christopher & Towill, 2001). Warehouse may require a lot of techniques, procedure, guidelines and tools but there are some very basic roles of warehousing (Frazelle, 2002). The operations starting from manufacturing and then reached the final user, all warehouse operations need to be watched and managed closely by the production manager in order for a smooth sail. Otherwise the bumps and malfunctions in department during the whole warehouse management system affect the supply chain and can damage the effectiveness and efficiency of the warehouse management.

Research model:

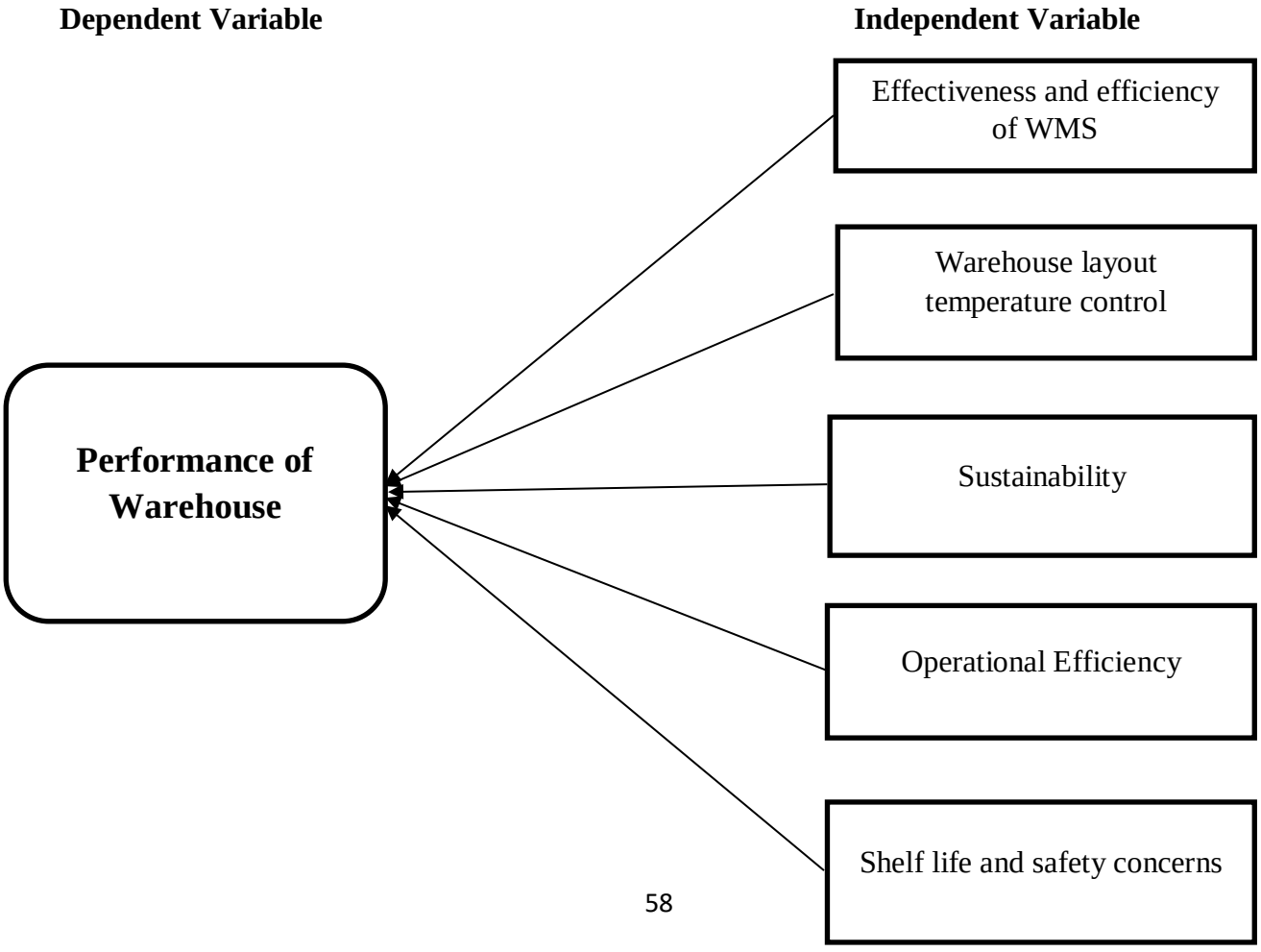
The independent variable in Warehousing issues in bread industry would be how long the bread can be stored before it reaches the market and the dependent variable would be what would be the effect if it stays longer than its actual life the following are some examples of dependent and independent variables and a chart showing how each of them are effecting each other. Every factor has a positive or negative effect on the dependent variable the aim is to reduce the adverse variables with positive ones. The research model would be Primary and secondary based on already prior available data from research and analysis and interviews and discussions.
The data would be collected through different SMEs of bread production by questionnaires, focus groups, company reports and surveys and secondary data through books articles news

