“他山之石”，如何“攻玉”
------欧美养猪技术借鉴及创新案例

How to 'attack jade' with 'stones from other mountains'
------European and American pig farming technology reference and innovation cases

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Stone from another mountain: 4 references and cases;

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他山之石：4个借鉴及微创新案例；
Stone from another mountain: 4 cases of reference and micro innovation;

一、他山之石：1. 人效
I. Stones from other Mountains:Efficiency

中美同规模猪场的工作人员数量对比：Comparison of the number of workers in pig farms of the same size in China and the US:

	5000头母猪 5,000 sows	10000头商品猪 10,000 commercial pigs
美国	16	1
国内	44	5
国内环保人员 Domestic environmental personnel	4	1

我们的人效是美国的1/3;

Our per capita efficiency is one third of that of the United States;

一、他山之石：1. 人效
I. Stones from other Mountains: 1.Efficiency

（1）设计：(1) Design:

1.1 办公区直接通过连廊连接生产区：中间仅需通过隔断换鞋进入生产区1.1 The office area is directly connected to the production area through the corridor: only a partition and shoes are needed to enter the production area

1.2 怀孕舍 2大栋（配种50d一栋，配种50d后一栋，动物福利要求及后期市场销售价格差异）1.2 Pregnancy barn 2 large building (breeding 50d one building, breeding 50d after one building, animal welfare requirements and later market sales price differences)

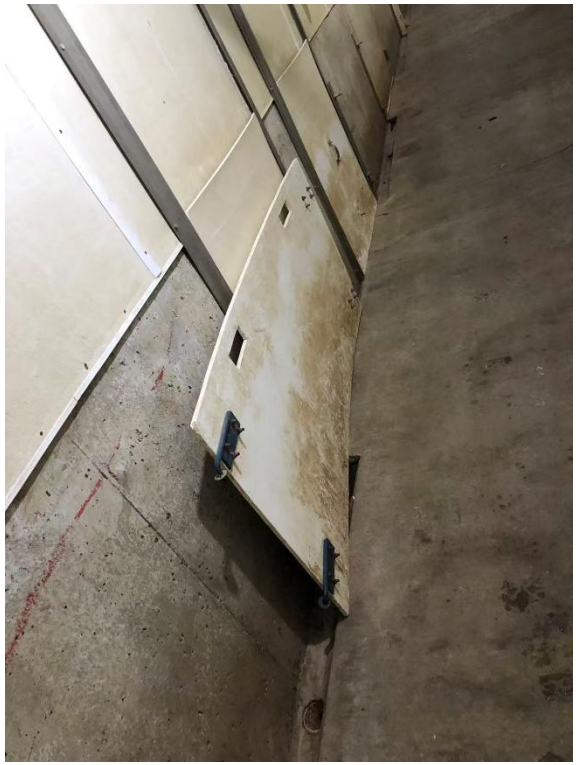
1.3 隔离舍与怀孕舍连在一起，但用铁门封闭（隔离期内隔离舍配置单独进出口，淋浴间，隔离结束后隔离舍与配怀舍铁门常开式，工作人员与配怀舍人员共享）；
1.3 The isolation barn is connected with the pregnancy barn, but it is closed with an iron door (during the isolation period, the isolation barn is equipped with separate entrance and exit, shower room, after the isolation, the isolation barn and the pregnancy barn are open, and the staff and the pregnancy barn personnel share);

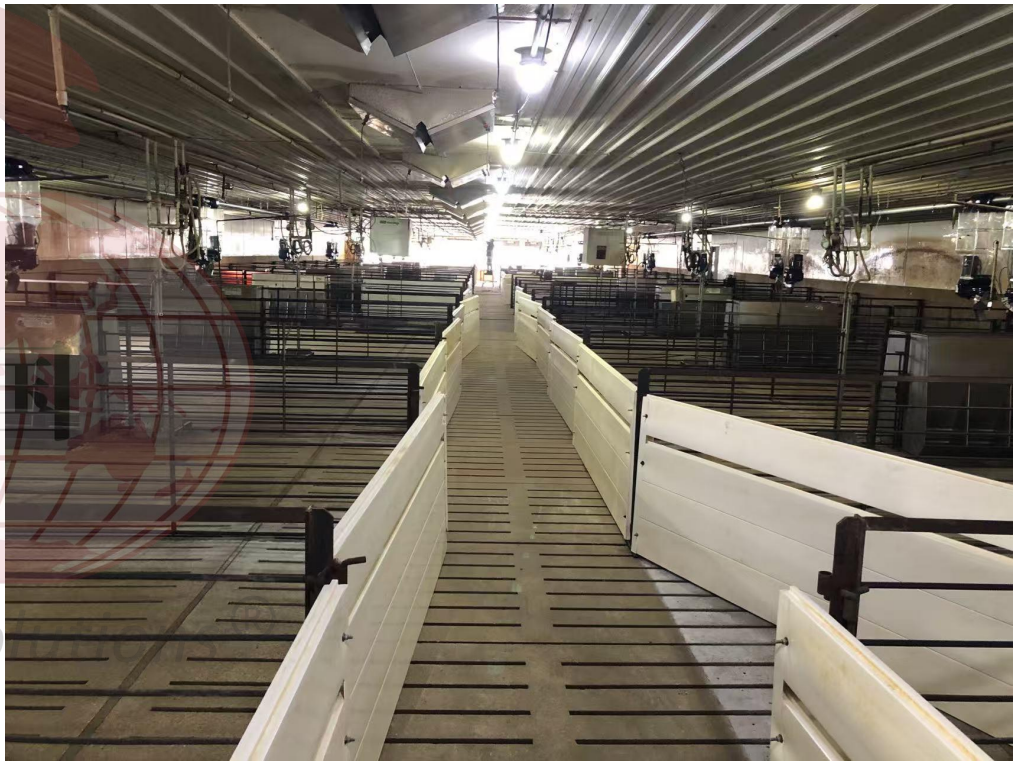
一、他山之石：1. 人效
I. Stones from other Mountains:Efficiency

（1）设计：(1) Design:

