



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

200
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HUMAN RESOURCE MANAGEMENT

LEARNING AND DEVELOPMENT

**PRESENTED BY
MASTERS OF BUSINESS ADMINISTRATION
STUDENTS**

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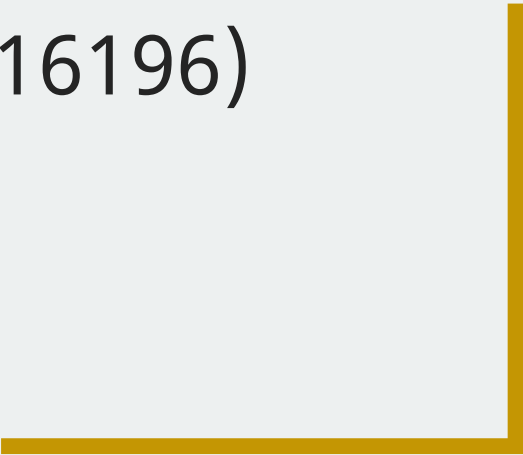
TEAM MEMBERS

VIMAL KUMAR (2214033)

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Agenda

- **DISCUSSING THE ISSUES OF HRM AND IHRM IN THE COMPANY AS WELL AS OTHER ORGANISATIONS.**
- **IMPLEMENTATION OF LEARNING AND DEVELOPMENT THEORIES .**
- **FINDING SOLUTIONS FOR ISSUES RELATING TO LEARNING AND DEVELOPMENT.**
- **TRACK THE CAREER DEVELOPMENT OF EMPLOYEES WITH THEIR NEEDS.**



INTRODUCTION

BACKGROUND OF THE ORGANISATION

CARGILL, INCORPORATED

An American international corporation privately held in United States, established in 1865 and was founded by William Wallace Cargill, and has remained a family-owned business.

They deal with agricultural services , trading in energy , steel , transport , food , health pharmaceutical, industrial and financial risk management, raw materials.

Currently managing 166,000+ employees.

The Cargill logo features the word "Cargill" in a bold, black, italicized sans-serif font, followed by a trademark symbol (TM). A green, curved swoosh is positioned above the "gill" part of the name. The logo is set against a background of large, overlapping circles in mustard yellow and white, with a dark grey circle partially visible in the upper left.

BY :KANOJIYA ANKIT



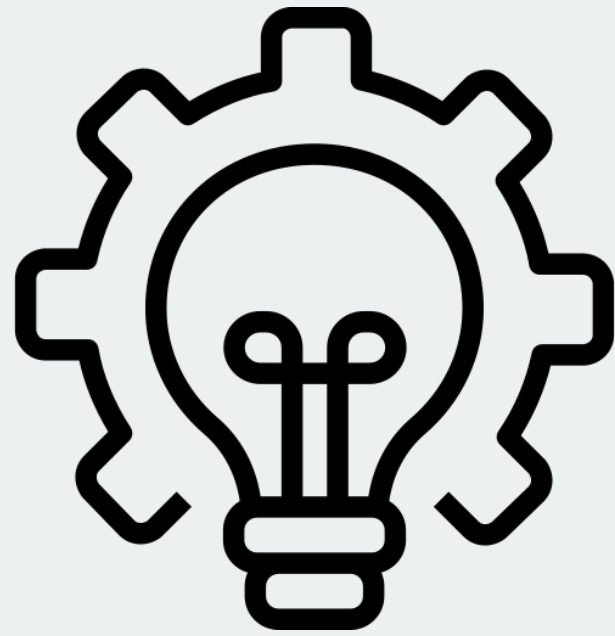
VISION

OUR PURPOSE IS TO BE
THE GLOBAL LEADER IN
NOURISHING PEOPLE



MISSION

CREATE DISTINCTIVE VALUE



OUR APPROACH

TO BE TRUSTWORTHY,
CREATIVE AND
ENTERPRISING



OUR PERFORMANCE MEASURE

ENGAGED EMPLOYEES,
SATISFIED CUSTOMERS,
ENRICHED COMMUNITIES
AND PROFITABLE GROWTH.