magazines and already undertaken research and public sector records. Our research would be to analyze the performance of the warehouse in the bread production and the issues prevailing in this sector. We will proceed on this model and carry out a research with primary and secondary approaches. We will focus on the link between different variables and the link between them. The theoretical models are conceptual and according to the forms of and is structured to develop a concept that outlines the issues of warehousing in bread production. These are the latent variables basically as we did not have a direct observable procedure or situation and was focused on more of the as they are not directly observed rather inferred. Most constructs in research is latent variables. Latent variable does not have a Measurement error associated with it. A research and measurement are carried out to enhance and develop an efficient model.

Fig 1

Conceptual Model

Conceptual Model



Research Methodology

Participants (or subjects)

Population size of the study:

55 bread manufacturing Industry in Pakistan

Population size of the study Karachi:

14 bread manufacturing Industry in Karachi

Sample of the study:

8 bread manufacturing Industry in Karachi

The subjects were decided based on their demographic location as our focus is on the Bread manufacturers in Karachi as our research team is based in Karachi and due to the COVID situation travelling is avoided. They were selected as they are all baking industries and our focus is on the bread industry and their warehousing issues thus around 8 bread manufacturers were selected in Karachi and they are also one of the mainstream producers in the city. Those subjects were not selected who have a very restricted supply chain and shorter demand.

Measures and procedures:

Due to the overall prevailing situation, our focus was on telephonic interviews and Questionnaires which were filled by relevant authorities in these Industries to conduct our research and take a more practical view on the warehousing issues in the bread manufacturing issues. The research was conducted by contacting each and every industry in our list to get a diversified and wider perspective and how different organizations deals with the issues and a comparison was created to see and analyze the approaches of different industries and why they differ from each other and what are the reasons behind it to study the reasons behind it an research on the backgrounds and the system was carried out to be aware of why a certain industry acts in a certain way and the importance they give to warehousing operations and do they have a dedicated department for it or not.

Data Analysis and Results of the Study:

Table 1
Warehouse Layout
Questions included in table 1: **3**

	Frequency	**Percent**	**Valid Percent**	**Cumulative Percentage**
SDA	19	25.33333333	25.3	25.3
D	38	50.66666667	50.7	76
US	17	22.66666667	22.7	98.7
A	1	1.333333333	1.3	100
Total	75	100	100	

Warehouse layout was merged into three question taken from the questionnaire, the finding was that majority (50%) of people disagree that warehouse layout has no impact in the performance of warehouse. whereas 22% respondents were unsure about the impact while only 1% agreed that there will be direct impact on performance of warehouse related to warehouse layout.

Table 2: Sustainability

Questions included in table 2: **1**

	Frequency	**Percent**	**Valid percent**	**Cumulative Percent**
US	9	36	36	36
A	16	64	64	100
Total	25	100	100	

There was only single question that was based on Sustainability, so we didn't have to merge the statistics, we found out that there is going to be direct impact on warehouse performance if bread is being sustained at ideal temperature. 64% respondents in the survey agreed to this while 36% were unsure about their conclusion.

Table 3
Temperature control/Refrigeration
Questions included in table 3: 3

Column1	**Frequency**	**Percent**	**Valid Percent**	**Cumulative Percent**
US	2	8	8	8
A	19	76	76	84
SA	4	16	16	100
Total	25	100	100	

The survey highlighted that temperature control/refrigeration is very vital for the performance of warehouse as 76% agreed that there is direct relationship, the warehouse must consider this angle very closely while setting the warehouse. There was only 8% responded who were unsure while 16% responded strongly agreed.

	frequency	Percent	valid percent	cumulative percent
25-30C°	5	20	20	20
30-35C°	9	36	36	56
35-40C°	11	44	44	100
Total	25	100	100	

The ideal temperature control for bread refrigeration varies from 25-40 C°, about 36% said that 30-35 C° is ideal temperature for refrigeration, 44% were certain 35-40 C° is perfect temperature to be set while 20% said 25-30 C°.

