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DEVELOPMENT OF A PLAN BY MEETING THE IDENTIFIED PERSONAL DEVELOPMENT NEEDS AN EXPECTATIONS OF INDIVIDUAL EMPLOYEES IN A CHOSEN ORGANISATION

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Introduction:

In this post pandemic period the job market has become more competitive than the previous time. Thousands of people have lost their job due to the outbreak of covid-19 across the countries. A large number of people have been facing difficulties to get their expected job. Employees need to improve their capacity constantly as they need to be updated with the changing working environment across the world. The business organizations across the world are adopting technology based solution to continue their business operation. Technology enables business organizations to bring greater efficiency in the business operation. Business organizations from all over the world are recruiting employees who are experts in IT. Information and technology enables employees to be active in the organizations. Business organizations from all over the world are arranging regular training for their employees to improve their efficiency in the business operation.

Unilever is a British multinational consumer company which has expanded their business operation throughout the world. Business operations of Unilever has greatly hampered by the outbreak of covid-19. Unilever needs to change their business operation strategies to overcome covid-19 business complexities. Business operation throughout the world is adopting technology based solution to continue their business operation. Business operation throughout the world are going through a an unprecedented situation in the business operation as they compel to continue their official work without going to the office (Unilever Global: Making sustainable living commonplace, 2022). Unilever is adopting technology in it's business operation to bring efficiency in the business operation. For this reason it needs to arrange special training to improve the capacity of employees. It also needs to use different personal appraisal tools to assess the performance of the employees with new working environment (Unilever USA Homepage, 2022).

Critically evaluate development vehicles available to my chosen organization and explain their effectiveness to which I think they are appropriate in identifying and satisfying the development needs of the individual employees to meet both individual and organisational success:

Appraisal:

Business organizations needs to monitor the working progress of employees through regular monitoring. It will help business organizations to achieve their organizational goals. Business

organizations from all over the world uses different techniques and tools to monitor the improvement of the efficiency of the employees.

Performance appraisals: Through performance appraisal management of the Unilever can appraise the performance of the employees in the business operation. It will help to monitor the effectiveness of technology integration in the business operation during this post pandemic period. It also helps to understand the performance of employees in this new working environment. New technology in the business operation often affects the efficiency of the workers. Unilever needs to arrange regular training for the employees.

Advantages: Performance appraisals help Unilever to find the lacking of each and every employees. It helps to prepare better training strategies for each and every employees in the business operation. Integration of technology in the different departments often needs to retrain and reskill employees. Performance appraisals helps Unilever to prepare better strategy for the training of the employees.

Disadvantages: Business organizations should be careful about implementing the performance appraisals in the business organizations as it may affects the productivity of the employees. Business organizations from all over the should consider the process of appraisal of as it affects the psychology of employees. It affects the creativity of the employees as they are always monitored by the management of the company.

360. Degree feedback:

Through this appraisal tools business organizations assess the performance of employees both within the organizations and outside the organizations. It emphasizes on the development of employee's overall performance of employees. 360 degree feedback ensures detail assessment of each and every employee in the business organizations. Through using this tool Unilever can assess all the performance of both employees and the management of the organizations. It will help Unilever to get performance report about each and every employee in the organizations. It will enable Unilever to arrange different training according to the demand of employees (Tkáč and Malindžák, 2014).

Advantages: 360 degree feedback helps Unilever to minimize the cost of business operation as it ensures the availability of employee's performance data. This data helps Unilever to develop precise and strategic plans about improving the performance of employees. It also improves the

overall performance of the organizations through increasing the performance of employees both within and out side of the organizations (Vashishth, 2011).

Disadvantages: 360 degree feedback decrease the role of managers in the organizations as HR managers have enough data to prepare training design without the help of managers. It increases tension between HR trainee and the management of the companies. It is a holistic assessment process which needs a huge amount of resources to complete the whole assessment (Clarke and Dempster, 2020).

PDP:

Personal development plan is designed based on the demand of the organizations. Through this process organization arrange different training programs for improving the personal development of the employees. Generally this process often emphasizes on the development of each and every employees in the organizations. Unilever needs to arrange training for each and every employee based on their needs they have to arrange different training program. Personal development plans includes the time management capacity, communication skills, motivation capacity, leadership and team work capacity. Unilever should arrange regular training for enhancing the efficiency of both organizations and individuals.

Advantages: Personal development plan emphasizes on enhancing the capacity of employees through a systematic process. It helps to improve the IT skill capacity of employees in the Unilever as Unilever is adopting technology base solutions in it's business operation. Business operation of Unilever can be more efficient as the IT skills of employees have improved through arranging regular training.

Disadvantages: Business organizations have invested a large amount of money for developing personal skills of employees. Personal development program may not serve the goals of the Unilever. Unilever may not receive expected improvement in the business operation through enhancing the capacity of employees. Unilever may not mobilize workforces experiences and skill in it's business operation strategies. There may remain gap between planning and implementation process.

Reward and recognition programs:

Business organizations needs recognize the contributions of employees efforts. It helps employees to increase their working energy. The promotion of a business organization should

be based on the performance of the employees. Unilever should ensure equal working environment for its employees. It will ensure greater employee satisfaction in the organizations. Unilever should provide rewards for its employees through assessing their performance in the organizations. It will help employees to be more productive as they will get direct feedback based on their performance through this appraisal process.

