

ASSGN. TITLE : **LEARNING AND DEVELOPMENT (PRESENTATION)**

MODULE NAME : **HUMAN RESOURCE MANAGEMENT**

MODULE CODE : **LCMB7000**

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GROUP : **THREE**

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SUBMISSION DATE : **14TH DECEMBER 2022**

LEARNING AND DEVELOPMENT

SONY'S PERSPECTIVE

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Aims and Objectives of this presentation

By the end of this presentation, We aim to make you appreciate;

1. The HRM and IHRM challenges faced by Sony Corporation
2. The solutions to these challenges
3. The importance of Learning and Development
4. The Benefits of Learning and Development
5. The Learning and Development strategies used by Sony to solve its challenges
6. The Learning and Development Training methods used by Sony

ORIGIN OF SONY

- ❖ Technology company
- ❖ Established in 1946 in Tokyo by Masaru Ibuka and Akio Morita
- ❖ Originally known as Tokyo Telecommunications Engineering Corporation
- ❖ Employs 109,000 people worldwide
- ❖ Produces and markets PlayStation, Television sets, cameras(photo & video) and music players etc.

SONY'S HRM & IHRM CHALLENGES

- **Handling remote onboarding.**
- **Mitigating security threats.**
- **Recruiting female employees (Gender equality).**
- **Managing remote contractors and labour costs.**
- **Increased Work-Family Conflict.**

SOLUTIONS OF THE HRM AND IHRM CHALLENGES

These solutions were implemented very quickly within the organization going from a paper based labour intensive process to a much more modern, engaging experience.

Solutions to the challenges

1. Standardization and Adaptation.
2. Sony can strive to standardize complex global processes and allow adaptability for local requirement in their training.
3. Geocentric Orientation.
4. They staff headquarters and subsidiaries with the most competent people, regardless of national origin.
5. Managers have global mindsets and are open to many different cultures
6. Normativism and Relativism

Solutions to the challenges

7. Specify training on top selling products in that country.
8. Improving Relations: It is proven that the promotion of written forms of communication among employees promotes transparency and staff.
9. Attempts to maintain workplace standards.
10. Instead of following local standards, develop global standards.
11. Sony's code of conduct
12. Sony's foreign subsidiaries

Diagram of ...



LEARNING AND DEVELOPMENT

What is Learning and Development (L & D)

Training or Learning can be defined as any organized activity or group of activities that contributes towards increasing the knowledge and skill of a person.

BENEFITS OF LEARNING AND DEVELOPMENT

1. Training boosts the performance of employees.
2. Less supervision.
3. Training helps management reduce cost.
4. Training helps management to improve upon their managerial functions.

BENEFITS OF TRAINING AND DEVELOPMENT IN AN ORGANIZATION

5. Employees become more loyal to their organizations.
6. Increasing the overall productivity of the organization
7. Training helps to avoid the accidents at the workplace:
8. Training helps in keeping employees up-to-date with technological changes
9. Training can lead to better customer service:
10. Training boosts employee morale:

Quote

**“Tell me and I forget , teach me and I may remember,
Involve me and I Learn.”**

Benjamin Franklin - Founding father of the United States

LEARNING AND DEVELOPMENT

STRATEGIES USED BY SONY

LEARNING AND DEVELOPMENT REQUIREMENTS / NEEDS

- Learning and development is one of the important aspects of human resources practices within organisations which plays an important role to succession of the organizations in this highly competitive business world.
- There are some of the needs/requirements of learning and development strategy for human resources practices.



LEARNING AND DEVELOPMENT STRATEGY

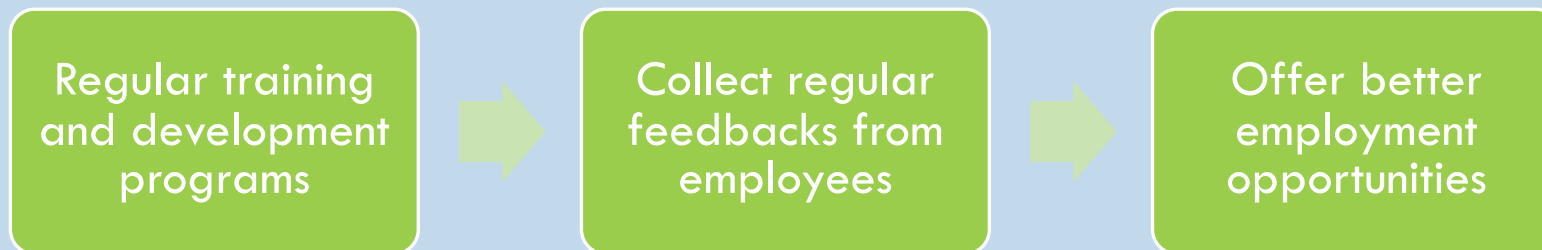


Create a value
based
diversified
culture

- It is one of the most effective strategy which would be considered as highly helpful to bring more effective outcomes in terms of better learning and development of the employees/ co-workers in the organisations.
- In this strategy, an effective value based diversified culture need to be developed. Under this strategy, primary focus on must need to be on training development of the employees so that it would be easier to make them prepare for diversified workplace culture.