1.4 实用性的赶猪通道及赶猪口辅助设计

1.4 Practical pig driving channel and auxiliary design of pig driving port



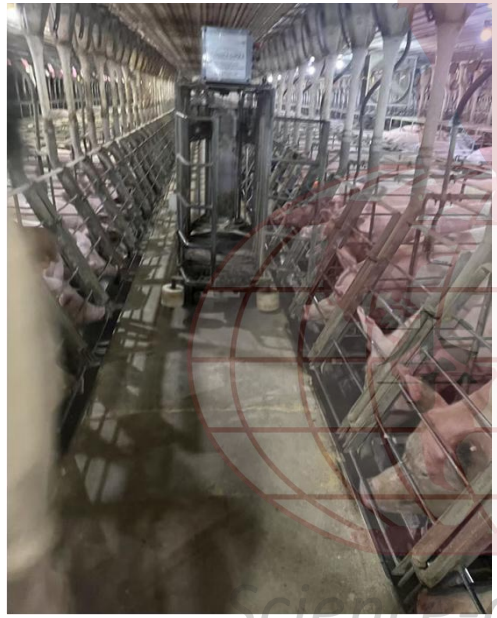


1.5 S型配种，非单独配种舍；1.5 S-type breeding, non-independent breeding barn;

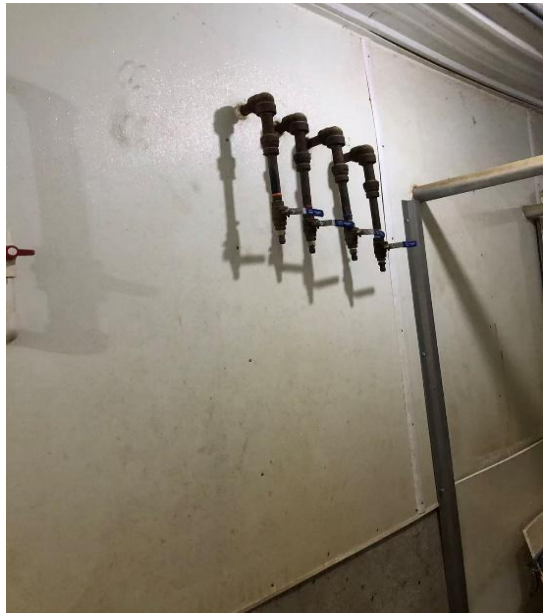
一、他山之石：1. 人效
I. Stones from other Mountains: 1.Efficiency

（2）设备：(2) Equipment:

2.1 公猪车；2.1 Boar truck;



2.2 冲洗房：8小时内产房断奶并进母猪；AM6:00-7:00断奶，清洗产床、消毒，同步对消毒效果评价、下午14:30下批次临产母猪上产床。2.2 Washing Room: Weaning and feeding sows in the delivery room within 8 hours; Weaning from 6:00 to 7:00 AM, cleaning and disinfecting the delivery bed, evaluating the disinfection effect, and placing the next batch of sows on the delivery bed at 2:30 PM.



2.3 背膘卡尺（关键日龄、配怀舍管理人员对猪只进行逐头背膘测定，快速对猪只背膘标识肥、瘦、适中标识）
2.3 Back fat calipers (key days, personnel in the breeding house measure the back fat of each pig, and quickly mark the fat, lean and moderate fat of the pigs)

一、他山之石：1. 人效
I. Stones from other Mountains:Efficiency

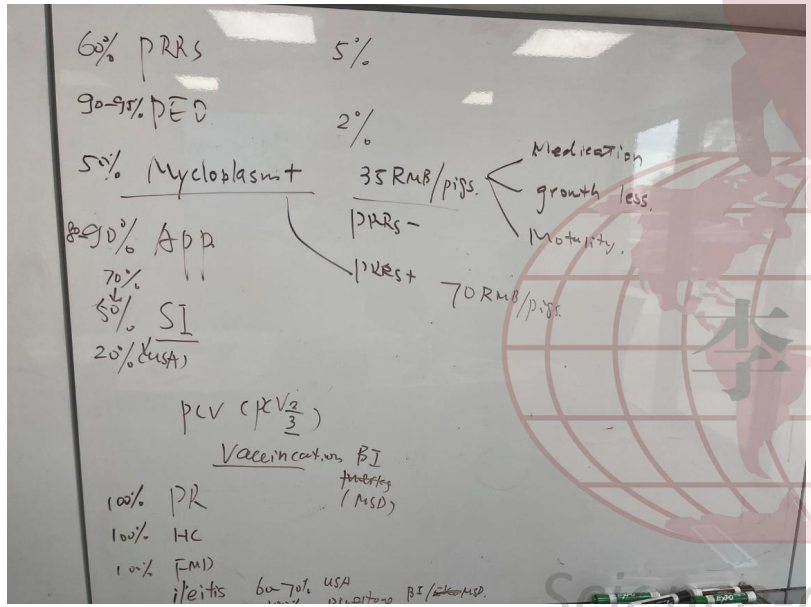
（2）设备：(2) Equipment:

2.4 产房保温垫（不需保温灯等，冲洗快）；
2.4 Delivery room insulation pad (no need for insulation lamp, quick to wash);
2.5 可拆卸饮水器；
2.5 Removable water dispenser;
2.6 保育加热设备
2.6 Caring heating equipment

一、他山之石：1. 人效
I. Stones from other Mountains:Efficiency

（3）健康：(3) Health:

3.1 蓝耳、支原体等净化；
3.1 Eradication of PRRS and mycoplasma;



疾病净化后，可减少打针、保健等工作量，并且密度0.7m2/头育肥猪，饲养量增加；
After disease eradication, the workload of injections and health care can be reduced, and the density of 0.7m2/ head fattening pigs can be increased;

3.2 简单的加药程序 （不需驻场兽医）
3.2 Simple Medication Procedure
(No Resident Veterinarian Required)

4、薪酬绩效
4. Remuneration and performance

目前我们比较重视通过绩效方式来提高人效；未来更向以上3个方向努力；
At present, we pay more attention to improve human efficiency through performance; in the future, we will make efforts to improve the above three directions;

2. GDU

2.1 自繁自育 VS 扩繁场引蓝耳双阴猪模式的对比:
2.1 Comparison between self-breeding VS expanded breeding and PRRS double negative pig model:

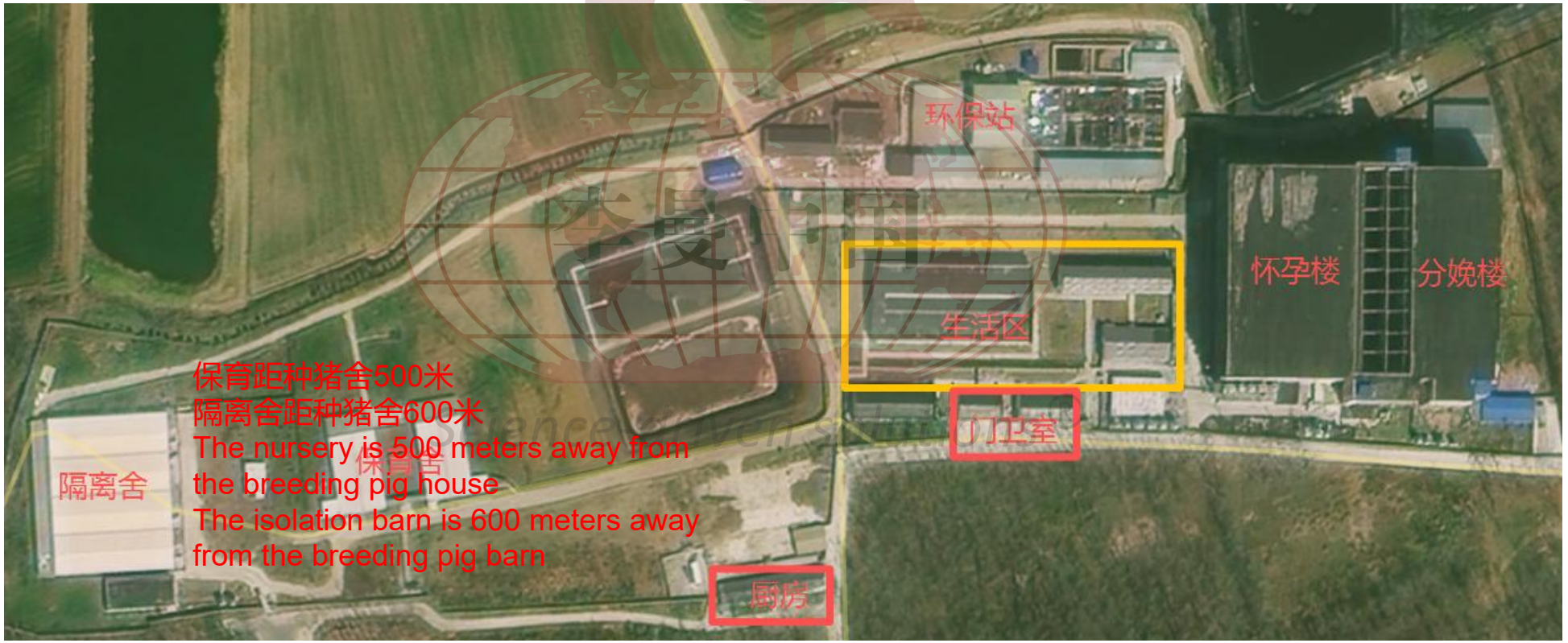
	母猪场自繁自育	The sow farm is self-bred	扩繁场引蓝耳双阴猪	The breeding farm introduced PRRS double Yin pigs
美国			大部分	most
中国	大部分	most		
优点1	不从外引种，生防好	Do not introduce foreign species, good biological control	管理简单	Easy to manage
优点2	场内猪，自己好安排	The pigs in the field are easy to arrange	基因进展快	Genes progress fast
优点3				
缺点1	育种进展慢	Slow progress in breeding	从外引种，生防风险大	From external introduction, biological control risks are high
缺点2	管理复杂	Management complexity	需要母猪场最好是蓝耳双阴	The best swine farm needs to be double negative for PRRS
缺点3	6%的一、二元阉公及淘汰母猪	6% of the first and second male castrated pigs and weaned sows		

