



UNIVERSITY OF WALES

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Introduction

This report going to base on the company that I am working for, the name of the company is Tesco, Tesco began in 1919 and was launched full in 2000 own and created by Tesco, their mission is to create value for customer to earn their lifetime loyalty. In Tesco the human resources team play a big part in the company, the roles and the way they are communicate, the responsible are recruiting, interviewing screening, employee relation, payroll, benefits and training, the company have way in which they communicate with their staff which are verbal face-to-face, email, post, web site and phone, Tesco human resources use a system call people soft beat SAP and Oracle management system when doing its marketing, accounting, hr, BI and SAP which gives Tesco a common way to processes and operate both locally and international. One of the main days to day system use by the human resources team is the payslipveiw portal which can be assess by all Tesco and Tesco bank employee online (web site), it shows employee schedule, health benefits and payslip, holiday hours, work hour and company news, and its also a form of access to data. Tesco have method to train their staff these methods are the personal development plan and the 360-degree appraisal, the personal development plan will help all employee gain the skill needed in their careers, and the 360-degree appraisal this give performance and feedback from stakeholders that have contact with employees. Knowledge management plays a big part in Tesco by sharing ideas, experience, view, and information, knowledge management is important for workplace to access, share and update business knowledge easily and cost efficient, through a robust knowledge management system you can get the right knowledge at the right time needed.