PRACTICE ADOPTION OF THE STRATEGY

- The following are some of the particular practical adoption methods of this strategy within the human resources management.



BENEFITS OF THE STRATEGY

- With the help of adoption of this particular strategy for the learning and development of the employees, the organisations, employees and human resources management would be able to have different types of the benefits of this strategy.



CHALLENGES OF THE STRATEGY

Ineffective communication

Ineffective adoption of change management

Strategy does not have strong vision

- Designing and developing a new strategy to target learning and development of the human workforce is not easy task however the successful implementation of the particular learning and development strategy would be considered as highly difficult. There are various challenges associated with the successful implementation of the L&D strategy.

LEARNING AND DEVELOPMENT

TRAINING METHODS



TRAINING METHODS

Sony's training method is categorised into two types;

1. In house
 - Shadowing
 - Mentorship and Coaching
 - Apprenticeship
 - Secondment/ set up
 - Instructor led training
2. External or Off the job
 - Visual
 - Online
 - Class lecture and seminars
 - Distance learning

PROS & CONS OF IN-HOUSE TRAINING

Advantages

- It easier to manage, less cost and time.
- It helps staff/associate to develop their skills and capability through customaries job content.
- It helps staff/associate to advance their career.

Disadvantages

- Employee can easily pass on bad habits.

PROS & CONS OF EXTERNAL METHOD

Advantages

- ✓ Opportunity to acquired new ideas and experience from professionals.
- ✓ Ability to apply learning and practical skills in different perspective.
- ✓ It is efficient and effective for large group.

Disadvantage

- It consumes time and money.

DIFFERENCES BETWEEN IN-HOUSE AND EXTERNAL /OFF-THE-JOB TRAINING

Method	In-House Training/ On the job	External/Off-the-job Training
Location	Actual job location / On -site	Class room/ Online/ By Post
Approach	Practical	Theoretical
Time Consumption	Less time	More Time
Mode of Learning	By doing the task	By acquiring knowledge through External Experts
Cost Effectiveness	Yes, Cheaper	No, costly
Trainer	Manager/ Employees, internal trainers.	outside expert or organisation
Content origin	Created	Curated

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The background is a blue gradient. In the corners, there are white line-art illustrations of circuit boards or neural networks, with lines and small circles representing nodes.

THANK YOU



Prifysgol Cymru
Y Drindod Dewi Sant
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STUDENT ID : 1807935

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MODULE NAME : HUMAN RESOURCE MANAGEMENT

MODULE CODE : LCMB7000

ASSIGNMENT TITLE : REFLECTIVE REPORT

SUBMISSION DATE : 14TH DECEMBER 2022

Introduction

This is reflective report follows a group presentation as a partial requirement for the fulfilment of a master of business administration certification.

I strongly believe that, I did one of the best presentations. Being a class representative to the teachers and student committee of the University and also the group leader for the presentation, I had to lead by example as one of the qualities of a good leader. John Maxwell said that, "A leader is one who knows the way, goes the way, and shows the way". Bearing this quotable quote in mind, I was the first to present our group work so as to set the pace.

We had been tasked to choose an international organisation and prepare a presentation on the challenges its Human Resource Management(HRM) and International Human Resource Management(IHRM) faces, identify solutions to these challenges and find out how this organisation utilises learning and development as tool to overcome its challenges. We chose Sony corporation and broke down the topic into sub-topics as follows;

1. The HRM and IHRM challenges faced by Sony Corporation
2. Solutions to these challenges
3. Learning and Development
4. Benefits of Learning and Development
5. Learning and Development strategies used by Sony to solve its challenges
6. Learning and Development Training methods used by Sony

We shared out these sub-topics amongst ourselves. As the group leader, I first introduced the team to the panel of judges which comprised of our lecturers and the audience which was majorly fellow students, then I proceeded to present my part of the shared task, which included, the history of Sony corporation, the challenges faced by its Human Resource Management(HRM) and International Human Resource Management(IHRM) teams.

Critical Evaluation of the presentation

When the task was spelt out to us by the lecturer, I immediately felt that, it was an easy task because I had done a similar thing in my undergraduate course. However, It later proved a bit challenging due to several factors. I had difficulty understanding my colleagues most of the time due to their strong Indian accent and kept on asking them to repeat what they had said.

At times, I had to just guess or assume what they were saying to avoid irritating them with “come again”, “I beg your pardon” phrases. This assumption many a times ended up in an embarrassment. As we kept on collaborating, it eventually became easy to comprehend their accent.

Amongst the many things I learnt, the most distinctive, was the benefits of team work. I appreciated the importance of teamwork as a key for success when handling tasks of this nature. In a situation where individual members have their own perspective, various ideas can be developed. Additionally, I also realised that, the engagement of the team members, motivated me to offer my very best to the group.

Most of my group members were doing a class presentation of this nature for the first time and therefore, were not confident enough. As the group leader, I made use of my acquired leadership skills and experiences to them overcome their fears and they all eventually did an excellent job which enabled us to demonstrate our presentation skills to the lecturers and their feedback was amazing.