根据猪场自身硬件、健康、管理来确定模式;
Determine the model according to the hardware, health and management of the pig farm;

2. GDU

ML场：ML farm：

- 建设存栏7500头，整场12d批，半季节过滤；
- The construction stock is 7500 head, the whole farm is 12d batch, and the semi-seasonal filtration;
- 具备充足的保育舍、育成舍（隔离舍）；
- Having sufficient nursery and rearing (isolation) houses;
- 硬件上更适合自繁自育模式；
- Hardware is more suitable for self-breeding mode;



2. GDU

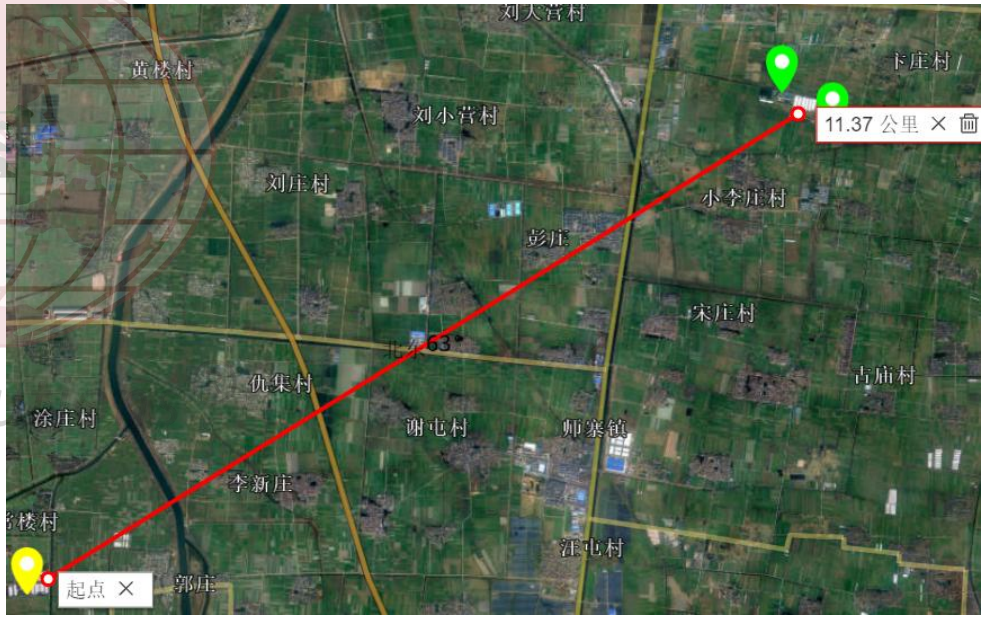
XC二场：XC No.2 farm:

- 建设存栏5000头，整场9d批；
- The construction stock is 5000 head, and the whole farm is 9d batch;
- 半季正压过滤；
- Half season positive pressure filtration;
- 聚落式，周边三个自有独立育肥场，5.2万头；
- Clustered, with three independent breeding farms around, 52,000 head;
- 蓝耳风险大，适合引双阴后备猪驯化后入群；
- PRRS risk is high, suitable for introducing double negative gilts into the group after domestication;

2. GDU

CD场：CD farm：

- 建设存栏10000头，四条生产线，各18d批；
- The construction stock is 10,000 head, with four production lines, each 18d batch;
- 半季正压过滤；
- Half season positive pressure filtration;
- 距离供种场约11km；
- About 11km away from the gilt supply farm;
- 母猪场目前蓝耳稳定，断奶仔猪睾丸液阴性，更适合引阴性猪做后备；
- At present, the PRRS virus in the sow farm is stable, and the testicular fluid of weaned piglets is negative, so it is more suitable to introduce negative pigs as gilts;



2. GDU

当前规划：Current plan:

- 自繁自育，占比约2/3；
- Self-breeding, accounting for about two-thirds;
- 外部引种，占比约1/3；
- External introduction, accounting for about 1/3;
- 逐步过渡到外部引种；
- Gradually transition to external introduction;

猪场	大批次理论	空滤	隔离舍距离	人员情况	是否规划做自循	是否已引种纯种	数量否足	是否开始执行（开始配种
南场	4500	半季	10米	ok	是	是	否	是
北场	4500	半季	15米	ok	是			是
猪场	2500	重建全季			是			
一场	4100	改造全季	60米	ok	是			
二场	4511	全季	110米	ok	是	是		是
心场	2650	全季		ok	是	是		是
扩繁	10600	全季	无隔离舍	ok	是	是		是
心场	1222	全季	280米		是	是		是
种猪场	4697	改造全季	25米		是	是		否
种猪场	6600	半季	158米		是	是		是
种猪场		半季	10米		是	是		是
种猪场	4000	半季	80米		是	是		是
种猪场	4391	半季	35米		是	是		是
心场	1200	全季	无隔离舍	ok	是	是		是
种猪场	2365	无	200米		是	是		是
种猪场	6908	半季	600米		是	是		是
种猪场	2000	无	80米		否			
种猪场	4374	全/半	100米		否	否		否
一场	4343	半季	460米		否			
二场	4651	半季	100米		否			
广繁场	7031	全季	50米		否			
种猪场	9203	半季	100米		否			
种猪场	4200	半季	800米		否	否		否
种猪场	2365	全季	133米		否	否		否

