

Student Name. Rex Amu

Student ID. 2028603

Module Name, Human Capital
Management

Lecturer Name. Nishi Ramsurrun,

Title. Amazon job Analysis

Presentation By

Rex Amu



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



Table of Content.

- ❖ Introduction of Amazon plc
- ❖ Amazon strategic goal for recruitment
- ❖ Job Analysis & position.
- ❖ Job Description.
- ❖ Person specification.
- ❖ Skills required
- ❖ Pay and Benefits
- ❖ Flexible working patten and justification
- ❖ Conclusion.
- ❖ References.



Introduction of Amazon plc

- Amazon is the first large company that sell goods and service over the internet . It was founded by Jeff Bezos in 1994. Amazon started out as an online book store then grows quickly to add new items such as DVD's video games, electronics, clothing and more to the extent that the company logo symbolizes means that they sell all product from A to Z
- Amazon .com try their best to get customer loyalty and trust . They offer state shipping service, and they have many retail stores in different countries. It also purchase customers data and I information achieve customer needs and wants. Amazon is one of the first in the world to sell online and has many competitors like, eBay, Rakuten and Flipkart. Therefore, amazon has own over 40 subsidiaries includes; Zappos, shopbop,IMDb , Amazon prime , Alexa . Appstore and Amazon Drive.



Amazon strategic Goal

- ❖ Grab and GO- One of the latest strategies by Amazon is Grab and Go. In this strategy, they rent or purchase the place near 7000 to 14000 sq. ft, and they sell, snacks, weekly essentials, seasonal and local specialities.
- ❖ These quick shops provide an advance cart like Amazon dash cart by advanced computer vision technology. Moreover, they also provide an option to check out and navigation so anyone can easily enhance their shopping experience.
- ❖ Amazon launched these types of shops to compete with the big sharks of the market like Tesco, Sainsbury's and Lidl. In the Amazon dash cart, they offer check out less shopping, so people save their time.



Job Analysis and position

- ❖ Job Title; Logistic Manger.
- ❖ Department ;Supply chain /Logistic.
- ❖ Location;. Amazon UK DXN1 Hayes.
- ❖ Classification ;Full - Time



Job Description



- ❖ The Logistics Manager is responsible for overseeing and managing the entire logistics operations, including the movement, distribution, and storage of goods, materials, and services. The role involves coordinating with suppliers, manufacturers, retailers, and consumers to ensure that products are delivered on time and within budget
- ❖ Track and analyse key performance indicators (KPIs) to measure logistics performance,
- ❖ Ensure all logistics activities comply with relevant laws, regulations, and industry standards.
- ❖ Develop and implement logistics strategies and processes to meet organisational goals.



Person specification.

- ❖ Bachelor's degree in Logistics, Supply Chain Management, Business Administration, or a related field.
- ❖ Minimum of 5 years of experience in logistics or supply chain management, with at least 2 years in a managerial role.
- ❖ Proactive, initiative to identify opportunities for improvement and take action to implement changes.



Required Skills



- ❖ Strong analytical and problem-solving skills.
- ❖ Excellent organizational and multitasking abilities.
- ❖ Proficiency in logistics software (e.g., SAP, Oracle) and Microsoft Office Suite.
- ❖ Effective communication and negotiation skills.
- ❖ Leadership and team management skills.



Pay and Benefits

- For Logistic Manager Amazon .
- Base Salary: £60,000
- Annual Bonus: £6,000 (10% of base salary)
- **Benefits**
- Parental leave
- Employee discounts
- Pension plans with company match
- Health insurance
- Life and disability insurance



Flexible working patten with justification

- Hybrid Working Model: Combination of remote work and in-office presence.
- Flexible Hours: Choose working hours within a certain range (e.g., 7 AM to 7 PM).
- Remote Work: Potential for entirely remote work based on performance and operational needs.
- Employee Well-being: Having an extra day off can significantly boost employee well-being, reducing burnout and turnover.



Conclusion.

- ❖ The Logistics Manager is a vital role that ensures the smooth and efficient operation of the supply chain. By managing logistics processes, optimizing resources, and leading a team, the Logistics Manager helps the organization achieve its operational and strategic objectives.
- 



References

- ❖ Polacco, A. & Backes, K. (2018). The Amazon Go concept: Implications, applications, and sustainability. *Journal of Business and Management*, 24 (1), March, 79-92. DOI: 10.6347/JBM.201803_24(1).0004.
- ❖ Aloqaily, A.N., 2022. The Role of the Human Resources Information Systems in Enhancing the Organizational Creativity Process (A case study in the International Amazon company–Jordan). *Res Militaris*, 12(2), pp.5441-5458.
- ❖ Wicks, A.C., Budd, L.P., Moorthi, R.A., Botha, H. and Mead, J., Automated Hiring at Amazon.
- ❖ Baron, A. (2007) *Human capital management [electronic resource] : achieving added value through people* . London :, Kogan Page.
- ❖ Cook, M. (2009) *Personnel selection [electronic resource] : adding value through people* . 5th ed. Hoboken, NJ :, J Wiley & Sons.
- ❖ Armstrong, M. (2009) *Armstrong's handbook of performance management: an evidence-based guide to delivering high performance*. 4th ed. London: Kogan Page.