



Training and Development needs for a HR officer'

BMSW 5102

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Introduction to Tesco

- Found by Jack Cohen
- Different products and services
- £53 billion pounds revenue 2020
- Strategy and sustainability



HRM

- What is HRM
- "HRM is an inevitable consequence of starting and growing an organization" (Boxall et al (2007: 1)
- Knowledge ,skills , behavior





KSB

knowledge, skills, behavior

➤ Who is an HR officer (Armstrong, 2020)

➤ Ulrich and Brockbank model (2005)

➤ 5 roles in HRM



➤ Providing different range of products and services

➤ HR focuses on instructing and directing employees

➤ HR focuses on employees achieving the organizational goal

➤ HR ensures that customers' demands are fulfilled (Zarqan and Sukarni, 2017)



➤ HR manager plans activities based on the different department to ensure that planned objectives are fulfilled (Baron,2019)

➤ Assigning different departments

➤ Regular meetings

➤ Workforce planning

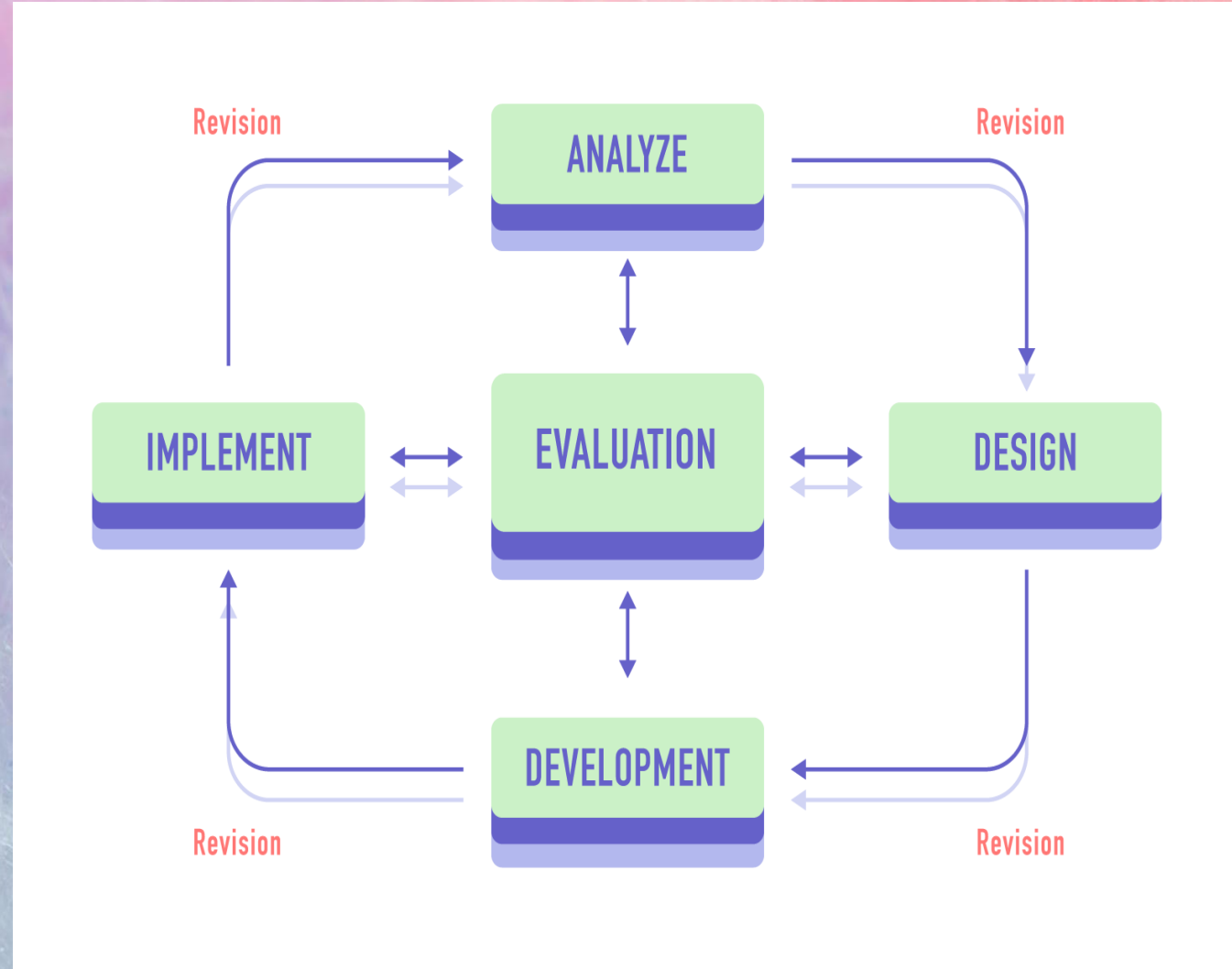


➤ Effective manager

➤ Interpersonal skills

➤ Profitable results (Brannen et al.,2020)

- Training and development
- Identifying gaps
- New Strategy
- Continues analysis



(Quigley, 2019)



- Limitless benefit of training and development

- Benefits for employees

- Benefits to the organization

- Benefit for customers



Conclusion

The motive for this presentation is to analyse the HR manager role that how being an HR manager. HR responsibility have been identified that focus on the management of different departments within Tesco PLC.

We have concluded the importance of training and development and how that helps any organization including Tesco to improve their performance.

Being part of HRM team in Tesco I am responsible to undertake all the essential roles and responsibilities by ensuring that required training and development programs are successfully met by enhancing skills, and pieces of knowledge are analysed to make required improvements in skills and behavior.

Thank you

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Appendix

Personal audit skills

Using the appendix B I have analyzed my personal skills, The analysis have shown that I have good communication, managerial and leadership skills however I need further training and improvement in the following areas : Exell Spreadsheets and HR software.

Further my skill will be evaluated in the final academic report.