The presentation also made me discover that, challenging moments in life, can be turned into something amazing if we put enough creativity and effort into working on them as a team. Some of my group members, did not know how to design a presentation using Power point. Using my intuition, I initiated an impromptu power point design activities. At the start, some members felt that, I was being unfairly over bearing.

By challenging one another's preconceived notions of what would work and what would not, tension grew and as usual in this of situation, team spirit was negatively affected, however, the group quickly patched up misunderstandings and we came up with an impressive presentation. We were the only group that had a slides with an eye catching graphics. The theory of social interdependence, describes this kind of group interaction as "positive interdependence" (Johnson and Johnson, 2008, in Maughan and Webb, 2010). Several other research works also show that, learning can be enhanced through collaboration (Maughan and Webb, 2010). My knowledge of Belbin's team role model (1981, 1993) was particularly paramount on shaping how I responded to the negative atmosphere of the moment. The model defines a role by using six factors namely; personality, mental ability, current values and motivation, field constraints, experience, and role learning. In the same perspective,

Aritzeta et. al (2007) suggests that, although several factors affects a group's effectiveness,

close attention should be paid to the impact of individual differences that exist within any team in relation to the abilities to perform as part of a team. I knew that, we had to present a good work so as to attain good marks and achieving this requires me as a team leader to put the values of group diversity at the forefront.

Conclusion

Through this course assignment task, I have learnt that, group work is cumbersome because of the varied individual traits however, being calmness and patience eventually pays off. I say this basing on the point of disagreement where were some members of the group were not happy with my initiative to quickly equip them with Power point design skills. However, through tactical utilization of conflict resolution skills, group cohesion was restored, collaboration flourished and we eventually finished with a huge smile on our faces. Furthermore, I learnt that, “cooperative learning experiences encourage higher achievement.” (Maughan and Webb, 2010). This activity has enhanced my presentation and public speaking skills. It has also helped me to further appreciate the benefits of team work such as, building trust and increasing creativity.

Recommendation

In a future similar engagement, I will ensure that, I consult the team to understand their capability levels before commencing a program.

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Human Resource Management

1000 words Reflective Assignment-2

BENEFITS OF LEARNING AND DEVELOPMENT AT SONY

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COURSE: HUMAN RESOURCE MANAGEMENT

SUBMISSION DATE: 06/01/2023

TABLE OF CONTEXT

- ✓ INTRODUCTION
- ✓ DEFINITION
- ✓ IMPORTANCE
- ✓ BENEFITS
 - BENEFITS PERFORMANCE
 - LESS SUPERVISION
 - REDUCE COST
 - IMPROVEMENT IN MANAGERIAL FUNCTIONS
 - LOYAL EMPLOYEES
 - AVOID ACCIDENTS AT WORK PLACE
 - INCREASE IN OVERALL PRODUCTIVITY
 - KEEPING UP TO DATE WITH TECHNICAL CHANGES
 - BETTER CUSTOMER SERVICE
 - BOOSTS EMPLOYEE MORALE
- ✓ CONCLUSION
- ✓ REFERENCE

LEARNING AND DEVELOPMENT AND ITS BENEFITS

INTRODUCTION

A Japanese corporation with an emphasis on the electronics, entertainment, and financial services industries is known as Sony Corporation, or simply known as Sony. The company is a big manufacturer of electronic goods worldwide.

Both the people and the firm's performance management, training and development accomplish goals, Organizations that seek to raise revenues, expand their market, and offer better services to consumers might benefit from learning and development strategies goals, or become high-performing organisations. Performance management is the key to assisting in the recruitment, selection, development, motivation, and retention of the most talented individuals in order to accomplish these goals.

DEFINITION

Learning and development are ultimately about building a culture in your firm. Where people may learn and acquire new abilities. It allows you to analyse your company's need in order to uncover learning opportunities, as well as design and implement development programmes to ensure continuous advancement. Face-to-face training, collaborative learning, and online development are routinely used by businesses.

Trainings are often part of a company's people management plan, which strives to attract, acquire, develop, and retain exceptional individuals. Businesses are better equipped to foster employee engagement and continued professional development when they analyse their training needs and put measures in place to meet those needs. Additionally, they have a higher chance of expanding as a firm and achieving improved business success.

IMPORTANCE OF LEARNING AND DEVELOPMENT

Training is defined as any organised activity or sequence of actions that assist a person obtain greater knowledge and abilities.

Every organisation that wants to thrive and grow must prioritise training. As a result, business experts advise the company management to frequently arrange training programmes for their employees.

