

Module name : Developing Relationships and Workplace Achievement

Module code : BMSW5102

Introduction

Human Resource Management is an important part of a large organization and it is the most vital function that organise and manage organization's people for ensuring their best and effective performance. HRM is the backbone for an organization that is focused to recruit the suitable and best employees from the large number of alternative sources. In this part the training and development needs for HR officer are discussed to understand effectively of employees

As a HR officer of a large organization, it is very essential to identify the development needs of the employees to improve their skills, capabilities and experiences. Individuals of an organization improve their skills, qualities for better career opportunities and promotion and the tasks are performed with an efficient way. For a better understanding of personal development needs and different expectations of the employees, we analyse the information of Unilever and work on it. Unilever is one of the most leading retailer business organizations around the world. It operates business operations throughout the world by producing and delivering their products with great care, standard quality and so on. Their employees are well trained and experienced in their jobs and regularly provide training and development programs to its employees for further developments and identify their employees personal development needs to improve and ensure the growth of the company by achieving competitive advantages.