BY :KANOJIYA ANKIT

LEARNING AND DEVELOPMENT

Definition:

A core responsibility of the management that is to empower the employee with specific skills for better performance. This process increase the skill and knowledge of an employee, which will positively effect the organisation.



BY :KANOJIYA ANKIT

IMPORTANCE OF LEARNING AND DEVELOPMENT

I. BENEFITS TO THE ORGANIZATION

- FILLING THE KNOWLEDGE GAP OF AN EMPLOYEE
- IMPROVE THE PERFORMANCE AND PRODUCTIVITY OF AN EMPLOYEE
- EMPLOYEE RETENTION
- COMPETITIVE ADVANTAGE
- COST EFFECTIVE

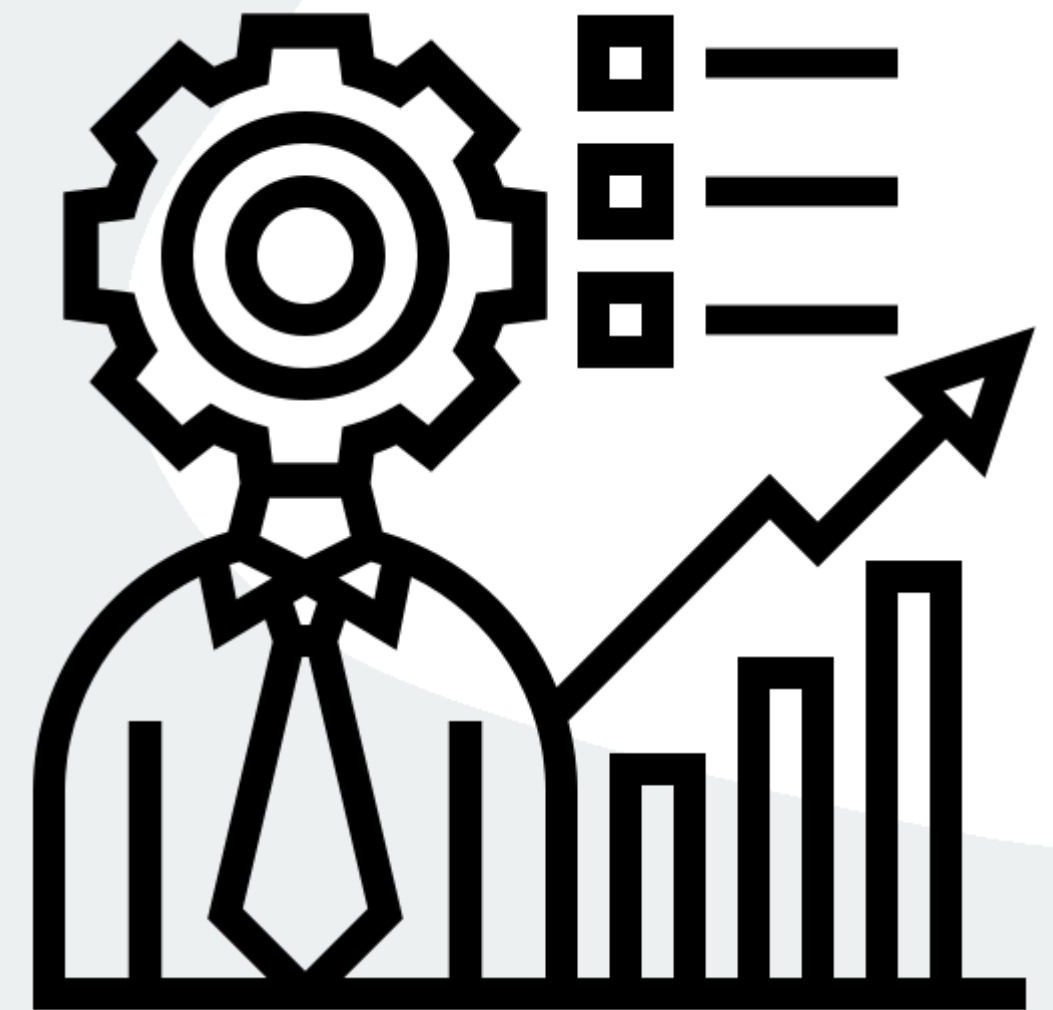


BY :VIMAL KUMAR

IMPORTANCE OF LEARNING AND DEVELOPMENT (cont.)