BENEFITS OF LEARNING AND DEVELOPMENT

1. **Training enhances employee performance:** Training is a planned activity, or set of related activities, that helps a person gain more knowledge and skills. Any organisation that wishes to prosper and grow must give training top priority. Business experts' advice managers to frequently organise training programmes in their organisations.
2. **Less supervision results from training:** Employees that have the necessary information are so adept at their work that they don't require as much supervision as they formerly did. As a result, the workers can develop their independence and complete their task with little to no management oversight. Management has to do this since it saves them money on resources that would otherwise be wasted on supervisors continually instructing staff members on what to do and how to accomplish it.
3. **Management save money by using training:** Although companies had to spend some amount in training their employees, in the long run it is beneficial to the companies. When employees are adequately taught and given the chance to grow, they are better equipped to use the organization's resources and equipment.
4. **Training enables management to enhance their managing responsibilities:** Management gains more confidence in workers and assigns them specific duties when they are well taught and capable of carrying out their work successfully and efficiently. When that happens, management will have plenty of time to concentrate on other crucial issues that might advance the firm. If the workers did not receive training and growth, however, this wouldn't be the case.
5. **When a company spends time and money on training its employees; it may boost employee loyalty to their employees:** The staff members feel that the company regards them greatly. The greatly increases their propensity to remain devoted to the company. Loyal employees put in more effort and give it their all. If they are aware of your appreciation for them, they are also less likely to leave the company. As a result, there is a large financial savings for the company or organisation and employee retention or reduced human turnover.
6. **Training contributes to an increase in an organization's overall productivity:** Employees vastly increase their knowledge are enhanced, they are now more capable of doing their everyday jobs faster and more efficiently than before. Thus, the employee's productivity increases.
7. **Education can reduce job accidents:** Consider the following form of training: Safety Training. Employees now know the fundamental and vital things to do to avoid accidents when they receive training such as safety training. Such training essentially teaches them how to prevent costly mistakes that may result in workplace accidents or damage to equipment and machines. When accidents and equipment damage occur regularly in the workplace, it is terrible news for the organization and will slow its

growth. Safety training is especially important for firms that work with large machinery and harmful substances.

8. **Training keeps employees updated with technical changes:** Training like refresher training is important because it keeps employees familiar with contemporary methods of doing things.
9. **Training will improve customer service:** When a firm provides learning classes for their staff, it may assist its workers provide better customer service. Good customer service is critical to the success of any company organization since it increase client satisfaction and turns them into loyal consumers. As a company's client base grows, so does its success.
10. **Employee morale is raised through training:** An organization's growth and employee morale are closely related. Low staff morale contributes to variety of issues, including low productivity and excessive employee turnover. Because of these human resource professionals assert that an organization's morale may succeed or fail. Employee morale is greatly improved through planned training programmers, which also increase productivity and the willingness of employees to work with the organization's management.

CONCLUSION

Every organization that wants to succeed and develop must prioritise training. When employees are well-trained, they become more competent to complete their tasks with little to monitoring from managers. This implies that Management may concentrate on other crucial tasks that will advance the organisation forward. When an organization provides training to its employees, they significantly improve their knowledge and skills. They are better able to do their everyday duties more quickly and effectively as a result.

As a result, productivity rises significantly and reduce employee's turnover. It also improves employee morale and raise the organization's growth and success.

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HUMAN RESOURCE MANAGEMENT ASSIGNMENT 2

REFLECTIVE REPORT
BY

ALEXANDER. A. ADESUYI

LEARNING AND DEVELOPMENT

Learning and Development Methods

Reflection.

The presentation on the 15th December 2022, combined theoretical with real life HRM challenges in Sony organisation. The obvious thing that I discovered was the advantage of working as part of a group. I learned that good teamwork and collaboration is the key to success in any activities. The opinion of everyone, different ideas, point were had and as a result the unity of group participation made me feel more energetic about contributing something. Which I did support and contributed on training methods. One of problem I and my colleagues' highlight in Sony Corporation was shortage of skilled tech workers. We challenged each other's preconceptions about what would and would not work and we found solution to the problem, which is value-base operational Strategy.

The HRM lecture Dr Rahman, started the presentation by asking group 3 to present their presentation. My group (Group 3) and I did the task cooperatively and we finished it in the prescribe time . We thought we had done well. Then Dr Gladius gave his view and feedback. I was amused when Dr Gladius asked for applauses, but I learned lessons about Learning and Development.

I learned that Learning and development method encompasses of activities that an organisation undertaken to aid learning process of individual or team, which will enable them to perform their task effectively and efficiently to the business needs. As the work environment is changing and complex, employer also adapt employees to changes with required skills and capability through different learning methods such as In-House Learning and development or External based. Which remind of internal factors that affecting organisation within the industry. I discovered that organisation must consider financial strategy and SWOT analysis to find their capability and ability in terms of workforce planning.

From observation, I discovered different training styles for different employees, some are visual learners, some are hand on learners and some needs instructors to lead them. It is obvious that organisation needs to analysis and found learning needed and matching it with the individual profile including skills gap and needed expectation or outcome, performance of individual or the effectiveness of past learning intervention. Interesting thing about this topic is that it analysed Organisations select, development, delivery of right learning style and method that best for the workforce. Most Organisation embark on 70-20-10 or 70-30 or 100 model depends on organisation external & internal environmental factor, goal, cost, and perceptions.

This means, 70% of employee learning /training will be based on job related experience, 30 percent of training will come from interactions with other employees and 10% will be based on formal development.