2. GDU

未来选择思路：Future choice ideas:

- 自繁自育：Self-breeding:
  - 硬件：猪舍够用，距离合适；Hardware: enough pig house, appropriate distance;
  - 人员：管理水平高；Personnel: high management level;
- 外部引种：External introduction:
  - 健康：本场蓝耳稳定或阴性，Health: The current PRRS is stable or negative,
  - 硬件：只有隔离舍等；Hardware: only isolation barn, etc;

2. GDU

2.2 随着猪价下行，集团公司蓝耳双阴母猪场多，未来转向外引模式；
2.2 With the decline of pig prices, the group has more PRRS double negative sow farms, and will turn to the foreign introduction mode in the future;

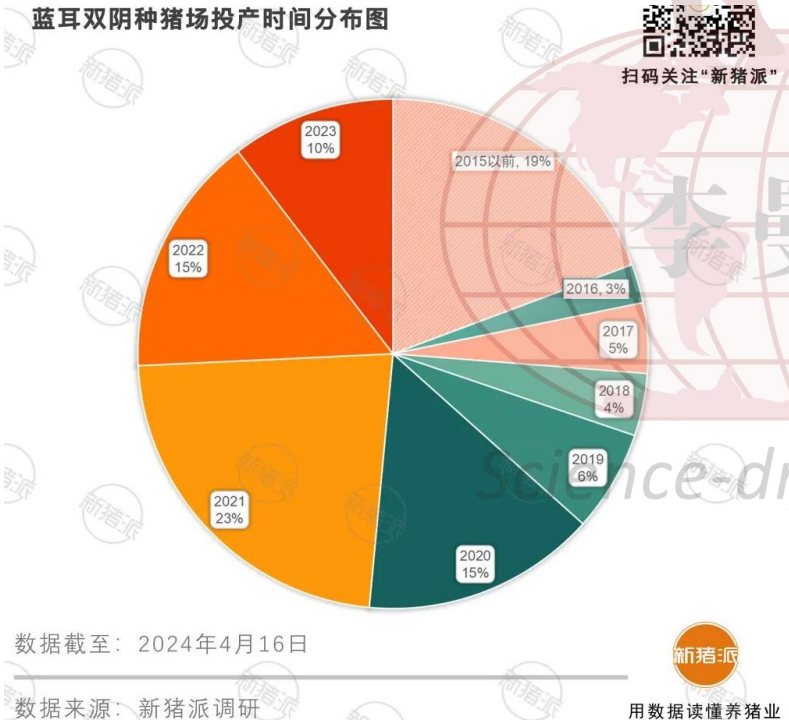
硬件升级：
Hardware upgrading：

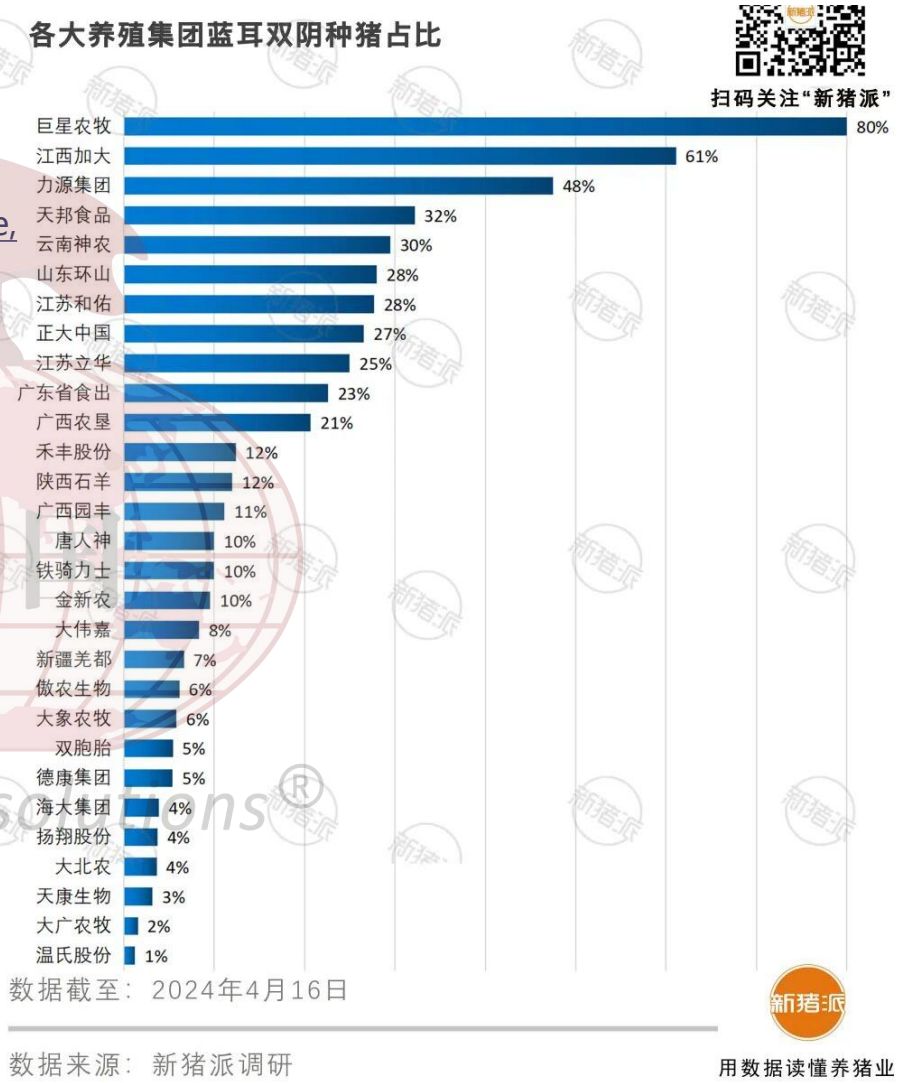
- TOP52猪企中超六成企业已安装空滤系统；
- TOP52 Pig enterprises in the top 60% of the enterprises have installed air filter system;
- 7家猪企实现100%覆盖；
- 7 pig enterprises achieved 100% coverage;

2. GDU

健康升级：Health upgrade:

- 2024年较2023年，双阴场增加155%，约60万头；
- In 2024, compared with 2023, the number of double negative fields increased by 155%, about 600,000;
- 未来双阴母猪场增多，追求基因进展，采取场外供种最佳；
- In the future, the number of double negative sow farms will increase, and the best way to pursue genetic progress is to adopt off-site breeding;





3. 配种3.Breed

3.1 欧洲: 单独单元配种间;
3.1 Europe: Between individual breeding units;

3.2 国内：非瘟影响后，配怀舍全部做成类似欧洲单独配种，不用赶猪了;
3.2 Domestic: After the impact of African swine fever, all the breeding houses were made similar to the European single breeding, and there was no need to drive pigs;

3. 配种3.Breed

2008年 荷兰猪场照片
Photo of a Dutch pig farm in 2008

Romatic Room；

配种后转到怀孕舍；After breeding, transfer to the pregnant house;

》2头公猪+充分接触；Two boars + full contact;

PSY至少提升3头；PSY at least 3 more;

