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Introduction:

In this report, we will discuss the Fresh Direct company that grows and distributes fresh food produce directly to the customer. And online ordering platform base in Birmingham and we will discuss benefit of the developing new staff for Fresh Direct, and we also discuss hiring new staff training and development why is important how can it manage to use an individual's personal development plan. Why is training and development is important for business because if we are hiring new staff needs to know the all the procedure how to do job it than they can do, work efficiently they can improve the productivity and they can handle the customer very easily and the customer satisfaction very important. They can satisfy the customers, needs and all curries. So training is good for fresh direct business, if their workers have good skill they can work more efficiently, and the Business go to success .in this report we discuss motivation, engagement and leadership management. For FreshDirect company so. Overall, we discuss all the skill and knowledge which we learn on this term we will apply on this report for FreshDirect.

.Q1 .Benefit of developing individual staff members for fresh direct.

In here for FreshDirect developing new staff members than business can meet the unexpected rapid growth in orders fresh direct can meet the orders on time and customer needs and on time basis. New staff will help to increase the productivity of the business and the new staff works efficiently and meet the orders on time and all the customers' needs and this will increase the productivity of the business and work efficiency of fresh direct. Fresh direct make profit quickly because they can meet the customer needs and they fulfill all the customers' orders on time basis and their reputation and God will increase. Fresh direct workers' performance improved, and their staff better handle unexpected orders and learning style culture inside and organization will help attract new staff and improve loyalty that can save money help grow potentially good employees into good leaders the business goes to success. Because hiring, more staff, all the workers are interest on work and work happily in the company because no work pressures on workers if worker are less, they are working plenty hours and they are sick and they want to leave the company, so hiring new staff that will be helpful and beneficial for the fresh direct company.

Q2. How can training and development be used to manage an individual 's expectations in respect of personal development at Fresh Direct.

Training and Development Benefits.

The training and development are very helpful to manage an individual to improve personal development at Fresh direct. This training and development are very helpful to the staff to improve skills knowledge and self-confidence and management skills to achieve self-efficacy to do the task and an individual can show the improvement of his personal skill and knowledge. The training and development improve the work efficiency positively staff meet the expectation of Fresh Direct required expectation from their individual 's. The outcome of Fresh Direct will be increasing and organization achieve the desire Goals. This training and development in Fresh Direct gives training their individual's personal mental I development and improvement and then they give them idea about their social relationship, and they can do improve their spiritual knowledge skills and development. This training helps individuals to improve their emotional and physical development in the workplace and personally. This training advancement identifies areas where they need to improve. These training advancement coaches work with individuals, and they give them ideas or plans to assemble skills and knowledge. They give the structure to personal development goals to these individuals, and they can improve their all the personal development area where weak these are very helpful in fresh direct, and their workers can meet the orders on time and. And in organizations has good reputation and the workers are happy to work because, because they know the all the procedure what they need to do and where they need to improve and then they if they all are the skilled workers working and that will increase the productivity of Fresh Direct.

The personal development training in counsellor training. (Johns,H,2012)Is very. Continually, personally and professionally successful counseling needs personal development as well. The trainer provide them with all the important question and area of development to the trainee . Where the personal and professional improve to meet why is necessary requirement for councilors. Because the new addition Explorer the purpose of personal development and core concept that underpin it the aims difference of personal development setting like the key difference like the implication the personal development plan because if the some counselor has excellent skills, knowledge they help the people and they can communicate them easily, and they can handle all the issues in well manners they can make the society strong .

Q3 Motivations .

A motive is a reason for doing something to achieve the target. Motivations term can refer variously to the goals of individuals have and the ways they choose their goals and the ways in which the other people try to change their behaviors. To achieving their goals the motivation gives them directions that gives the strength and directions to the individuals Behavior and that the factors that influence the people to behave in certain ways .Motivation is power that energize and direct and sustained behavior. The well motivate people can achieve high performance these people who are prepared to always exercise dictionary effect continue hard work. Motivation. Motivation is a direction to move on the right directions. To achieve. Dear goals. Motivation yourself is about setting the. Personally, direction independently, and then taking a course of action that always ensure that you get motivation .Motivation always encourage the people to achieve their goals. And motivation always as a goal directed behavior, people. Aspect that a course of action is likely to believe to attainment of a goal and value. Some peoples they satisfy their needs and their wants. Motivations always. Give them a encourage and that action to achieve their goals. In Fresh Direct they need to motivate their workers giving them a financial reward and increase their wages, salaries and bonuses. And they provide them a good working condition, flexible time, holidays in total, meet training and development opportunities, sick and maternity leave. Pay them minimum wage. Fresh Direct needs to give additional benefits like company pension scores, private healthcare and end subsidies, childcare and canteen and gym membership than their employees will be motivated than they can do more work for the company. And they will be happy to do work and if the employees motivated, they can do hard work and they can do effort then goodwill increases and their business has more profit and they have good reputations, so. the motivations has very important roles in organizations and if their workers are motivated then they are doing good work to improve work and increase the profit of organizations. Fresh direct need to be workers training and development and give them all the necessary training. Which they need on the workplace and this will motivate their employees and these motivations give them strength and directions to achieve the goals of organizations.

Engagement.