Table 4
Shelf life
Questions included in table 4: 2

	frequency	**Percent**	**valid percent**	**cumulative percent**
1-3 days	25	100	100	100
Total	25	100	100	

All the responded were on same page that breads shelf life ranges from 1-3days to maximum.

	frequency	**Percent**	**valid percent**	**cumulative percent**
1%-3%	6	24	24	24
3%-5%	12	48	48	72
5%-7%	6	24	24	96
7%-9%	1	4	4	100
Total	25	100	100	

The table highlights that rate of return in bread, 24% told that 1%-3% return in bread, 48% suggested 3%-5% return, 5%-7% people agreed on return on bread whereas only 4% said that the return on bread is above 7% till 9%.

Table 5
Effectiveness & Efficiency of Warehouse
Question Questions included in table 5: 2

	frequency	**Percent**	**valid percent**	**cumulative percent**
US	15	30	30	30
A	24	48	48	78
SA	11	22	22	100
Total	50	100	100	

The statistics concluded that altogether 70% people had a firm say that effectiveness and efficiency of warehouse is vital in good performance and results of warehouse. while 30% were unsure that does it directly have relationship with performance of warehouse or not. The results were taken out after merging two questions.

Table 6
Product Allocation
Questions included in table 6: **3**

	Frequency	**Percent**	**Valid Percent**	**Cumulative Percent**
D	18	24	24	24
US	33	44	44	68
A	16	21.33333333	21.33333333	89.33333333
SA	8	10.66666667	10.66666667	100
Total	75	100	100	

The statistics is a result of three question being merged into one table concluding these findings. The statistics shows that 245 of people disagree that product allocation doesn't play important role in performance of warehouse, 44% people were unsure whether it effect on performance of warehouse or not, 215 agreed that there is direct relationship to performance of warehouse and 10% had firm believe that it does effect on performance of warehouse.

Result

Our findings and analysis was conducted by the Questionnaire created by us from the research conducted by us and the literature review of our research. The Questionnaire was initially made by a telephonic interview taken of an employee of a bread production industry and then molded according to our research and analysis and then a final questionnaire was formed. Which referred to all our topics taken from literature review. First topic which was covered from our first question was the product allocation which is one of the most integral part, that the product

should first in the aisle and the most demanded product should be or the most frequent product used should be in front as it increases the overall warehouse performance as it saves a lot of time, if the product is placed behind or far away in the aisle than the time is wasted to obtain the product. Second topic of our questionnaire was warehouse layout, which an very essential pillar of warehousing and to increase its performance, as layout decides how much storage space is required and how will the assembly line be, it should be in such a way that it increases its efficiency and effectiveness as the right storage calculated will have no wasted storage space or idle storage space as well as the assembly line makes it more efficient that all jobs connected to each other should be close to each other and in a continuous process. Third topic which was covered in the questionnaire was about the sustainability of refrigerators and A/C which helps to store the bread, it tells us how new machines and technology can help us be sustainable and save cost due to new technology, it reduces your electricity bills, as well as being sustainable creates a good image and attracts more customers who are conscious about buying sustainable product hence it increases your customer base. Another topic was effectiveness and efficiency which is also an essential part of warehousing to increase its performance, continuously improving or enhancing effectiveness and efficiency solves many problems and increases your output at lower cost, which gets you less cost and more profit, in bread industry one of the concern is issue of keeping bread fresh and good is storing in the right temperature which comes under effectiveness and efficiency of warehousing. The temperature should be correct and right in order to store the bread or it will stale. The last topic covered by questionnaires was the shelf life of bread which is the utmost importance as bread has very low shelf life for about 48 hours, it cannot be preserved for too long and that's also when kept in the right temperature or else it gets damaged.

However, these questions were asked from the bread industries owners and management and the results which we concluded was that the answers of the questionnaire had somehow a similar trend where majority companies said that product allocation is not important for a bread industry warehousing, all shared almost the same view but there answers also suggests that it highly saves times in operating the warehousing it increases its efficiency, answers also suggests that product allocation does play a role in optimization of warehousing operations. The answers suggests that the warehouse layout had an lesser impact on the supply of the bread as the storage time is quite low in warehouse as compared to in stores for around 1-3 days and in homes if refrigeration is used it could be utilized for 3-5 days after opening. Hence the product doesn't stay for much

time, so layout does not have much impact on the performance of warehouse. The answers also showed that refrigeration is one major aspect or equipment to store the bread in warehouse it is as important as wheat is important to bread as without refrigeration which helps keeping them in the right temperature which is about 30Cº - 35Cº as answered in the questionnaire, it really important as if not kept refrigerated or in the right temperature the bread will go stale or it will be damaged and it happens really quick, as well as the answers also suggests that some companies do prefer to move towards sustainability in a cost-saving way as it attracts more customers to them as well as saves their cost cause of new technology which are eco-friendly as well as cost efficient A/C which reduces your electricity bills and etc. The answers also tells the shelf life of bread which is about 1-3 days not more than that, the bread owners who were also interviewed also suggested that we try to keep bread for short as possible and dispatch them to the buyer as soon as possible as the days passes with bread stored it depreciates its quality so they don't keep the bread in warehouse for more than 3 days. Furthermore, according to our answers batch production plays an important role in effectiveness and efficiency of warehouse as stock comes in batches and is dispatched after a while in batches before the next shift comes in hence it is better compared with line production resulting in increased efficiency of the warehouse.