II. POSITIVE IMPACT ON EMPLOYEES

- DEVELOP A LEADERSHIP QUALITY IN AN EMPLOYEE.
- INCREASES EMPLOYEES MOTIVATION AND INTEREST IN THE WORKPLACE
- INCREASE IN JOB SATISFACTION
- INCREASE THE KNOWLEDGE OF NEW METHODS
- ACCELERATE THE WORKING PERFORMANCE EFFECTIVELY
- GAIN REWARDS



BY :VIMAL KUMAR

CURRENT ISSUES OF HRM



1

New government initiatives, globalization and the economy have changed the world of work

2

Employees having more options when compared to last decades, to retain the current human resource or risk of losing them is extremely challenging in talent market.

3

Employees began to recognize the need for individual benefit plan towards their health and well being.

4

Implementation of performance management system.

BY :VIMAL KUMAR

CURRENT ISSUES OF HRM (cont.)



5

Work is evolving faster than static learning management , where new solutions of training programs and continuing professional development are needed.

6

Identify the growing challenges impacting employees and the world of work.

BY :VIMAL KUMAR

CURRENT ISSUES IHRM



1.

Current pandemic policies created global staff shortage with millions of vacancies .



2.

Recognising the need of certain HR practices and policies to local market with balancing global values.



3.

Ethnocentric, polycentric and geocentric staffing.



4.

Building company culture with employees from different countries.



5.

Global hiring, takes longer time as HR needs to verify all the documents.

USE OF THEORIES



OPERANT THEORY IS USED:

To explain a variety of behavior starting from the process of learning to addiction of rewards.



SOCIAL LEARNING THEORY IS USED :

To understand and investigate the observational learning of employees .
How the positive role models can change the behavior.



LEARNING THEORY: OPERANT CONDITIONING

B.F SKINNER'S THEORY

“REFINFORCEMENT” TO
THE LAW OF EFFECT

- NEUTRAL
REINFORCEMENT
- REINFORCEMENT
- PUNISHMENT

Operant Conditioning

Specific consequences are associated with a voluntary behavior

Rewards introduced to
increase a behavior

An illustration of a grey rat with pink ears and paws sitting on a yellow floor. It is pressing a yellow lever with its right paw. A green circle with a white hash symbol is above the lever, and a red circle with a white hash symbol is to its left. A yellow box is open in front of the rat, containing several brown and white food pellets.

Punishment introduced to
decrease a behavior

An illustration of a grey rat with pink ears and paws sitting on a yellow floor. It is pressing a yellow lever with its right paw. A pink circle with a white hash symbol is above the lever, and a green circle with a white hash symbol is to its left. Red lightning bolts are shown near the lever, indicating a punishment. A yellow box is closed in front of the rat.

BY: KIRAN KALIA

OPERANT CONDITIONING (CONT.)

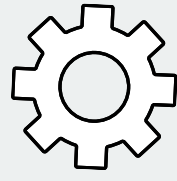


Two sides of Reinforcement

- Positive Reinforcement
- Negative Reinforcement

Two sides of Punishment

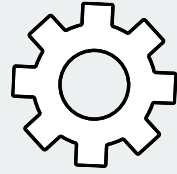
- Positive Punishment
- Negative Punishment



IMPLEMENTATION OF OPERANT THEORY



BY :ALI IMRAN SHAHJEHAN



IMPLEMENTATION OF OPERANT THEORY (Cont.)

