

## ★ Quality at the Ritz-Carlton Hotel Company

Video Case 

*Ritz-Carlton.* The name alone evokes images of luxury and quality. As the first hotel company to win the Malcolm Baldrige National Quality Award, the Ritz treats quality as if it is the heartbeat of the company. This means a daily commitment to meeting customer expectations and making sure that each hotel is free of any deficiency.

In the hotel industry, quality can be hard to quantify. Guests do not purchase a product when they stay at the Ritz: They buy an experience. Thus, creating the right combination of elements to make the experience stand out is the challenge and goal of every employee, from maintenance to management.

Before applying for the Baldrige Award, company management undertook a rigorous self-examination of its operations in an attempt to measure and quantify quality. Nineteen processes were studied, including room service delivery, guest reservation and registration, message delivery, and breakfast service. This period of self-study included statistical measurement of process work flows and cycle times for areas ranging from room service delivery times and reservations to valet parking and housekeeping efficiency. The results were used to develop performance benchmarks against which future activity could be measured.

With specific, quantifiable targets in place, Ritz-Carlton managers and employees now focus on continuous improvement. The goal is 100% customer satisfaction: If a guest's experience does not meet expectations, the Ritz-Carlton risks losing that guest to competition.

One way the company has put more meaning behind its quality efforts is to organize its employees into "self-directed" work teams. Employee teams determine work scheduling, what work needs to be done, and what to do about quality problems in their own areas. In order to see the relationship of their specific area to the overall goals, employees are also given the opportunity to take additional training in hotel operations. Ritz-Carlton believes that a more educated and informed employee is in a better position to make decisions in the best interest of the organization.

### Discussion Questions\*

1. In what ways could the Ritz-Carlton monitor its success in achieving quality?
2. Many companies say that their goal is to provide quality products or services. What actions might you expect from a company that intends quality to be more than a slogan or buzzword?
3. Why might it cost the Ritz-Carlton less to "do things right" the first time?
4. How could control charts, Pareto diagrams, and cause-and-effect diagrams be used to identify quality problems at a hotel?
5. What are some nonfinancial measures of customer satisfaction that might be used by the Ritz-Carlton?

\*You may wish to view the video that accompanies this case before addressing these questions.

Source: Adapted from C. T. Horngren, S. M. Datar, and G. Foster, *Cost Accounting*, 14th ed. (Upper Saddle River, NJ: Prentice Hall, 2012).

- **Additional Case Study:** Visit [www.myomlab.com](http://www.myomlab.com) or [www.pearsonhighered.com/heizer](http://www.pearsonhighered.com/heizer) for this free case study: **Westover Electrical, Inc.:** This electric motor manufacturer has a large log of defects in its wiring process.