In Fresh Direct employee engagement is important. Everyone believes that engagement which is a good thing. But many also think it is. They know it when they see it, or. We go about what is really in engagement It is basically show the interest on the work ,employees interest on the work. They need to focus and engage with the work ,with their jobs and their career or their organization goals . And all Employees need to be engaged with the organizations benefit and they need to be engaged their jobs, they need to be active on their job. And some people say engagement is related to the jobs people do. And some people also said the identification with the purpose and the values of the organization. There are two interrelated aspect where the engagement is happens when people are committed to their work. And motivate to achieve high level of performance in the organizations. Employees Job engagement, which take place when employees are doing exercise doing effort because when the find their job is interesting good challenging and rewarding. Organizational engagement when employees identify the values and the values and purpose of their organization and believes than they that it is a great place to work, and they are continue to work to achieve the goals of organization.

(Kahn,1990) According to Kahn it as a psychological state experienced employees in relation to their work .(Macey et al,2009) According to Macey, Engagement is individual's purpose and focused energy, evident to others in the display of personal initiative, adaptability ,effort and persistence directed towards organizational goal. A fresh director needs to be used the different aspect of engagement, like intellectual engagement thinking hard about the job and how to do it better way on the workplace and they need to be effective engagement and like feeling positively about doing a job. They also need to be provide them and social engagement like working, together actively taking opportunities to discover work related improvement with the others at workplace because they need to be shared ideas to each other. And the. Behavioral outcomes like they need to be ultimately provide them and good engagement with their work like their behavior need to be good on their workplace, and that can lead to what can be described as an engagement all the employees need to be behaviorally good and then that will be affect on the improvement of the organization, work, and reputation goodwill.

Leadership and Management .

leadership and management is very important in all kind of business. The effective leadership and management. For the successful operation. Love, Cool, encourages and acknowledge in the 21 century. It's growing recognition that the quality of leader and the leadership is. It is critical if school to produce the best possible out come for their learners. They need to be have a good quality leadership in the management and. That can produce a best possible outcome

for all. Their learners and all their stakeholders, the in the long run, with the leadership has a vital role. In all businesses and if a business has a good leadership they can go to success and they can and leave their business. And they get. Efficient word from their all workers and they can satisfy their learners. Their clients, their stakeholders and their community the government, tax authority all satisfied The skill leadership is also required in school and colleges as well, and the skill leadership required in all the business as well. Traditionally, the view in many countries is that because school principal and a senior staff need to be qualified and experienced teacher. Profession requires specific preparation many countries introduce like formal development opportunities and aspiring and practicing principles. In England, France and Scotland. , informal leadership qualification is required before senior leaders take up their posts as well. There is no there is a more reliance on in service and opportunities because the nature of development process varies in land with the specific task and contest.

Conclusion. In this report workplace hiring individuals and we also discuss training and development benefits, and we also discuss motivation, engagement, and leadership. In overall on this term we learn a lot of knowledge about workplace achievements and engagement on workplace and recruitment and training environment. So this knowledge in the future we can apply in our practical life on, the workplace. So overall we learn a lot of things that helpful in the future and we can do excellent job on workplace and we can achieve their higher level rewards on workplace.

Part b

Being a HR manager at Fresh Direct my duty is to conduct a swot analysis Personal development plan For a newly recruited employees at FreshDirect, so I need to. Make a plan for personal development purpose. So for this I need to. Do the sort analysis and a need to make SMART goals plan. Working as human resources (HR) manager in fresh direct I need to develop, advise on and implement policies relating to the effective use of staff in Fresh Direct . In the role your aim is to ensure that the Fresh Direct that you work for employees the right balance of staff in terms of skill and experience, and that training and development opportunities are available to colleagues to enhance their performance and achieve the company's business aims.

A sort analysis. Consider a person strength, weakness, opportunities, and threats. Implementing an Angel sword for each of your employee will help you to get better understanding of their strength and weakness and identify their training and welcome needs. Sort analysis is a tool for. Setting up. Check and balance system on your employees and you can use this tool. To check your employees all the skills, knowledge. End the required for a task. Being at church. And the smart? Goal as well specific measurablr. Um, achievable goals for the organization?

HR manager are expected to add value to the Fresh Direct they support. The exact nature of the work varies according to the company but is likely to include

working closely with various departments, increasingly in a consultancy role, assisting line managers to understand and implement policies and procedures and promoting equality and diversity as part of the culture of the company .

liaising with a range of people involved in policy areas such as staff performance and health and safety.

interpreting and advising on employment law.

dealing with grievances and implementing disciplinary procedure and HR planning strategies, which consider immediate and long-term staff requirements.

planning and sometimes delivering training - including inductions for new staff.

analyzing training needs in conjunction with departmental managers.

Strengths:

Characteristics of the business or project that give it an advantage over others.

- Proof of concept: StyGreen
- Complete cycle from cellulosic waste to styrene
- Carbon neutral
- Sustainable
- 2G feedstock: does not compete with food supply
- "Sludge" is a virtually valueless feedstock -> high value potential
- Global demand for styrene: high and reliable
- Proven industry interest in StyGreen

Weaknesses:

Characteristics of the business that place the business or project at a disadvantage relative to others.

- Can currently not compete price-wise with petrochemically derived plastics
- Yields: industrial importance of scale
- Conversion Speed
- GMO special regulations

Opportunities:

Elements in the environment that the business or project could exploit to its advantage.

- Ample market opportunity
- Increasing oil price puts pressure on competition
- Global trend: Techniques such as fracking increasingly under fire
- Looming EcoTax /CO₂ tax puts pressure on competition
- Customers increasingly value sustainability, companies need to adapt to their wishes

Threats:

Elements in the environment that could cause trouble for the business or project.

- Niche in current global market: industrial styrene buyers often value price over sustainability
- Legislation and societal doubt against GMO's in certain countries

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