Discussion and Conclusion

Research Gap:

Distribution Channel:

Distribution is manufacturing a product than making it available to final consumer through different means, it's the core of success for manufacturers to adopt a best suitable distribution channel considering market characteristics, product characteristics and consumer characteristics, the bread is most commonly consumed item in daily consumption which required freshness. The fresh bread can be available in market when the distribution channel is working with excellence. We have seen that in super markets or general stores or shops located in good location are receiving the fresh bread but some areas where lower class is living and shops that are not capable of buying huge amount of bread due to their financial capacity aren't getting that fresh bread which hurts the consumer and may cause loss of customer, even they're bit favorable to fresh bread because rotten bread cause them nausea or other diseases which causes a loss to bread industry, therefore distribution should be excellent and making sure that fresh bread is

available at every corner, small and not that financially strong shopkeeper must not be neglected because they can contribute great in a bread industry to grow and making more money or profit. Proper distribution is the key point to achieve the reach of every customer with a fresh bread every day.

Automation/ Technological advancement:

As we all know Pakistan is a country which is facing educational mess, private sector, or government sector. In Karachi academic system is good comparing to rest but we see that people after graduating returning to their cities and province again or many of them go aboard to earn for their families as job opportunities here are not on merit basis or lack of practical implementation of your knowledge.

Growth in technology is evolving so fast that if factories are not coping up to date, they fail to attain competitive advantage and diminishing productivity. Implementation MRP material requirement planning will you to forecast correct figures for material, equipment and supplies it's help reduce in warehousing cost of materials and shrink cost reduce, right time, right placement helps bread warehousing to maximize productivity and keep the bread fresh which ultimately advantageous to shelf life.

Productivity:

The warehouse design/ warehouse layout can level up your production capacity, productivity, and availability to customer at time of reach. Productively is measured that how much an input gives output after processing. It is every essential application that productivity gives you competitive advantage over competitor. We have seen that in Karachi bread factories the warehousing system is not synchronized, In simple words we can say that the order of work to be done is not efficient as the warehouse design or warehouse layout is appropriate, not establishing a link between the work flow, interruption, confusing, mishap and distribution during workflow diminish the productivity of bread factory, In worldwide bread factories are synchronized can showing immensely remarkable and prominent improvement in productivity because they have warehouse designed interlink with very next job, no disposition or addressing issue to next task to be done.

By adopting of systematic, well organized, well ordered bread warehouse design from dough till final bread with each tasked clearly defined and ready to perform other after one is done, no

wastage of time and human resource over managing or assigning the following work this we can boost up our productivity and growth in bread production will give ultimate growth to industry.

Future Scope

Currently the bread industry in Pakistan adapts and applies all the procedures that are hardly practiced or implemented in other countries. Especially if you talk about European or American countries. The technology they have and used is not yet implemented or followed in Pakistan yet. In future the bread manufacturers will adapt to all the latest trends and sops (standard operating procedures) that are practiced internationally. Since they will be more than happy and comfortable around the modern or technological advancement that would be evolving with time. Obviously once they start using the modern technology locally the predictions say that the sales volume will go up, the productivity at work or efficiency will increased exponentially. The pilferage and chances of droids will decrease that means lowers cost of wastes. They will be able to provide consistent taste and quality of bread more frequently as the chances of error in machines arc hard to find. The satisfaction of end user will be more than likely to be archive on a higher scale.

Though these are multiple advantages in future of bread industry, but there is one very big disadvantage that cannot be left unnoticed. The issue needs to be highlighted with bold letters. Since there would be a technological advancement, there would be a shift from manual labor to machines that means the unemployment level will increase. The percentage of unemployment in bread industry will rise since the machine will require technical staff that has skills to use them rather than a manual labor who doesn't know how to read the machine language. This would increase the potential for skilled labors in the market exponentially. Now that the manual labors will be replaced by machines and earlier underlined the multiple advantages of machine the bread industry will have a brighter future

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