So, imagine you are an HR in an apparel company named Pehenava with around 5,000 employees. This company has its head office in Delhi and has 100 plus stores pan India.

Keeping this in mind, here are the things that you need to do. Part one. List at least five sources of recruitment for hiring of about 100 sales professionals, out of which 80 are freshers, 15 team leaders, and five managers. Justify your selection of the recruitment sources. Here is a hint for you to get started.

Go through the list of internal and external sources of recruitment and think what would be the best sources to use in this scenario. Now, once you have chosen the sources of recruitment and before you can actually recruit these people, you need to define the competencies for the role of a sales manager. So, in this next part, you need to specify the key competencies you require for sales managers and which tools you will use to assess their performance. Here are some hints to help you get started with this part of the project. So, pick out at least six competencies, write the competency name, competency description, and at least three to four observable behavior indicators for each of them, just like you did in the assignments given in module two.

For the tools to assess their performance on each, you can think of different kinds of tools like case studies, role plays, written tests, interviews, etcetera. Keeping in mind the competency that you need to assess. Now, let's say based on these competencies, you have hired the required number of people in the sales team. Now, let's say you see that 15 to 20 of these new hires need to be trained. So in part three of this project, you need to give a classroom training to 15 to 20 sales managers on design thinking or communication.

You can choose any one of these two topics. Submit the presentation to be used. Keep in mind all that we have taught you about designing or training and making and delivering presentations. Here are some hints for you to work on this part. Add interesting activities.

Prefer using examples from the same industry. Keep minimum text on the slides. Add notes for the instructor who will be delivering the training in the presenter notes section. Add interesting graphics on the slides. Okay.

So, that was all about the project problem statement. As you can see, it is divided into three parts and you need to attempt all three of them to complete the project. We have also given you hints to get started on each of the parts. Make use of those to work on the project. Also, just to reiterate, in the third part, you need to make a presentation on any one of the two given topics, communication or design thinking.

If you want to know what exactly is design thinking, we will recommend you to Google it and find out for yourself. Yes, sometimes, as HRs, you may be required to give trainings on topics which are otherwise generic, but you may not have knowledge of them. And in such cases, the Internet will be your best friend, so use it. Now one important thing that you must note here is that make sure you do the project before taking the module test for this module and the final test since you will get questions from the project in both these tests.