Understanding the methods of learning and development is central to my understanding of learning and development, I realised that organisations use two types of learning and development methods; In-House/work based and External method which are sub divided or categorised as following; Theoretical and practical, Digital or Face to face, Internal and external provision, etc.

In-house / Work base is a practical approach training. It could be formal informal methods training developed, organised, and coordinated by L &D department via work premises using the actual equipment staff or associate needed to use after training completed. This method including following such as Instructor -Led training, Shadowing, Coaching and Mentoring. Apprenticeship, secondment /step up, etc. In-house have direct impact on organisation financial strategy (internal Factor) such as cost -saving and socio-cultural (PESTLE Theory) impact as result of interaction between staff (Torrington, D. *et al.* (2020)).

I saw pros and cons of **In-House Base Method**, and the advantages are weighed more than disadvantage. The In -house base method is easier to manage, less cost and time. It helps staff/associate to develop their skills and capability through customised job content. It helps staff/associate to advance their career. The disadvantage is that employee can easily pass on unpleasant habits.

I realised that **External/ Off the Job Methods** are theoretical, formal, and structured standard lecture executed by outsourced institution outside of the organisation via an organised classroom activities including Distance Learning, Visual, Online Courses, workshop, seminars, webinar, etc (Torrington, *et al.* (2020)). Practical external training/Off the Job methods are related to Amazon career choice program, SAS Academic program, AT&T University program, Etsy school, etc. External training and development method have direct negative impact on financial strategy because its costly also Technological factor (PESTLE theory) have direct impact as result of modern digital service and online training benefit to employees (Bratton and Gold, 2012).

I observe pros and cons of this method and to my understanding, the Advantages of **external Method** are outweighing the disadvantage. External Training/learning provide opportunity to acquire innovative ideas and experience from professionals. Ability to apply learning and practical skills in distinct perspective. It is efficient and effective for large group. While **disadvantage** is that, it consumes time and money.

The major benefit of understanding the critical role of learning and development methods is that it enlighten my knowledge on usefulness of In-house training to the HRM and usefulness

of external Learning to the HRM and IHRM during Covid pandemic and post Brexit skills shortage in the United Kingdom.

Conclusion

Application of Learning and development training methods tremendously breach gap in employee shortage, skills and changes needed by the organisation to keep pace with rapidly changing business environment. I believe this new realisation will be useful in my future professional and private life.

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Prifysgol Cymru
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University of Wales
Trinity Saint David

Human Resource Management

1000 Words Reflective Assignment-2

Assignment Title:- Learning and Development

(Solutions to the challenges at Sony)

Module Name:- Human Resource Management

Module code:- LCMB7000

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Name of Lecturer :- Dr Mushfiqur Rahman /Dr Gladius Kulothungan

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- Solution to Challenges
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SOLUTIONS TO HUMAN RESOURCE MANAGEMENT CHALLENGES AT SONY

Introduction

The Learning & development function, in collaboration with HR, is responsible for carrying out activities of critical importance in the areas of learning and development throughout the business (Burke & Numeri, 2015). With the proper training and education, both workers and supervisors can perform their duties with maximum effectiveness, giving the company a leg up in the market.

Solution to Challenges

1. Handling Remote On boarding

While Sony Corporation's culture may be laid back and informal, a structured on boarding procedure is still necessary. A structured on boarding process shows a recruit that the company has thought through how to best support their success in their role (Cael et al., 2022). A well-thought-out strategy may boost morale and motivate workers. Sony Corporation risks seeming unorganized or uncaring if its plan needs to be better executed. In many organizations, new hires are only oriented and need to be on boarded. Paperwork, workspace, and equipment are set up in a day or two during an employee's orientation.

Sony Corporation values its staff highly and recognizes the importance of providing them with a positive and encouraging on boarding experience. It's a strategy to boost productivity by providing staff with the learning opportunities, expert guidance, and supportive environment they need to flourish in their jobs. In contrast, the on boarding process might take as long as a year. Some businesses may also attempt to convey excessive data in a sufficient amount of time. Employees may start to feel overloaded as a result. Employees may take their time learning the ins and outs of their new role thanks to the staggered delivery of material in a well-designed on boarding program. It then builds upon that level of competence to advance to later ones. The story of complexity at work has also significantly increased. The typical office worker uses 9.39 applications for the position, which doesn't even account for those who conduct their jobs remotely. Expecting workers to acquire all the skills they'll need for success in a short period of time spent on on-boarding is unreasonable.

2. Encouraging Women's Participation in The Industry

The Sony Company could do more to make STEM education and training available to women to increase the number of women working in these fields. To assist more women in achieving success in the IT field, several businesses are forming partnerships with groups that provide mentoring and other resources (Lim, 2019). To this end, several organizations are forming partnerships with local schools to implement STEM curricula and give help to inspire and support female students interested in these disciplines. Girls can and should be exposed to computers, Infrastructure as Code, and other aspects of technology in the classroom. Efforts like this might serve as an inspiration for the future generation of digital consumers and leaders.