灯光诱情Lighting the mood

3. 配种3.Breed

传统查情配种模式：Traditional breeding mode:

- 人+挡板+公猪，需要3-4人才能完成查情动作，效率低，只用1头公猪，效果不佳；
- It takes 3-4 people to complete the investigation, including humans, barriers, and boars. The efficiency is low, and only one boar is needed, resulting in poor results;
- 查情结束后调栏集中到配种舍，30天后转移到怀孕舍，增加中转，有风险；
- After the inspection, the cattle were transferred to the breeding barn, and 30 days later, they were transferred to the pregnancy barn, with increased transfer and risks;

3. 配种3.Breed

优化后查情配种模式：Optimized breeding mode:

(1)活动栏片+多头公猪(1) Activity panel + multiple boars

5头母猪一个栏片，同时2-3头公猪查情，节约2人 Five sows in one cage and two to three boars for mating at the same time, saving two people

(2)灯光+葡萄糖(2) Light + glucose

150-200Lux/母猪眼睛上方20～40cm/16小时/天

150-200Lux/above the eyes of sows 20 ~ 40cm/day 16 hours/day

150-200g葡萄糖/天150-200g glucose/day

(3)体况管理：全程五节点测膘(3) Body condition management: five nodes of body weight measurement throughout the whole process

