**Manpower planning Sep 2020**

**1. In your experience, what is more effective - on the job training or off the job training. Explain 2 methods of on the job training & 2 methods of off the job training to support your viewpoint**.

**Answer**: Training enhances the skills and capabilities of employees in an organisation. A successful training programme improves the performance of an employee which in turn enhances organisational performance. Training is an essential part of the orientation programme for new recruits in an organisation.

**The main objectives of training and development are:**

* **Improving employee performance**: When an employee is recruited by an organisation, he might not have

Its sample only

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**2. Improving the quality of life at the workplace has better impact on enhancing productivity. Express your agreement or disagreement to the statement by enlisting the components of QWL**.

**Answer**: Quality of work life is the degree to which members of a work organisation are able to satisfy important personal needs through their experiences in the organisation. The work environment is very different in today’s world than it was a generation ago. According to the Institute of Industrial Engineers, a person changing his careers six times on an average in his/her lifetime is quite common. It is now rare for a person to stay with a single company his or her entire working life. Because employees are often willing to leave a company for better opportunities, companies need to

**3. Your organization used to be the market leader in logistics. Over the years, each department is operating as an independent business unit and the top management realize that the competition has been able to challenge your position due to a lack of communication of vision and synergy. The organization is struggling to take strategic decisions based on market knowledge and market practices. The situation needs to be corrected before it is too late.**

**a. What steps would you take for creating a learning organization and regaining your market leader position?**

**b. Guide your team to implement a value chain with Knowledge Support Systems**.

**Answer**: a) Owing to the fear of strategic drift, every company should be a learning organization. The risk of strategic drift implies that there is not much justification in pursuing formalized planning approaches with predetermined objectives, analyses and strategies. The environment is too complex and changes too rapidly for such approaches to produce desired results. Such uncertainty