Sony Company executives might be trained to understand women better to resolve the gender gap in technology. Managers and executives often unwittingly put their female staff in a position of inferiority or discomfort (Yadav and Unni, 2016). Some have made improper remarks regarding women's bodies or sexual orientation. Some have fostered a "bro culture" inside the executive ranks. Sony Company might avoid these problems if its executives were adequately trained on gender equality. Biological variations between the sexes, such as those caused by female and male hormones, are often blamed for the disparities between the sexes. Still, society's role in shaping gender roles is often overlooked. As a result, Sony Corporation might employ speakers to educate its workforce on how gender norms have altered women's lives.

3. Exposure to Security Threats

Sony Company must employ only the most qualified individuals to prevent consumers from suffering a loss of resources due to security breaches. It may be necessary for Sony Company to hire a third-party firm to help identify and resolve the threat. This problem may have been avoided if Sony had maintained a full-time security staff whose only responsibility was to keep an eye on the company's databases and perform routine maintenance and updates to keep hackers at bay (Flatt et al., 2016). Since management often lied, the company's reporting and communication systems are also flawed. The issue might have been avoided in the first place if good corporate governance practices had been implemented.

Although it may seem common sense, many companies must keep their access restrictions current. The company should re-evaluate its password and username policies and the number of unsuccessful login attempts that result in account closure. After an employee's departure, they must change any shared passwords and get their accounts deactivated. Sony should also make sure that its administration sites are secure. Removing the admin pages from search results is a simple but effective way to protect your organization from hackers. Hackers

may more easily get access to the website and its data if the admin pages are indexed and shown in search results (Brundage et al., 2018). Finally, Sony Corporation should train its staff to deal with the security danger they face: It is crucial that employees be aware of business security policies and can identify potential security threats, such as phishing schemes. Sony should include security training in new hire packets and periodically hold seminars to update personnel on the latest security risks.

4. Managing Remote Contractors and Labour Costs

Sony Corporation has to be prepared to manage remote contractors and labour expenditures by being both well-organized and adaptable. Working with remote teams requires allowing for flexible hours to ensure continuity. While you should have a firm strategy, be flexible if necessary. As long as the job is done and of excellent quality, whether the company's staff put in their early morning hours or the evening should be fine (Nash & Churchill, 2020). Secondly, Sony Corporation needs to monitor staff development and stress open lines of communication. Managers must keep in touch with their remote employees to keep them informed of important information, such as upcoming deadlines, resources, obstacles, and working time. Find the sweet spot between inundating colleagues with texts and e-mails and radio silence by thinking about which form of communication best matches the team's culture (e-mail, texts, telephone conversations, video conferences, an intranet channel). Employees may have varying preferences for how often they are updated.

5. Providing access to benefits and tracking admin

As a result of the dramatic changes in the workplace, many employees feel abandoned and confused. For this reason, managers should make an effort to establish rapport with their staff to define better their expectations and the roles they are expected to play throughout this time of transition (Sandage, 2021). Sony Corporation has to make sure it's building connections and is accessible for the team to solve the difficulty of giving access to benefits and monitoring administration.

To better manage the administrative burden of group benefits programs like health, dental, foresight, short-term and long-term impairment, worker's compensation, health insurance, commute, dangerous occurrence, flexible spending, retirement, etc., Sony Corporation should create the position of benefits administrator. The administrator is responsible for exploring potential new benefits programs, enhancing current ones, and overseeing and monitoring the administration of existing programs. The ideal candidate for this role is someone who thrives on helping others and who can build innovative benefit packages.

What steps can Sony take to solve its HRM and IHRM issues?

1. Staff development- Sony would be wise to take into account the fact that significant asset management helps to sustain population expansion. As shown in appendix 1, Sony has a big number of employee which needs to be satisfied. Sony should provide its global workforce with opportunities for on-the-job training and participation in a range of development initiatives designed to inspire and challenge them to reach their full potential.
2. Developing leader- Sony has to take a number of steps to encourage the next generations of global business leaders and tap into the maximum capabilities of its current workforce.
3. Training of employees- In order to achieve its goals, Sony Group has to expand the number of educational opportunities available to its employees by partnering with organizations that specialize in technical education and training and trying new methods of instruction like e-learning and correspondence programs.
4. Improve employee health and safety Sony should strive for a wholesome labour market and hiring policies, as well as a safe workplace and high standards of productivity.