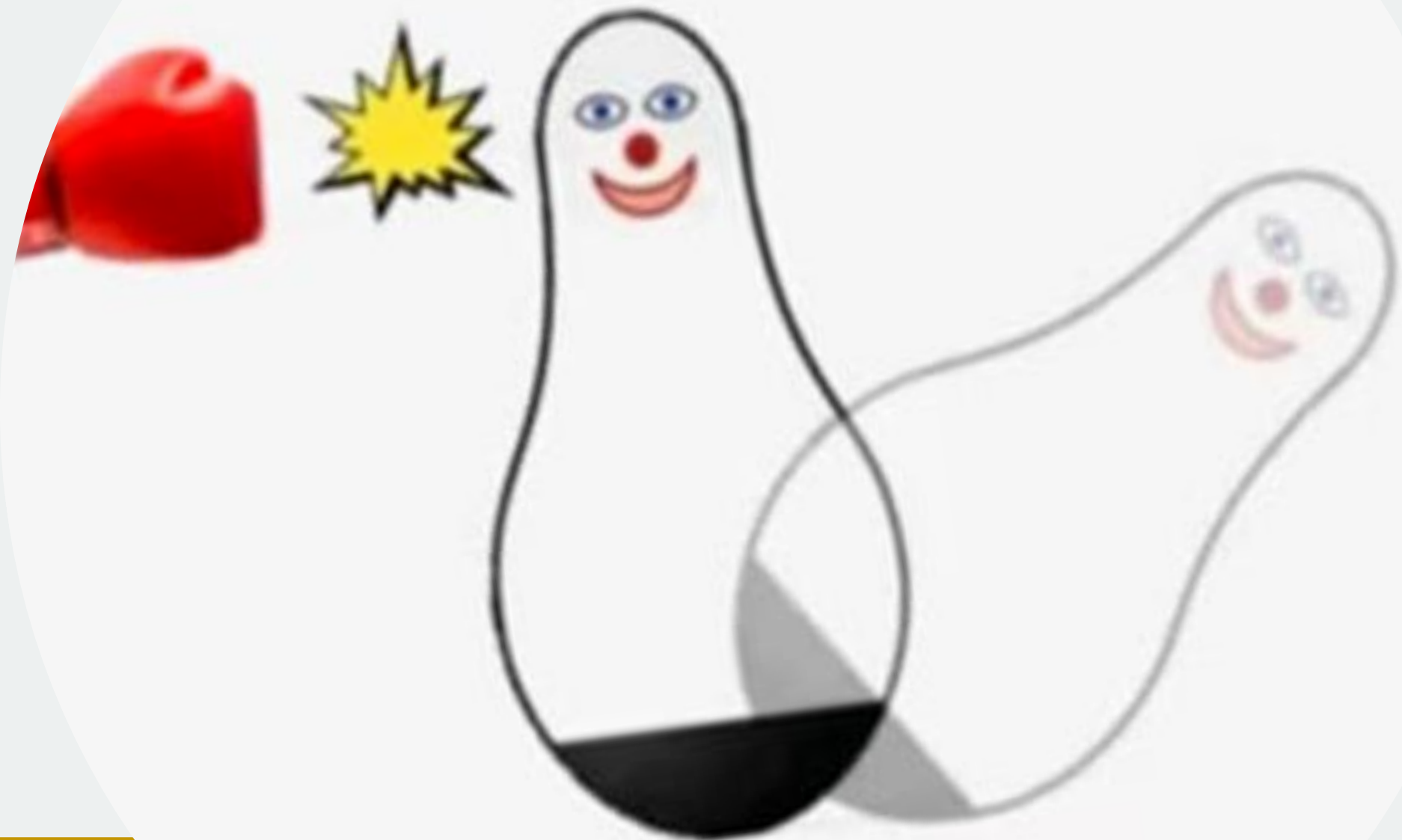


BY :ALI IMRAN SHAHJEHAN

SOCIAL LEARNING THEORY

INTRODUCED BY PSYCHOLOGIST ALBERT BANDURA
Bobo doll experiment

- Children behaviour were tested in a room with an adult, showing aggression towards the doll.
- In another room, the doll was ignored completely.
- Children witnessed the aggressive behaviour were imitating same behaviour towards the doll.



BY :ALI IMRAN SHAHJEHAN



SOCIAL LEARNING THEORY (cont.)

THIS THEORY HAS FOUR STAGES WHICH DETERMINES WHETHER A NEW BEHAVIOUR IS ACQUIRED OR NOT.

