

Developing Relationships and Workplace Achievement

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Executive Summary

The report has explained a brief overview of Apple Inc. It has explained different development vehicles used by Apple Inc to meet employee's needs and expectations. The report explained human resource management theories that can help Apple Inc to manage employee's performance and productivity in the workplace. The report prepared a development plan to help employees in Apple Inc meet their development needs and expectations like communication, leadership, teamwork, technical, leadership, conflict resolution, and decision-making skills. It has been examined from the report that Training and development vehicles help Apple Inc to increase employee innovation in developing innovative products and strategies.

Introduction

The report explains different development vehicles available to Apple Inc for meeting the development needs of employees. The training and development programs of Apple Inc help organization to meet employees' career development expectations and requirements. The report shows that communication, leadership, teamwork, technical, leadership, conflict resolution, and decision-making skills are the major development needs of employees in the organization. The report develops a personal and professional development plan to help employees in Apple Inc meet their development needs and expectations.

Company Overview (Apple)

Apple is a technological company in the UK that sells computer software, electronics, and other online services. It was founded on April 1, 1976, and its head office is located in California, US. The major products offered by Apple include iPod, iOS, Siri, macOS, Apple Watch, iPhone, Apple TV, etc. More than 147,000 employees are working in Apple. In the year 2020, Apple earned US\$274.515 billion and the net operating income of the company was US\$ 66.288 billion (Tasnim, 2018). The major objective of Apple is to sell high-quality products for delighting customers and gaining shareholder value. It is the most valuable brand that constantly changes business plans according to changing situations. The major rivals of Apple in the marketplace are Microsoft, Samsung, Lenovo, Sony, Google, and Phillips. Apple keeps the employees motivated by offering good compensation packages, incentives, rewards, and promotion opportunities. The current training and development vehicles used by Apple Inc are coaching, classroom training, job rotation, and workshops (AZAMOV, 2020). Due to the current covid-19 pandemic, Apple Inc provides training to employees through web conferencing.