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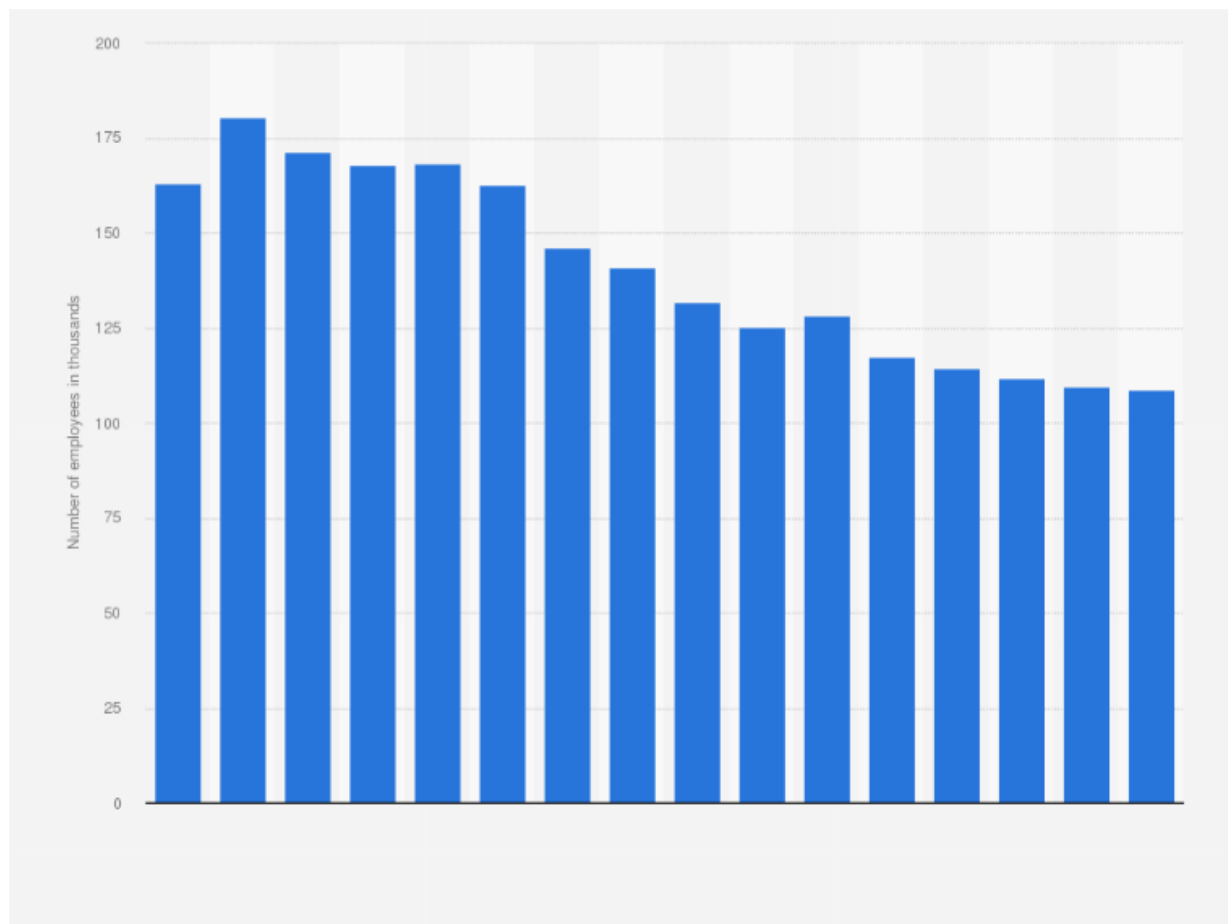
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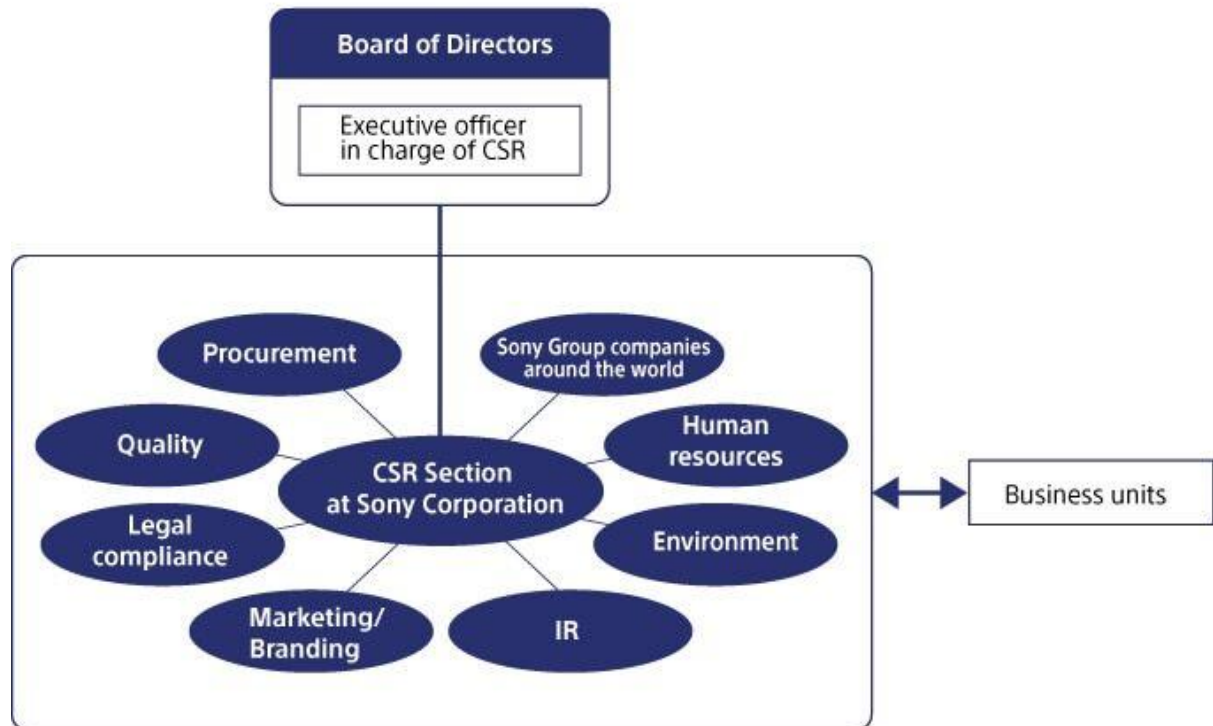
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Appendices