3. 配种-活动栏片+多头公猪
3.Breeding-activity panel + multiple boars

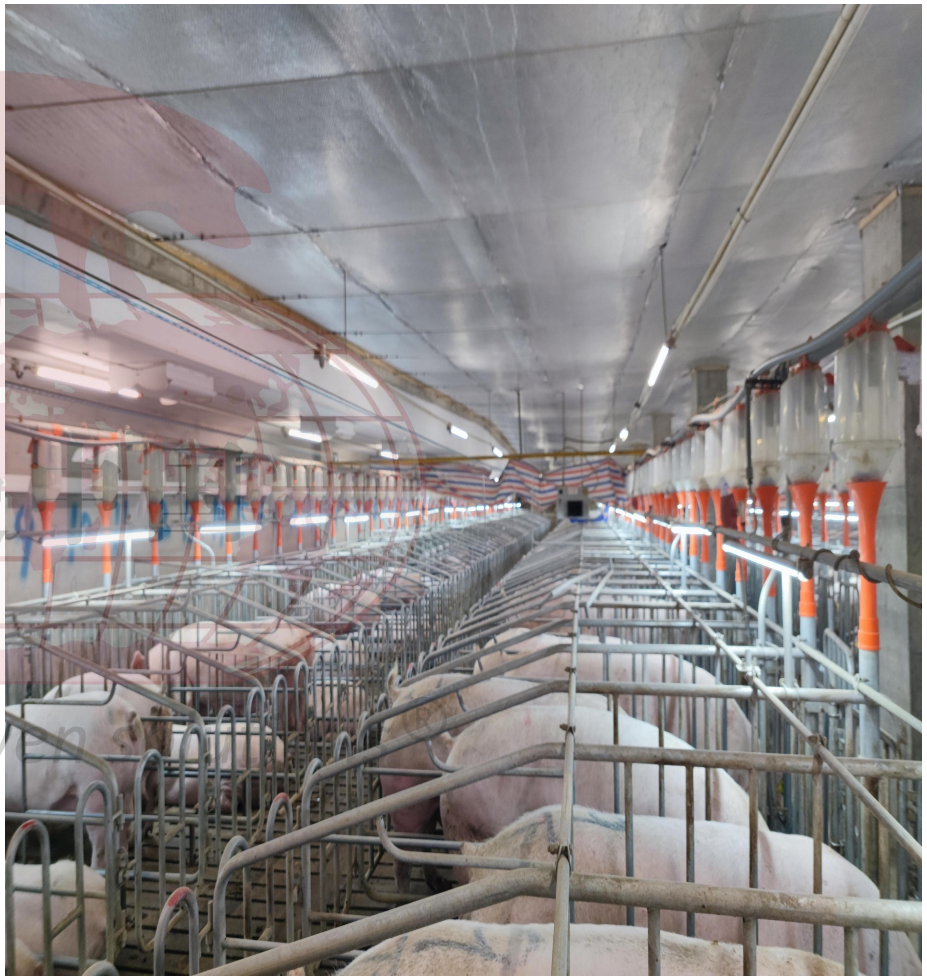
侧边Broadside

中间Mmong

3. 配种-灯光3.Breeding-Lighting

灯带Tape lights

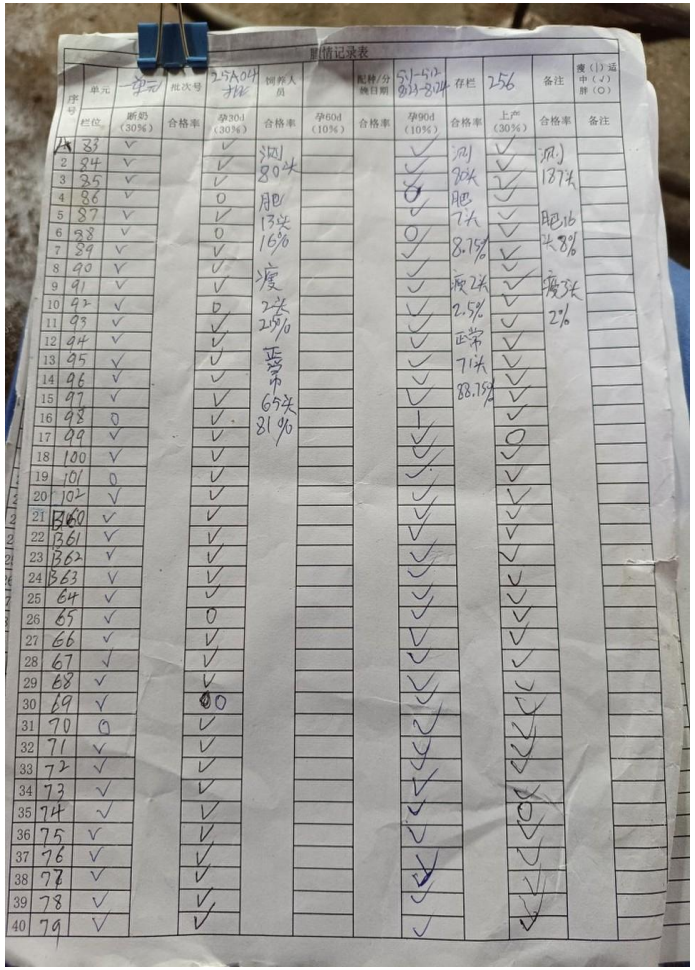
灯管Tube



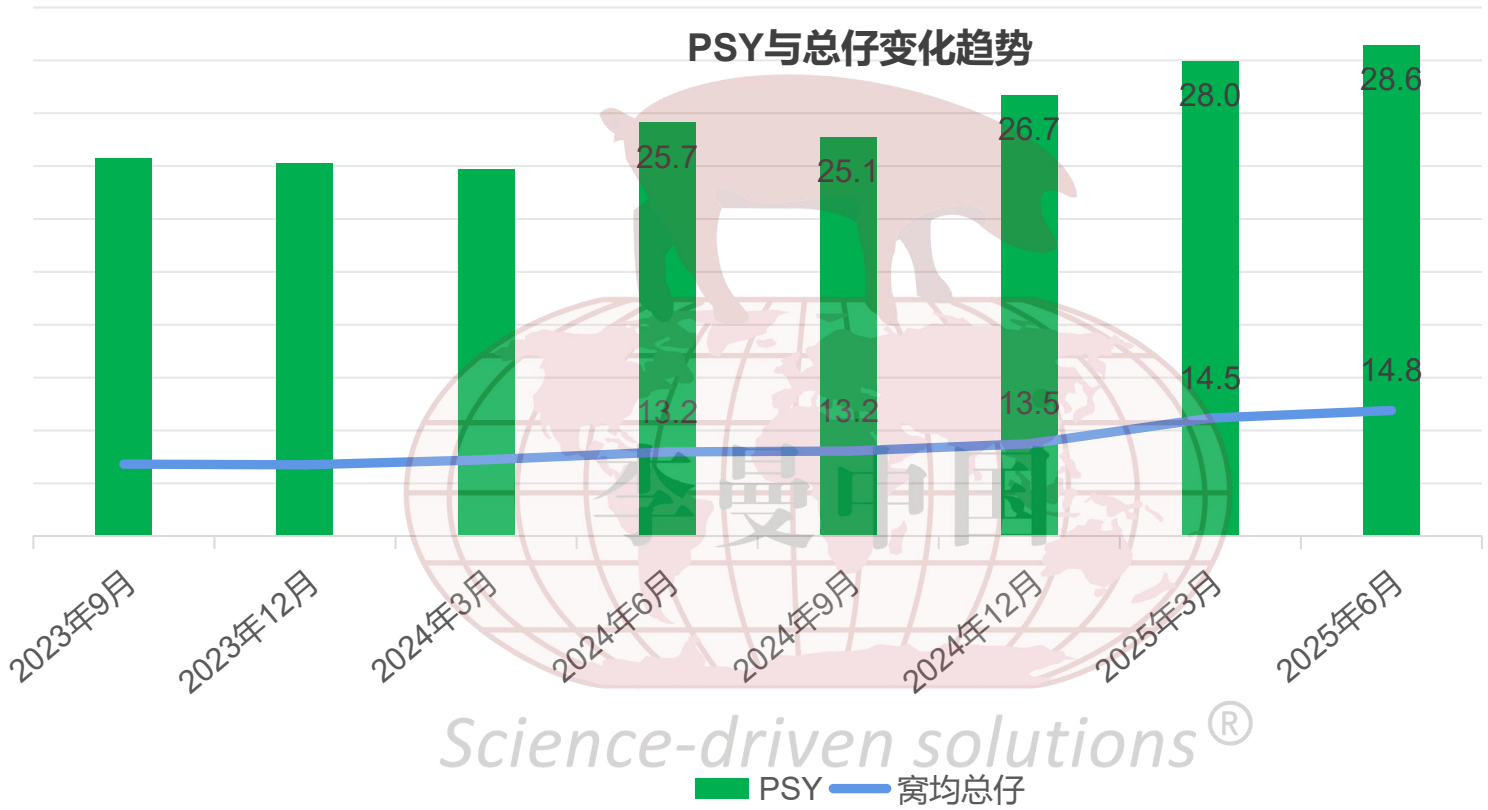
3. 配种-灯光3.Breeding-Lighting

防护措施 Preventive measure

3. 配种-体况管理
3.Breeding-body condition management



3. 配种-PSY变化3.Breeding-PSY changes



24年夏季启动栏片+灯光改造，配合多头公猪查情+断奶饲喂葡萄糖+现场体况管理
25年6月总仔提高1.6头，PSY提高3.5头
In the summer of the 24th year, we will start the renovation of the fence and lighting, and cooperate with the investigation of multiple male pigs, weaning and feeding of glucose, and on-site physical condition management
In June 25, the total number of piglets increased by 1.6, and PSY increased by 3.5

4. 批次4.Batch

4.1 2008年去欧洲，看到很多100~500头母猪场做3、4、5周批；
In 2008, when I went to Europe, I saw many farms with 100-500 sows doing 3, 4, and 5 week batches;

4.2 2014年1350头母猪做3周批，2021年10000头母猪做28天批；
4.2 In 2014,1350 sows were produced in 3 weeks, and in 2021,10000 sows were produced in 28 days;

4. 批次4.Batch

4.1.1 人效 4.1.1 Manpower

在欧洲、北美等部分发达国家中，由于人口基数普遍偏少，劳动力成本相对昂贵，采用四周批次生产

In some developed countries such as Europe and North America, due to the generally small population base and relatively expensive labor costs, four-week batch production is adopted

劳动力投入时间更加集中，与传统连续生产相比，尽管劳动成本增加了 5%（劳动报酬为 14.9 欧元 /h），但劳动时间降低了6%，充分满足了工人对更多闲暇时间的需求。

The labor time is more concentrated. Compared with the traditional continuous production, although the labor cost increases by 5% (the labor remuneration is 14.9 euros/hour), the labor time decreases by 6%, which fully meets the workers demand for more leisure time.

4. 批次4.Batch

4.1.2 一次可多出猪4.1.2 Multiple piglets can be produced at one time

产能对比（以某场为例，480张产床）Capacity comparison (take a certain field as an example, 480 farrowing crates)

批次	母猪分组	繁殖周期	产房分组	产床利用周期	批配种	批分娩	批断奶仔猪数	生产群规模	年生产批	年产胎数	年断奶仔猪数	产能差异
单周批	20	140	5	35	109	96	1104	2139	52	4992	57400	0
18天批	8	144	2	36	273	240	2760	2045	20.2	4848	55750	
28天批	**5**	**140**	**1**	**28**	**545**	**480**	**5520**	**2561**	**13**	**6240**	**71760**	**+14360**
36天批	4	144	1	36	545	480	5520	2057	10.1	4848	55750	

特别是4周批，相比其他生产批次，繁殖周期、产房周转时长较短，生产效率较高；产能可以提升25%
Especially for the 4-week batch, compared to other production batches, the breeding cycle and delivery room turnover time are shorter, resulting in higher production efficiency; Capacity can be increased by 25%

4. 批次4.Batch

4.2 国内：2014年1350头母猪做3周批，2021年10000头母猪28天批；5000头母猪以上36/28天批越来越多；
4.2 Domestic: In 2014,1350 sows were produced in 3 weeks, and in 2021,10,000 sows were produced in 28 days; for more than 5,000 sows, the number of batches increased to 36/28 days;
4.2.1 健康： PED、蓝耳
4.2.1 Health: PED, PRRS

出猪频率与风险评估表

生产模式	假定感染概率%	出猪频率（次/年）	感染概率%
7天批	0.50	52	22.95
28天批	0.50	13	6.31
18天批	0.50	20	9.54
36天批	0.50	10	4.89

模拟：猪场ASFV感染概率=1-（1-0.005）^出猪频率
Simulation: ASFV infection probability in pig farms =1- (1-0.005)^ piglet production frequency

运输环节减少60%：28天批年断奶转群仅13次，较连续生产52次降低接触频率，感染概率从连续生产22.95%降至6.31%
Transportation reduced by 60%: only 13 times of batch weaning and transfer in 28 days, which reduced the contact frequency compared with continuous production 52 times, and the infection probability decreased from 22.95% to 6.31%

批次化生产才能真正做到产房的全进全出，有效阻断疾病的传播，尤其是PED、蓝耳影响。
Batch production can truly achieve the full entry and exit of the delivery room, effectively blocking the spread of diseases, especially the impact of PED and PRRS.

