



















## 8. Appendix

**Table 1: Quantitative Survey Data**

Respondent ID	Operational Cost Reduction (%)	Order Fulfillment Accuracy Improvement (%)	Processing Time Reduction (%)
1	20	10	15
2	25	20	25
3	30	15	20
...	...	...	...
150	25	15	20

**Table 2: Qualitative Interview Themes**

Theme	Frequency of Mention	Example Quotes
Enhanced Employee Engagement	40%	"Employees feel more involved and responsible for their work."
Improved Teamwork	35%	"The shift to lean management has boosted morale."
Effective Communication	30%	"Clear communication of benefits helped gain employee buy-in."
Initial Resistance to Change	25%	"There was resistance initially, but quick wins helped."