- **Attention** : the degree of observation.
- **Retention** : well remembrance of the action.
- **Reproduction** : react the behaviour observed.
- **Motivation**: the will to imitate the behaviour.

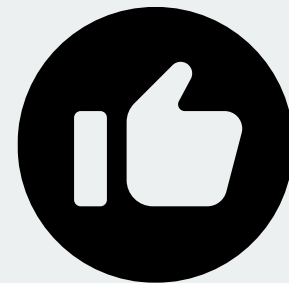
THREE MODELS OF OBSERVATION



- **LIVE MODEL** : Actual action demonstration .
- **SYMBOLIC MODEL** : Displaying behaviour in films, television.
- **VERBAL INSTRUCTIONAL MODEL** : Describing or explaining a behaviour.

• SOCIAL LEARNING THEORY (cont.) •

STRENGTHS



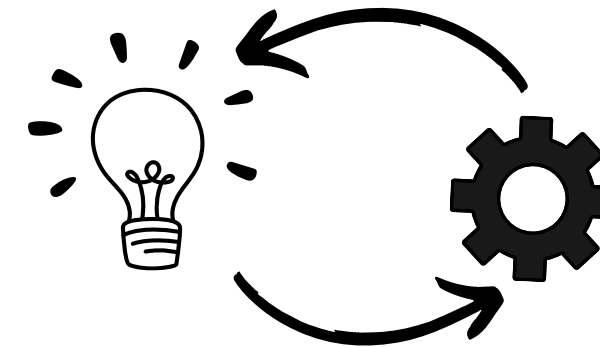
- CHANGE IN ENVIRONMENT ,
CHANGE IN CHILD .
- DIFFERENT WAYS OF
LEARNING.
- USEFUL APPLICATION
AT SOME POINT.

WEAKNESSES



- ACCOUNTABILITY OF
AN ACTION
- IGNORING CHANGE
OF SPAN OF LIFE .
- CONDUCTED IN FALSE
SETTINGS.

IMPLEMENTATION OF SOCIAL LEARNING THEORY



1

Treatment of other employees are observed under various situations(live model)

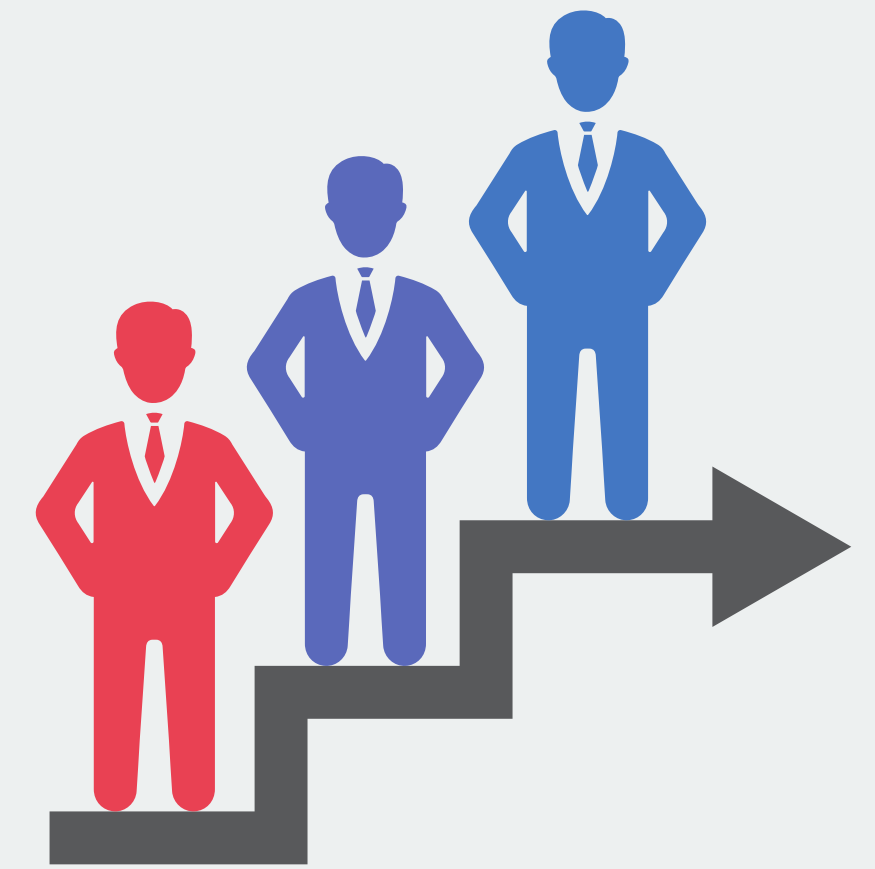
2

Guest lectures from a successful employee (verbal model)