4. 批次4.Batch

4.2.2 人效及休假4.2.2 Manpower efficiency and leave

各批次模式人力成本测算示例表

Sample table of manpower cost calculation by batch mode

	单周批		18天批		28天批		36天批	
	人数	月均工资	人数	月均工资	人数	月均工资	人数	月均工资
区长	1	8000元	1	8500元	1	9000元	1	9500元
组长	2	7000元	2	7500元	2	8000元	2	8500元
技术员	7	6500元	6	7000元	4	7300元	4	7500元
饲养员	12	5500元	10	6000元	9	6500元	9	7000元
人力成本	133500元		125500元		112700元		119500	
生产线规模（头）	2500							
人效（头/人）	114		132		156		156	

通过测算显示，28天批相比于单周批、18天批，由于工作的集中化，在提高20%左右的员工收入情况下，总的人力成本下降了约10%；28天批相比于36天批，在人数不变、人效相同的情况下，人力成本更低。

The calculation shows that compared with the single week batch and 18-day batch, the total labor cost of the 28-day batch is reduced by about 10% due to the centralization of work, while the employee income increases by about 20%; compared with the 36-day batch, the labor cost of the 28-day batch is lower under the condition of the same number of people and the same efficiency.

大批次生产也有利于人员休假，专业素质提高以及留住人才。

Large batch production is also conducive to staff vacation, professional quality improvement and talent retention.

4. 批次4.Batch

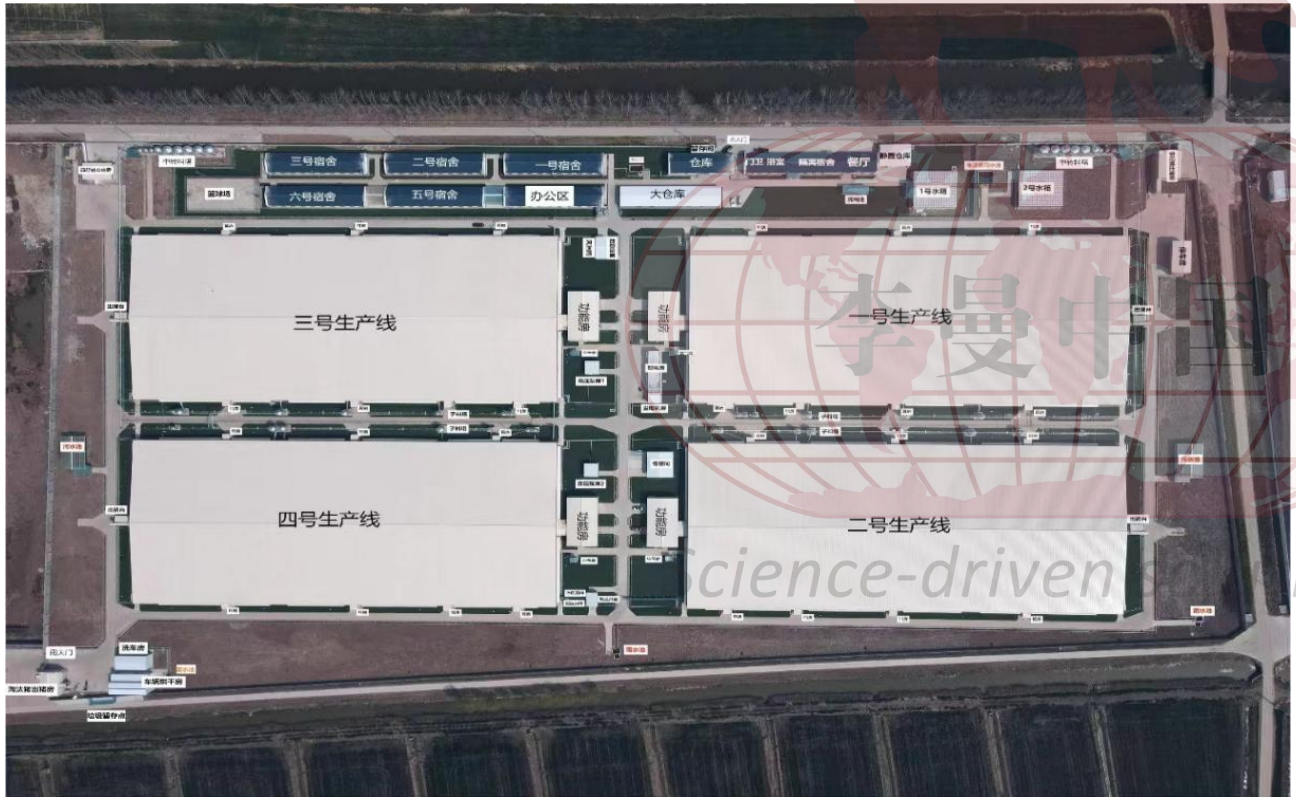
4.2.3　育肥做全进全出4.2.3 Fattening with full in and out

4周批模式使得同一育肥舍内的猪只日龄接近（相差通常在7天以内）
The 4-week batch mode allows pigs in the same fattening house to have similar daily ages (usually within 7 days)
批次化肥猪出栏均匀度更好，周转更快
Batch fatting pig slaughter uniformity is better and turnover is faster

模式	进猪时间	卖猪时间
连续生产	21天	14天
4周批生产	2天	4天
节约时间	19天	10天

4. 批次4.Batch

示例 - 苏北10600头GP场（28天批）
Example-10,600 GP farms in Northern Jiangsu (28-day batch)



- 4条生产线
- 4 production lines

- 单条线设计2650
- Single strip design 2650

- 23年建群
- Group was establibarn in 2023

- 全季节正压空滤
- Full season positive pressure air filter

- 目前已维持蓝耳等疾病双阴27个月
- At present, the disease double negative of PRRS has been maintained for 27 months

4. 批次4.Batch

示例 - 苏北10600头母猪GP场（28天批）
Example-GP farm with 10,600 sows in Northern Jiangsu (28-day batch)

时间	基础母猪			月度指标		
	淘汰率	死亡率	流产率	配种分娩率	35天受孕率	一周断配率
2025-01	1.88%	0.29%	0.41%	90.29%	93.26%	91.75%
2025-02	2.48%	0.30%	0.33%	92.01%	95.08%	91.93%
2025-03	2.97%	0.30%	0.30%	89.36%	94.60%	88.80%
2025-04	2.51%	0.32%	0.42%	92.05%	95.01%	91.74%
2025-05	2.79%	0.39%	0.28%	92.41%	95.79%	88.04%
2025-06	2.21%	0.34%	0.26%	93.23%	95.56%	88.35%
2025-07	3.44%	0.71%	0.36%	91.33%	95.47%	85.93%
2025-08	3.71%	0.65%	0.34%	93.40%	90.46%	86.46%
2025年度	23.19%	3.38%	2.76%	91.70%	94.40%	88.85%