Advantages:

Business organizations need to recognize the contributions of employees to stimulate their working energy. They need to stimulate employees through providing equal working environment and promotion within the organizations. Disadvantages: It is very difficult for multinational companies to manage the huge workforce without proper training strategies. Ensuring equal environment where employees from different cultural background work for the same organizations. Promotion of employees from a particular cultural background can spark protests and discontents in the organizations. Proper guideline and flexible leadership skills can address these problems but it may become difficult to find such leaders.

Personal performance appraisal helps employees to further develop their skills through extensive training. It helps business organizations to find the area of improvements for each and every employee in the Unilever. Then it prepares training strategies and training design in accordance with the demand of the employees. Personal performance appraisal often related to the increase of the development of employees personal skill development but in the long term it also helps business organizations to bring greater efficiency in the business operation (Rimmer, 2018). Business operations throughout the world have been greatly hampered by covid-19 and high inflation. Performance appraisal can ensure greater efficiency in the business operation through increasing the capacity of employees with the help of selective training programs.

Critically evaluate development vehicles available to my organisation and explain the extent to which I think they are appropriate in meeting the development needs of the individual employees:

Online communication:

Business organizations throughout the worlds are adopting technology to run their business operation efficiently. During this post pandemic period business organizations are increasingly

conducting their business meeting through virtual platforms. Employees need to be skilled in online communication to convince different stakeholders in the business operation. Virtual communication has become a common feature for multinational companies as they have expanded their business operation across many different countries. Employees need to be skilled in online communication to meet the greater demand of market. Unilever as a multinational company has to manage business operation across the world. Management of this company is arranging their business meeting through virtual platforms. Unilever needs to train their employees to enable them to be skilled in online communication to run the business operation without disruptions. During this post pandemic period business organizations are adopting technology to reduce the operational cost of business operation. Virtual communication and meeting can significantly reduce the cost of business operation (Coffelt, Grauman and Smith, 2019).

Time management: Employees should have developed the capacity to complete their task

within the given time. Proper time management enhances the competitiveness of business organizations. Unilever as a multinational company needs to develop an integrated supply chain system to ensure timely product supply. Employees develop their time management capacity during their academic period as they needed to complete their homework and assignment during their academic life. Employees need to continue their habit of completing their tasks within the given time (Ellwood, 2011). Leaders of Unilever need to monitor the progress of work all the departments to complete within the given time. Time management increases the efficiency and the productivity of the employees. Employees should develop their capacity of time management to increase their employability. Time management is essential for Unilever to reduce the business operational cost during this post pandemic period. It helps Unilever to fight against record inflation during this post pandemic period (Tasker, 2015).

Team work: Unilever is multinational company which expands it's business operation in almost all the countries of the world. It often forms team to overcome business problems. Employees should develop their team work capacity. They have to develop capacity to work in a team consist of team members from various cultural and academic background. They have to be flexible and have the capacity to explore new ideas coming from different team members (Ingvaldsen, Holtskog and Ringen, 2013).

Motivation capacity: Motivation increases the productivity of the employees through stimulating the working energy of employees. Leaders of the business organization should have the capacity to mobilize workforce to attain organizational goals through influencing employees by providing different stimulus packages. Employees should develop strong communication skills to develop strong relationship with the consumers. It helps them to achieve the goals of Unilever through increasing the working efficiency of the employees.

Public speaking and presentation:

Public speaking helps leaders of the Unilever to mobilize employees and stakeholders in the business organization to attain organizational goals. Employees need to present different projects among the different stakeholders in the business operation. It helps different stakeholders in the business operation to convince the relevancy of the projects.

Smart framework of PDP:

The personal development plan should not only improve the individual efficiency but also improve the overall production capacity of a business organization. Personal development plan should be achievable, specific, measureable, relevant and time bound:

Specific:

Personal development plan of employees should be achievable based on the demand of specific needs of the organizations.

Measureable:

The area of improvement should be measurable in terms of performance in the Unilever.

Attainable: Individuals needs to set attainable goals within a specific time frame. If they set unattainable goals it will affect the personal development process of the organizations.

Time bound:

Personal develop plan should achieved through specific given time. It will increase the employees of employees and so does the organizations.

Proposal a professional development plan for the chosen company with the suitability, feasibility, and acceptability to meet the identified development needs and expectations of an individual employees:

Development objectives	Priority	Activities to be undertaken	Resource	Target start date	Target end date	Evaluation
Time management	Increasing the competencies in the business operation.	Management of the company undertakes monitoring process of all the departments to finish the work within the given time.	Integration of real time data management and surveillance system	01-02-22	30-06-22	Time management skills have been achieved.
Online communication	Continuation of business operation without major disruptions.	Unilever arranges training to improve the online communication skills.	High speed internet communication and virtual accounts.	03-03-22	30-05-22	The efficiency of online communication has satisfactory.
Team work	Solving business problems and innovations.	Management of the Unilever have formed team from diverse background.	Team members from different academic background	01-01-22	30-06-22	It brings innovative ideas to solve business problems.
Motivation	Increasing productivity and	Promotion of the Unilever is based on the	Recognition of work and equal	03-04-22	01-07-22	Working energy of employees

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	creativity.	performance of employees.	working environment			has increased significantly.
Presentation and public speaking	Power balance among the stakeholders .	Developing presentation skills during academic life.	Fluency in speaking and attractive body language.	01-01-22	08-15-22	Developing strong relationship among the employees.

Conclusion:

Personal development plans helps employees to enhance their personal capacity through a systematic process. It increases the efficiency and the productivity of the employees significantly. It helps business organizational to bring greater efficiency in the business operation. It reduces the cost of business operation due to the widespread use of technology. Personal appraisal process helps to find the improving area of employees in the organization. It further enhances the performance of the employees.

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