3

Interview of a successful person who employees admire or respect (symbolic model)

CAREER DEVELOPMENT



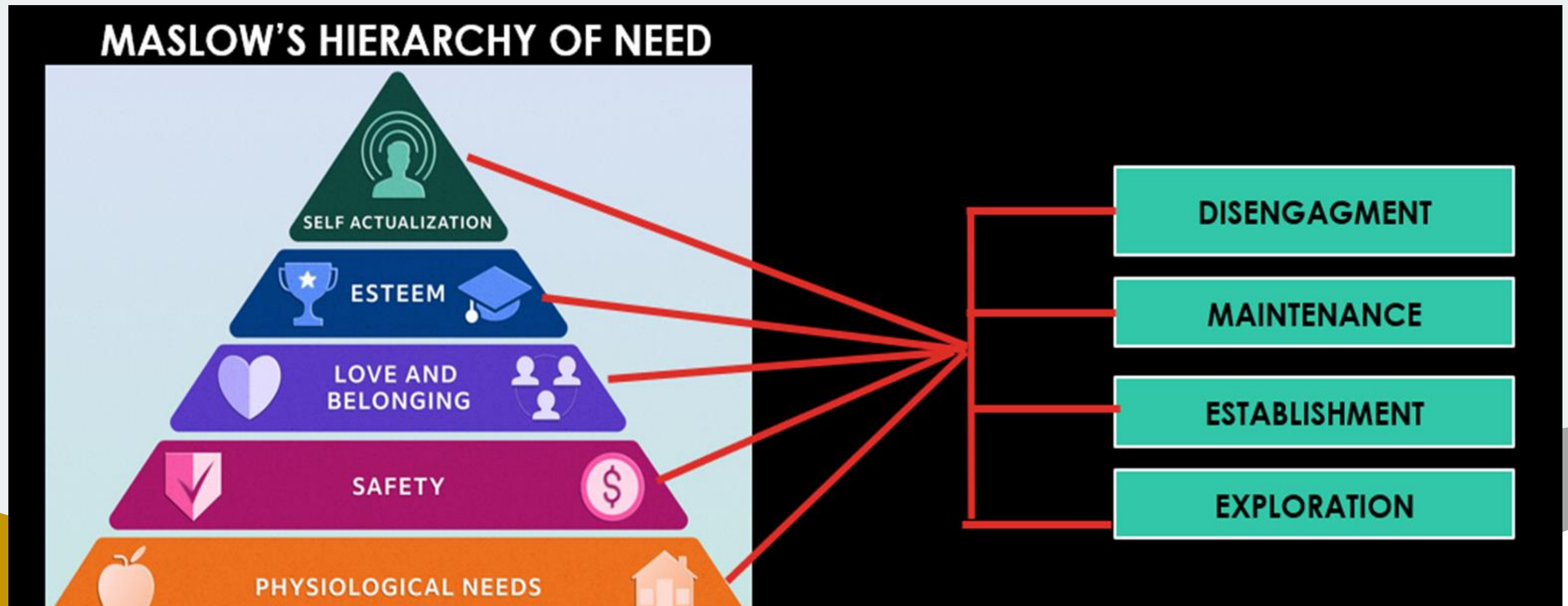
CAREER:

The experience gained and the activities done over the span of working life , an individual develop an attitude and behaviour.

STRATEGIES OF CAREER DEVELOPMENT:

An employee have different needs at different stages of life, therefore an organisation have to meet relation between career stage and employee needs stages.