基础母猪群 Basal sow herd

月平均指标：Monthly average index:

死亡率 < 0.5% Death rate <0.5%

流产率 < 0.4% Abortion rate <0.4%

全年指标：Annual indicators:

配种分娩率 91.7%The breeding rate was 91.7%

35天受孕率 94.4% 35-day conception rate 94.4%

一周断配率 88.9% One week disconnection rate 88.9%

- 母猪群保持高健康度、高利用率
- The herd of cows maintained high health and high utilization rate

4. 批次4.Batch

示例 - 苏北10600头母猪GP场（28天批）
Example-GP farm with 10,600 sows in Northern Jiangsu (28-day batch)

时间	产房仔猪				
	窝均健仔	转保正品数	窝均转保正品数	转保日龄	转保均重
2025-01	13.38	20863	12.34	21.72	6.73
2025-02	13.36	22957	12.59	22.14	6.63
2025-03	12.97	24317	12.39	21.93	6.36
2025-04	13.12	28282	11.99	21.60	6.17
2025-05	12.89	23164	11.93	21.86	6.09
2025-06	13.28	23870	11.92	21.35	6.04
2025-07	13.30	29419	11.91	21.75	5.92
2025-08	13.14	23014	11.84	21.76	5.79
2025年度	**13.18**	**202049**	**12.11**	**21.76**	**6.19**

断奶仔猪群 Weaned pig herd

全年指标：Annual indicators:

窝均健仔数 13.18 头

Average number of healthy offspring per litter is 13.18

窝均转保数 12.11 头

Average number of weanned per litter: 12.11 heads

转保日龄 21.76 天

转保均重 6.19 kg

Transferred to nursery with an age of 21.76 days

The average weight of the transfer to nursery is 6.19 kg

月平均指标：Monthly average index:

转保正品数 > 25000头

The number of healthy pigs transfer to nursery is more than 25,000

- 产房保持高周转，持续提供优质猪苗
- Maintain high turnover in the farrowing house and continue to provide quality piglets

4. 批次4.Batch

苏北10600头母猪GP场（28天批）
GP farm with 10,600 sows in Northern Jiangsu (28-day batch)

时间	综合指标			
	PSY	NPD	窝均转保	年产胎次
2025-01	30.49	26.45	12.34	2.47
2025-02	31.17	25.51	12.59	2.48
2025-03	30.93	24.04	12.39	2.50
2025-04	29.81	25.28	11.99	2.49
2025-05	30.04	22.14	11.93	2.52
2025-06	29.83	26.16	11.92	2.50
2025-07	29.27	29.76	11.91	2.46
2025-08	28.88	33.12	11.84	2.44
2025年度	30.07	26.19	12.11	2.48

综合指标aggregative indicator

全年指标：Annual indicators:

PSY 30.07 头PSY 30.07 Head

非生产天数 26.19 天Non-production days 26.19 days

窝均转保数 12.11 头Average number of weanned per litter: 12.11 head

年产胎次 2.48 胎Annual output of fetuses 2.48 fetuses

- 配套28天批高效率运转，发挥猪群最大繁殖潜能
- Supporting 28 day batch efficient operation, unleashing the maximum reproductive potential of pig herds

4. 批次4.Batch

成本（28天批）Cost (28-day batch)

断奶成本-明细表Weaning Cost - Detailed Table

项目	2025年								2025年合计
	1月	2月	3月	4月	5月	6月	7月	8月	
转保	7505	8287	5675	6835	5297	5320	5378	3432	**47729**
投苗	13358	14670	18642	21447	17867	18550	19434	24189	**148157**
销售	115	133	242	178			210	354	**1232**
断奶合计	**20978**	**23090**	**24559**	**28460**	**23164**	**23870**	**25022**	**27975**	**197118**
断奶均重	6.7	6.6	6.3	6.2	6.1	6.0	5.8	5.8	**6.2**
断奶日龄	22	22	22	22	22	21	23	23	**22**
清栏存活率	94.6%	93.9%	94.7%	93.4%	90.7%	92.1%	91.2%	90.7%	92.6%
胎均转保	12.34	12.66	12.51	12.07	11.93	11.92	12.00	12.02	12.17
种猪饲料	109	114	109	103	103	102	101	96	**104**
种猪药品	12	13	13	9	12	11	12	9	**11**
猪苗饲料	0.40	0.46	0.40	1.05	0.83	0.91	1.35	1.31	**1**
猪苗药品	15	14	13	8	9	8	8	8	**10**
精液	4	5	4	4	5	5	4	4	**4**
种猪摊销	30	33	38	34	31	29	30	28	**32**
人工	26	27	26	25	24	23	21	20	**24**
制造费用	88	90	85	84	80	77	73	72	**81**
成本合计	286	295	288	268	265	256	250	238	**267**
种猪销售（万元）	(7)	(18)	(10)	(2)	6	7	1	5	**(17)**
种猪死亡（万元）	(8)	(9)	(9)	(9)	(10)	(8)	(22)	(18)	**(94)**
综合成本	**293**	**307**	**296**	**271**	**267**	**257**	**259**	**243**	**273**

- **28天批高周转下的“降本增效”，断奶成本正迈入250元/头**
- **"Cost reduction and efficiency increase" under 28-day batch high turnover, weaning cost is entering 250 yuan per head**

如何“功玉”：How to "success":

1. “让听得见炮声的人做决策” ---华为；
1. "Let those who can hear the sound of artillery make decisions" --Huawei;

2. “管理就是让一线员工得到并可以使用资源” ---陈春花
2. "Management is to let front-line employees get and use resources" --Chen Chunhua

1. 人员1.personnel

1.1 最关键的是具体落地的人去现场学习，而非只是领导；
1.1 The most important thing is that the people who are specifically implemented go to the site to learn, rather than just the leaders;

1.2 “一把手”工程，领导坚信了更好推广。
1.2 "The first leader" project, the leadership believes in better promotion.

2. 现场2. On site

2.1 看到了才更相信；
2.1 Seeing is believing;

2.2 相信了才有底气去做；
2.2 Only when you believe can you have the confidence to do it;

2.3 做时碰到了困难想办法解决；
2.3 When I was doing it, I encountered difficulties and tried to solve them;

2.4 现场看后知道了关键点；
2.4 Key points are known after on-site observation;

2.5 规避一些低级错误。
2.5 Avoid some low-level mistakes.

3. 绩效3.Performance

3.1 评估出做成后的经济效益并按一定比例分成；但比较难做到；
3.1 Assess the economic benefits after completion and share them according to a certain proportion; but it is difficult to achieve;

3.2 项目的简单奖励；
3.2 Simple rewards for the project;

3.3 精神激励；
3.3 Spiritual motivation;

3.4 专门实验场会更有效率。
3.4 Specialized test sites will be more efficient.

4. 推广4.Popularize

4.1 点片面；
4.1 One sidedness;

4.2 最难在开始。
4.2 The hardest part is the beginning.

谢 谢 大 家！

Thank you, everyone!