

RECRUITMENT, TRAINING AND DEVELOPMENT

ASSIGNMENT ONE

ATTEMPT ALL QUESTIONS

As a result of economic reforms initiated in the recent past, the Indian economy has been globalized. The regulations and controls have been relaxed. Many more multinationals have been inclined to make their entry in India. Consequently, market dynamics specially nature of competition has been drastically changed. Indian organisations are finding it difficult to compete with their counterparts coming from outside. You are a manager in one of the well-established pharmaceutical company already working in India for the last 20 years. To compete with multinational company you personally feel that production as well as distribution systems are to be made cost effective so that better quality of medicines can be produced and distributed at reasonable cost. For improving cost-effectives of the system you carry opinion that your organisation is overstaffed. You are bringing this fact to the knowledge of managing director. He is discussing this problem with you in the light of recruitment, training, and development.

1. From HR point of view, explain what this organization would have done to avoid overstaffing (6mks)
2. Discuss to the managing director how recruitment can make the company competitive (5mks)
3. How will you convince your managing director that training would help in making production and distribution systems cost effective (8 mks)
4. Determine why development is an aspect you would raise to the managing director (6mks)