CAREER DEVELOPMENT AND HIERARCHY OF NEEDS



CAREER DEVELOPMENT AND HIERARCHY OF NEEDS (CONT.)

PHYSIOLOGICAL NEEDS	SAFETY AND SECURITY	SOCIAL NEED	ESTEEM
EXPLORATION : PERSONAL NEED	EXPLORATION : IDENTIFY INTEREST	EXPLORATION: EVALUATE SKILLS	EXPLORATION: TENTATIVE WORK CHOICE
ESTABLISHMENT : CAREER ENTRY	ESTABLISHMENT: BUILDING SKILLS	ESTABLISHMENT: SECURITY STABLIZATION	ESTABLISHMENT: WORK RELATIONSHIPS
MAINTENANCE : PERSONAL SATISFACTION	MAINTENANCE: CONTINUE ADVANCEMENT	MAINTENANCE: COACH/ MENTOR	MAINTENANCE: IMPROVES POLICIES AND PROCEDURES.
DISENGAGEMENT : LOWER OUTPUT	DISENGAGEMENT: MENTOR AS DESIRE	DISENGAGEMENT: NO BALANCE BETWEEN WORK AND NON WORK	

BY : ASMA BANU

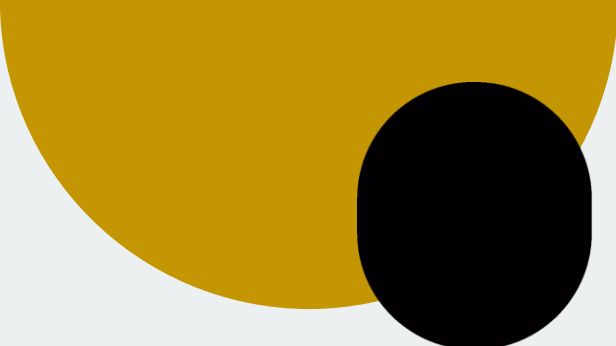
CAREER DEVELOPMENT AND HIERARCHY OF NEEDS (CONT.)

SELF – ACTUALIZATION:

- ESTABLISHMENT: WORK CONTRIBUTION

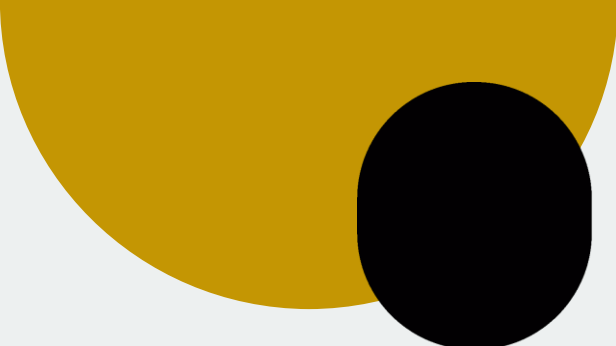
**AS THE LEVEL OF NEED IS MET ,THE CAREER WILL BE
DEVELOPING AUTOMATICALLY.**





STRATEGIES TO DEAL THE ISSUES OF HRM AND IHRM

- Recognition of top talent and encouraging to learn and grow.
- Provide with health insurance and family benefit plan.
- Study the behavior pattern of employees through implementation of traditional theories and create a learning environment.
- Taking measures to protect the safety and health of local and international employees.



STRATEGIES TO DEAL THE ISSUES OF HRM AND IHRM (cont.)

- Limiting ethnocentric and polycentric approach of staffing.
- Exploring ,establishing and maintaining the needs of an employee.
- Standardizing the method of working and providing training to employees to work as per company norms.

CONCLUSIONS 🤔

- Implementing theories into practices would make easy for HR manager to make a change in behaviour of an employee.
- Providing employees with training would benefit both organisation and employee i.e. organisation are benefitted with increase in productive rate and employees gain a new skill or knowledge.
- Learning and development opportunities are influential factors when deciding whether to accept a new job.
- Employee retention , employee branding and individual self- actualization

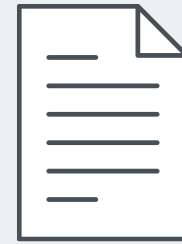


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