Appendix 1: Sony Corporation number of employees as at 2022



Appendix2: Sony Organization structure



HUMAN RESOURCE MANAGEMENT ASSIGNMENT 2

**REFLECTIVE REPORT
BY
DIMPLEBEN PATEL**

LEARNING AND DEVELOPMENT STRATEGIES

Learning and development -Requirements / Needs

Learning and development are one of the most important parameters which are associated with the human resources practices of the organization. It is indicated that the learning and development of the employees are a must step that the human resources manager must follow so that not only the learning capabilities of the employees would be increased but also the development opportunities will be offered to the employees at a higher level. When the organization focuses on designing in developing a learning and development strategy, the effective needs and requirements of this strategy would be identified and evaluated appropriately. The most required needs of learning and development strategy include the current level of skills among employees organization's current and future capability requirements and the social and emotional development of the employees.

In my opinion, learning and development are highly required for the organization to follow as it helps to bring more engagement from the employees with the vision or planning managed in the organization. When the company or human resources managers would be able to identify these needs and requirements with clarity, I believe, it increases the possibility of achieving success to offer better development opportunities to the workforce or human resources of the organization.

Learning and Development Strategy

Learning and development are considered one of the most important and effective requirements to manage one important aspect of human resources management. For improving the learning and development of the workforce in the company, there are some necessary steps to be managed. The particular strategy used to achieve the purpose is related to creating a highly value-based diversified culture in the organization. It is among the most successful strategies that would be deemed extremely beneficial in terms of greater learning and growth for employees/co-workers in companies. A successful value-based diverse culture must be built as part of this plan. The key focus of this plan must have been on employee development such that this is simpler to educate people about diverse workplace cultures.

I have learned a lot of things while designing the particular strategy as it made me understand that the strategy has a specific aim and objectives which needs to be associated with the issues which need to be resolved. Apart from that, I played an important role to identify the biggest issues of the organizations which helps to solve the issue with the particular strategy.

Practice adoption of the strategy

When it comes to designing and developing a particular learning and development strategy in the organization to manage its human resources requirement, it is highly required to understand that implementation or the adoption of the strategy would be considered the most important steps to successfully run a particular strategy. In my opinion, when it comes to the practical adoption of the strategy, different methods need to be evaluated so that the most appropriate method of practically adopting the strategy could be identified and managed. For the particular chosen learning and development strategy, the practice adoption will be managed through three different methods. The first method includes offering regular training and development opportunities to the employees which is helpful to bring more productivity and efficiency. The second strategy includes collecting regular feedback from the employees which is required for identifying the challenges of implementation. The third method includes offering better than effective employment opportunities so that the employees would feel more connected and engaged which is necessary for regular adoption of the strategy. I contributed to managing the requirements of collecting regular feedback from the employees because it has to bring more transparency and engagement to company management.

Benefits of the strategy

Adoption of this strategy is very required for organizations as the diverse workforce and its management properly is highly required as it is a common problem identified among the workplaces in most organizations. Several benefits could be achieved by the company's customers, its employees as well as the human resources department with this successful implementation of this strategy in the organization. I have come to identify that using this strategy would help improve the skills of the employees as they would become more aware of diverse cultures, they would have higher productivity in efficiency, and also the workplace would become a better place which is helpful to encourage the employees for more engagement and better connectivity with others from different cultures. My overall experience of identifying these benefits for the organization and employees from this strategy, was very eye-opening as I was not aware of these benefits to the company and employees before.

Challenges of the Strategy

Design development and implementation include different steps of creating and running a successful strategy in different aspects of the business. As this particular strategy is mainly

related to the human resources management of the organization, it is important to identify some of the important potential challenges of implementing the strategy successfully in the organization. In my opinion, some common challenges could occur while implementing this particular strategy. Ineffective communication is not good for the flow of information which is highly negative to implementing the strategy successfully. The ineffective approach to managing the change management in the organization also could create different types of issues to manage this strategy with higher success. If the strategy does not have a strong vision, I feel that it would be one of the difficult factors that are challenging to achieve the implementation effectively. Also, it will be very challenging to create complexities because vision describes the path for strategy and its associated aspects which needs to be covered. However, when the vision is not fully developed, it is one of the biggest challenges for the organization to achieve success and decide growth from the successful outcomes of this particular study. My overall contribution, my emotions, and my experience of working on this particular project are very learning as I have learned a lot of new information areas as well as become more aware of my personality and areas of improvement for the future.

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